



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**MARITIME OFFSHORE OIL AND GAS AWARD 2020**  
[MA000086]

Maritime industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 13.1(a) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	84,659	63,322	147,981
Facility Master	84,659	63,322	147,981
Chief Engineer	88,769	66,404	155,173
Chief Officer	70,908	53,008	123,916

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Second Officer	67,886	50,742	118,628
First Engineer	76,488	57,193	133,681
Second Engineer	73,465	54,926	128,391
Electrical Engineer	73,465	54,926	128,391
Deck/Communication Officer	67,886	50,742	118,628
Chief Integrated Rating	68,938	51,531	120,469
Integrated Rating	65,502	48,953	114,455
Chief Caterer	68,938	51,531	120,469
Chief Cook	68,938	51,531	120,469
Cook	65,502	48,953	114,455
Chief Steward	68,938	51,531	120,469
Caterer	65,502	48,953	114,455

2. By deleting the table appearing in clause 13.1(b) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Division 1—64 metres or less</b>			
Master	81,083	51,215	132,298
First Mate	73,201	45,951	119,152
Second Mate	66,749	41,643	108,392
Chief Engineer	79,651	50,259	129,910
First Engineer	73,201	45,951	119,152
Second Engineer	66,749	41,643	108,392
Integrated Rating	56,716	34,942	91,658

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Division 2—more than 64 metres</b>			
Master	86,101	54,567	140,668
First Mate	77,664	48,932	126,596
Second Mate	70,764	44,324	115,088
Chief Engineer	84,566	53,543	138,109
First Engineer	77,664	48,932	126,596
Second Engineer	70,764	44,324	115,088
Integrated Rating	60,030	37,155	97,185

3. By deleting the table appearing in clause 13.1(c) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	76,068	47,866	123,934
Chief Engineer	74,732	46,974	121,706
First Mate/First Engineer	68,734	42,967	111,701
Second Mate/Second Engineer	62,739	38,964	101,703
Integrated Rating	56,716	34,942	91,658

4. By deleting the table appearing in clause 13.1(d) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	73,920	46,431	120,351

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Chief Engineer	72,624	45,566	118,190
First Mate/First Engineer	66,821	41,690	108,511
Integrated Rating	56,716	34,942	91,658

5. By deleting the table appearing in clause 13.1(e) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Semi-submersible</b>			
Master	81,083	51,215	132,298
First Mate	73,201	45,951	119,152
Second Mate	66,749	41,643	108,392
Radio Officer	66,749	41,643	108,392
Chief Engineer	79,651	50,259	129,910
First Engineer	73,201	45,951	119,152
Second Engineer	66,749	41,643	108,392
Marine Electrician	66,749	41,643	108,392
Bosun/Chief Integrated Rating	63,170	39,251	102,421
Bosun's Mate	61,020	37,815	98,835
Integrated Rating	59,584	36,857	96,441
Provisional IR—under 18 years	35,681	20,830	56,511
Provisional IR—over 18 years	46,497	27,617	74,114
Chief Cook	63,170	39,251	102,421
Second Cook	59,584	36,857	96,441
Chief Caterer	63,170	39,251	102,421
Caterer	59,584	36,857	96,441
<b>Drill ships</b>			

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	85,383	54,087	139,470
First Mate	77,031	48,509	125,540
Second Mate	70,188	43,939	114,127
Radio Officer	70,188	43,939	114,127
Chief Engineer	83,863	53,073	136,936
First Engineer	77,031	48,509	125,540
Second Engineer	70,188	43,939	114,127
Marine Electrician	70,188	43,939	114,127
Bosun/Chief Integrated Rating	66,394	41,405	107,799
Bosun's Mate	64,113	39,881	103,994
Integrated Rating	62,592	38,866	101,458
Provisional IR—under 18 years	35,681	20,830	56,511
Provisional IR—over 18 years	46,497	27,617	74,114
Chief Cook	66,394	41,405	107,799
Second Cook	62,592	38,866	101,458
Chief Caterer	66,394	41,405	107,799
Caterer	62,592	38,866	101,458

6. By deleting the table appearing in clause 13.1(f) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	81,083	51,215	132,298
First Mate/First Engineer	79,651	50,259	129,910
Second Mate/Second Engineer	73,201	45,951	119,152
Integrated Ratings	66,749	41,643	108,392
Chief Cook/Chief Caterer	61,733	38,293	100,026

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Caterer Cook	56,716	34,942	91,658
Provisional IR— under 18 years	35,085	20,428	55,513
Provisional IR—over 18 years	46,497	27,553	74,050

7. By deleting the table appearing in clause 13.1(g) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	81,083	51,215	132,298
Mate	73,201	45,951	119,152
Integrated Rating	56,716	34,942	91,658

8. By deleting the table appearing in clause 13.1(h) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Mary Anne tide or equivalent</b>			
Master	76,068	47,866	123,934
Mate	68,734	42,967	111,701
Chief Engineer	74,732	46,974	121,706
Deckhand/Integrated Rating	56,716	34,942	91,658
<b>Utility vessels including landing barges</b>			
Master	72,624	45,310	117,934
Mate	64,638	40,556	105,194
Chief Engineer	71,175	43,850	115,025

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Deckhand/Integrated Rating	56,716	34,942	91,658
<b>Mooring assistant/utility vessels</b>			
Master	69,115	43,222	112,337
Chief Engineer	67,733	42,110	109,843
Mate	61,513	37,897	99,410
Deckhand/Integrated Rating	56,716	34,942	91,658

9. By deleting the year “2023” in clause 13.3(b) and inserting “2024”.
10. By deleting the amount “\$30.91” appearing in clause 15.2(a) and inserting “\$32.07”.
11. By deleting the amount “\$44.05” appearing in clause 15.3(a) and inserting “\$45.70”.
12. By deleting the amount “\$58.56” appearing in clause 15.3(b) and inserting “\$60.75”.
13. By deleting the amounts “\$55.09” and “\$88.20” appearing in clause 15.3(c) and inserting “\$57.15” and “\$91.51” respectively.
14. By deleting the amount “\$5.26” appearing in clause 15.4(a) and inserting “\$5.45”.
15. By deleting the amount “\$1051.27” appearing in clause A.1.1 and inserting “\$1090.69”.
16. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Vessels wrecked or stranded	15.2(a)	2.94	32.07	per hour
Allowances specific to vessels other than floating production facilities—Shared accommodation	15.3(a)	4.19	45.70	per day
Allowances specific to vessels other than floating production facilities—Vessels temporarily engaged in carriage and handling of cargo	15.3(b)	5.57	60.75	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Allowances specific to vessels other than floating production facilities—Hard-lying 2 berth cabin	15.3(c)	5.24	57.15	per day
Allowances specific to vessels other than floating production facilities—Hard-lying 4 berth cabin	15.3(c)	8.39	91.51	per day
Allowance specific to floating production facilities—Communication	15.4(a)	0.5	5.45	per completed fortnight

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2024.



PRESIDENT

Printed by authority of the Commonwealth Government Printer