

The Exposure Draft was first published on 15 January 2016. Subsequent amendments to the draft are as follows:

Publication date	Reason for amendments	Clauses affected
7 November 2016	Incorporate changes resulting from PR580863	Schedule F
	Incorporate changes resulting from [2016] FWCFB 3500 , PR579866 and PR579589	10, 11, 13, Schedule A, Schedule B
	Incorporate changes agreed to by parties and changes made by AMOD following conference of 4 August 2016	3.3, 6.3, 6.5(a)(ii) [deleted], 9, 10.3, 11.2(b), 11.2(e)(ii), 11.2(h), 11.2(j), 11.3(b), 13.3, Schedule A, Schedule G
	Exposure draft	
2 November 2017	Incorporate change resulting from [2016] FWCFB 6178	13
	Incorporate changes resulting from PR588746	5.2, 14.2, 14.3, 14.4, 14.5, 14.6, Schedule D, Schedule E
	Note added	Schedule A
	Incorporate changes resulting from [2017] FWCFB 3500 , PR592185 and PR592340 , PR593861	10, 11, Schedule A, Schedule B, Schedule C,
	Incorporates changes resulting from [2017] FWCFB 3433	1.2, 22.6, Schedule G
	Incorporates changes resulting from [2017] FWCFB 3541	6.5
	Incorporates changes and notes resulting from [2017] FWCFB 5536	8.2(a), 9.1, 9.2, 9.3, 10.3, 10.4, 11.2(b), 13.3(a), 14, 22.6, Schedule G

EXPOSURE DRAFT

Dredging Industry Award 2016

This exposure draft has been prepared by staff of the Fair Work Commission based on the *Dredging Industry Award 2010* (the Dredging award) as at 7 November 2016. This exposure draft does not seek to amend any entitlements under the Dredging award but has been prepared to address some of the structural issues identified in modern awards.

The review of this award in accordance with s.156 of the *Fair Work Act 2009* is being dealt with in matter [AM2014/223](#). Additionally a number of common issues are being dealt with by the Commission which may affect this award. Transitional provisions have not been included in this exposure draft pending the outcome of the review.

This draft does not represent the concluded view of the Commission in this matter.

No examples have been included in this exposure draft. Parties are asked to submit [examples](#) that clarify the operation of particular provisions.

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Part 1—Application and Operation

1. Title and commencement

1.1 This award is the *Dredging Industry Award 2016*.

Clause 1.2 amended in accordance with [\[2017\] FWCFB 3433](#) at [328].

1.2 ~~This modern award commenced operation on 1 January 2010. The terms of the award have been varied since that date. This modern award, as varied, commenced operation on 1 January 2010.~~

1.3 A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.

1.4 Schedule G—Definitions sets out definitions that apply in this award.

1.5 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.

2. The National Employment Standards and this award

2.1 The [National Employment Standards](#) (NES) and this award contain the minimum conditions of employment for employees covered by this award.

2.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.

2.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.

3. Coverage

3.1 This industry award covers employers throughout Australia in the dredging industry and their employees in the classifications listed in clause 10—Minimum wages to the exclusion of any other modern award.

3.2 Dredging industry means:

- (a) the operation of vessels in dredging or sluicing work generally and including such work in relation to land reclamation, metalliferous and other mining, and oil and gas projects; and
- (b) the operation of vessels, barges, self-propelled dredges, tugs or other self-propelled vessels, used in the dredging of ports, harbours, bays, estuaries, rivers and channels requiring travelling to or from a dumping area, or whilst moving from port to port.

3.3 The award does not cover:

- (a) employers and their employees who are covered ~~by the covered~~ by the following awards:
 - (i) *the Coal Export Terminals Award 2016*;
 - (ii) *the Marine Towage Award 2016*;
 - (iii) *the Maritime Offshore Oil and Gas Award 2016*;
 - (iv) *the Port Authorities Award 2016*;
 - (v) *the Ports, Harbours and Enclosed Water Vessels Award 2016*;
 - (vi) *the Seagoing Industry Award 2016*;
 - (vii) *the Stevedoring Industry Award 2016*; and
- (b) maintenance contractors covered by the *Manufacturing and Associated Industries and Occupations Award 2016*.

3.4 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clauses 3.1 and 3.2 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.

3.5 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clauses 3.1 and 3.2 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described in clauses 3.1 and 3.2 are being performed. This subclause operates subject to the exclusions from coverage in this award.

3.6 This award does not cover:

- (a) employees excluded from award coverage by the *Fair Work Act 2009* (Cth) (the Act);
- (b) employees who are covered by a modern enterprise award or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and*

Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees; or

- (c) employees who are covered by a State reference public sector modern award or a State reference public sector transitional award (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)*), or employers in relation to those employees.

3.7 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.

4. Award flexibility

4.1 Notwithstanding any other provision of this award, an employer and an individual employee may agree to vary the application of certain terms of this award to meet the genuine individual needs of the employer and the individual employee. The terms the employer and the individual employee may agree to vary the application of, are those concerning:

- (a) arrangements for when work is performed;
- (b) overtime rates;
- (c) penalty rates;
- (d) allowances; and
- (e) leave loading.

4.2 The employer and the individual employee must have genuinely made the agreement without coercion or duress. An agreement under this clause can only be entered into after the individual employee has commenced employment with the employer.

4.3 The agreement between the employer and the individual employee must:

- (a) be confined to a variation in the application of one or more of the terms listed in clause 4.1; and
- (b) result in the employee being better off overall at the time the agreement is made than the employee would have been if no individual flexibility agreement had been agreed to.

- 4.4** The agreement between the employer and the individual employee must also:
- (a) be in writing, name the parties to the agreement and be signed by the employer and the individual employee and, if the employee is under 18 years of age, the employee’s parent or guardian;
 - (b) state each term of this award that the employer and the individual employee have agreed to vary;
 - (c) detail how the application of each term has been varied by agreement between the employer and the individual employee;
 - (d) detail how the agreement results in the individual employee being better off overall in relation to the individual employee’s terms and conditions of employment; and
 - (e) state the date the agreement commences to operate.
- 4.5** The employer must give the individual employee a copy of the agreement and keep the agreement as a time and wages record.
- 4.6** Except as provided in clause 4.4(a) the agreement must not require the approval or consent of a person other than the employer and the individual employee.
- 4.7** An employer seeking to enter into an agreement must provide a written proposal to the employee. Where the employee’s understanding of written English is limited the employer must take measures, including translation into an appropriate language, to ensure the employee understands the proposal.
- 4.8** The agreement may be terminated:
- (a) by the employer or the individual employee giving 13 weeks’ notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or
 - (b) at any time, by written agreement between the employer and the individual employee.
- NOTE: If any of the requirements of [s.144\(4\)](#), which are reflected in the requirements of this clause, are not met then the agreement may be terminated by either the employee or the employer, giving written notice of not more than 28 days (see [s.145](#) of the Act).
- 4.9** The notice provisions in clause 4.8(a) only apply to an agreement entered into from the first full pay period commencing on or after 4 December 2013. An agreement entered into before that date may be terminated in accordance with clause 4.8(a), subject to four weeks’ notice of termination.
- 4.10** The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between an employer and an individual employee contained in any other term of this award.

5. Facilitative provisions

5.1 A facilitative provision provides that the standard approach in an award provision may be departed from by agreement between an employer and an individual employee, or an employer and the majority of employees in the enterprise or part of the enterprise concerned.

5.2 Facilitative provisions in this award are contained in the following clauses:

5.2 amended in accordance with [PR588746](#)

Clause 9.3 has been identified as facilitative provision. However, this provision does not identify which parties may agree. Parties are asked to make submissions on this issue.

Clause	Provision	Agreement between an employer and:
6.5(c)	Casual employment—payment of wages	An individual
0	Span of hours—vessels fully operational	An individual
9.3	Breaks—employees on dredging operations	
<u>14.2</u>	<u>Annual leave in advance</u>	<u>An individual</u>
<u>14.3</u>	<u>Cashing out of annual leave</u>	<u>An individual</u>

Part 2—Types of Employment and Classifications

6. Types of employment

6.1 Employees under this award will be employed in one of the following categories:

- (a) full-time;
- (b) part-time; or
- (c) casual.

6.2 At the time of engagement, an employer will inform each employee of the terms of their engagement and, in particular, whether they are to be full-time, part-time or casual employees.

The parties agreed to have ‘at least’ removed from 6.3. However, the words appear to have been removed without a Full Bench Decision

6.3 Full-time employment

A full-time employee is engaged to work 38 ordinary hours per week, averaged over a period of one year.

6.4 Part-time employment

Part-time employment provisions may be affected by [AM2014/196](#)

- (a) A part-time employee:
 - (i) is engaged to work ordinary hours which are less than the average number of ordinary hours of a full-time employee; and
 - (ii) receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.
- (b) A part-time employee must be paid the ordinary hourly rate for the relevant classification in clause 10—Minimum wages.
- (c) At the time of commencement, the employer must inform the part-time employee in writing of the:
 - (i) ordinary hours of work and starting and finishing times; or
 - (ii) rostered periods of duty to be worked by the employee.

6.5 Casual employment

A Full Bench found a model casual conversion clause should be inserted into modern awards without existing conversion clauses. Any further written submissions, including whether a conversion clause requires adaptation to meet the circumstances of particular awards, are to be filed by 2 August 2017. See [\[2017\] FWCFCB 3541](#) at [381]-[382].

A Full Bench expressed the provisional view that there was to be a 2 hour minimum engagement for casual employees in awards that do not contain daily minimum engagement. Any further written submissions concerning this view are to be filed on or by 2 August 2017. See [\[2017\] FWCFCB 3541](#) at [408].

- (a) **Casual employee** means an employee who is engaged for a period of less than four weeks and is notified on the first day of their employment.
 - ~~(i) engaged for a period of less than four weeks and is notified on the first day of their employment; or~~
 - ~~(ii) a full-time or part-time employee who has been dismissed through no fault of their own within four weeks of commencing employment.~~
- (b) **Casual loading**
 - (i) For each ordinary hour worked, a casual employee must be paid:
 - the ordinary hourly rate; and
 - a loading of 25% of the ordinary hourly rate,for the classification in which they are employed.

Concern that casual loading clause excludes application of allowances for casual employees. Should be removed or otherwise replaced with wording as per *Building Award 2010*. Full Bench to confirm in [AM2014/196](#) and [AM2014/197](#): Statement [\[2016\] FWC 7768](#) (7 Nov 2016)

- (ii) The casual loading is paid instead of annual leave, annual leave loading and any other rates and allowances contained in this award except overtime and shift allowances.
- (c) Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly or fortnightly.
- (d) On each occasion a casual employee is required to attend work, the employee is entitled to a minimum payment for two hours' work.

7. Classifications

- 7.1 All employees covered by this award may be engaged in the classifications set out in clause 10—Minimum wages.
- 7.2 Employers must advise their employees in writing of their classification and any changes to their classification.
- 7.3 The employer must determine the employee's classification based on the skill level or levels that the employee requires to carry out the principal functions of their employment. The principal functions of employment will be determined by the employer.

Part 3—Hours of Work

8. Ordinary hours of work and rostering

- 8.1 This clause supplements the NES.
- 8.2 Span of hours—vessels fully operational

Clause 8.2(a) updated in accordance with provisional view of Full Bench. Interested parties are invited to provide feedback on provisional view. In the absence of objection, variation will be made – see [\[2017\] FWCFB 5536](#) at [34]-[35].

(a) Day workers

~~Hours of duty for day workers will consist of:~~

- ~~(i) 12 hours per day on each of seven days per week between 6.00 am and 6.00 pm; or~~
- ~~(ii) other starting and finishing times as may be mutually agreed.~~

- (i) Hours of duty for day workers will consist of 12 hours per day on each of seven days per week between 6.00 am and 6.00 pm.
- (ii) The ordinary hours of work are to be worked continuously, except for meal breaks, at the discretion of the employer between 6.00 and 6.00 pm. The spread of hours (6.00 am to 6.00 pm) may be altered by up to one hour at either end of the spread, by agreement between an employer and the majority of employees concerned or, in appropriate circumstances, between the employer and an individual employee.
- (iii) Any work performed outside the agreed spread of hours must be paid for at overtime rates in accordance with clause 13.1.

(b) Shiftworkers

- (i) Hours of duty for shiftworkers will consist of one week of day shifts alternating with one week of night shifts.
- (ii) The day shift cycle will comprise 12 hour shifts on each of seven days per week between 6.00 am and 6.00 pm.
- (iii) The night shift cycle will comprise 12 hour shifts on each of six days per week between 6.00 pm and 6.00 am.

(c) Marine cooks

Hours of duty for marine cooks will consist of 12 hours per day on each of seven days per week.

8.3 Span of hours—vessels not fully operational

Ordinary hours may be worked between 8.00 am and 4.30 pm for up to eight hours per day, Monday to Friday inclusive, or between 7.00 am and 5.00 pm when not engaged in dredging duties.

9. Breaks

9.1 Except as provided in clauses 9.2(b) and 9.3(d), an employee must not be compelled to work for more than five hours without a break for a meal.

9.2 Employees on other than dredging operations

- (a) Employees on other than dredging operations must be allowed a meal break of at least 45 minutes between the hours of 11.30 am and 1.30 pm.
- (b) If the master/engineer or their representative decides, in an emergency, that the meal break cannot be taken, a meal time of 30 minutes will be allowed later and will be counted as time worked, and payment for a 45 minute meal break will be made at overtime rates.

9.3 Employees on dredging operations

- (a) Employees on dredging operations must be allowed a meal break of 30 minutes, which is to be taken within five hours from the start of the shift or at a time otherwise agreed.
- (b) The meal breaks prescribed in clause 9.3 are to be counted as time worked.
- (c) The incidence of meal time will not interrupt the working of the dredge and attendant craft.
- (d) Employees must be paid an additional one hour at ordinary time rates:
 - (i) if the master/engineer or their representative decides, in an emergency, that the meal break cannot be taken; or
 - (ii) where a dredge and attendant craft are in continuous operation and it is impracticable on any shift to allow the meal break.

9.4 Maximum hours

Employees must not work for more than 18 hours continuously. If an employee works a period of 18 continuous hours they must have 10 hours off (inclusive of two meal hours), subject to employees being available to ensure the continuous operation of the vessel. Less than four hours off will not constitute a break in the work period of 18 continuous hours.

9.5 Recall

- (a) An employee recalled to work overtime otherwise than in a consecutive extension before or after ordinary duty for the day, will be paid a minimum of four hours' work at the appropriate rates.
- (b) If an employee is called back to work on more than one occasion between ceasing time on one day and starting time the next day, the employee will be paid **200%** of the ordinary hourly rate for all time from the commencement of the first call-out to the conclusion of the last call-out.

Part 4—Wages and Allowances

10. Minimum wages

10.1 Employees on a non-propelled dredge

An employer must pay an employee engaged on a non-propelled dredge the following minimum rate:

Exposure draft – Dredging Industry Award 2016

Classification	Minimum weekly rate \$	Minimum hourly rate \$
Chief engineer	921.40	24.25
Chief operator	921.40	24.25
First engineer	902.90	23.76
First operator	902.90	23.76
Drilling technician	878.30	23.11
Engineer	860.90	22.66
Mechanical attendant	860.90	22.66
Crane operator/mechanical	853.10	22.45
Electrician	850.40	22.38
Leading driller	844.50	22.22
Second engineer	825.90	21.73
Second operator	825.90	21.73
Leading hand (reclamation)	825.90	21.73
Driller	803.70	21.15
Third engineer	789.20	20.77
Dredgehand	776.20	20.43
Greaser	776.20	20.43
Assistant driller	776.20	20.43
Crew attendant	776.20	20.43

See Schedule A for a summary of hourly rates of pay including overtime and penalties.

10.2 Dredge other than a non-propelled dredge—not fully operational

An employer must pay an employee engaged on a dredge other than a non-propelled dredge that is not fully operational the following minimum rate:

Classification	Minimum weekly rate \$	Minimum hourly rate \$
Trailer master	979.40	25.77
Chief engineer	979.40	25.77
Trailer shift master	952.20	25.06
Tug master <i>W.H. Reliance</i> or equivalent	952.20	25.06
First engineer	952.20	25.06

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Classification	Minimum weekly rate \$	Minimum hourly rate \$
Electrical engineer <i>Humber River</i> or equivalent	952.20	25.06
Trailer mate	875.60	23.04
Tug master, tug engineer	875.60	23.04
Second engineer, electrical engineer	875.60	23.04
Pump operator, welder, deckhand/welder, dredgehand/welder	875.60	23.04
Bosun/driller	875.60	23.04
Launch driver	848.50	22.33
Assistant pump operator	831.60	21.88
Driller, deckhand/driller	831.60	21.88
Bosun	831.60	21.88
Chief cook	831.60	21.88
Deckhand, assistant driller	811.30	21.35
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	811.30	21.35
Crew attendant	811.30	21.35
Second cook	811.30	21.35

See Schedule A for a summary of hourly rates of pay including overtime and penalties.

10.3 Dredge other than a non-propelled dredge—fully operational

An employer must pay an employee engaged on a dredge other than a non-propelled dredge that is fully operational the following aggregated rate:

Table at clause 10.3 updated in accordance with provisional view of Full Bench. Interested parties are invited to provide feedback on provisional view. In the absence of objection, variation will be made – see [\[2017\] FWCFB 5536](#) at [39]-[46].

Classification	Day workers		Shiftworkers	
	Weekly aggregated wage \$	Hourly aggregated wage \$	Weekly aggregated wage \$	Hourly aggregated wage \$
Trailer master	2445.00 <u>2194.30</u>	29.11 <u>26.12</u>	<u>2167.30</u>	<u>27.79</u>

Exposure draft – Dredging Industry Award 2016

Classification	Day workers		Shiftworkers	
	Weekly aggregated wage \$	Hourly aggregated wage \$	Weekly aggregated wage \$	Hourly aggregated wage \$
Chief engineer	2445.00 <u>2194.30</u>	29.11 <u>26.12</u>	<u>2167.30</u>	<u>27.79</u>
Trailer shift master	2360.80 <u>2134.80</u>	28.10 <u>25.41</u>	2334.10 <u>2108.50</u>	29.92 <u>27.03</u>
Tug master <i>W.H. Reliance</i> or equivalent	2360.80 <u>2134.80</u>	28.10 <u>25.41</u>	2334.10 <u>2108.50</u>	29.92 <u>27.03</u>
First engineer	2360.80 <u>2134.80</u>	28.10 <u>25.41</u>	2334.10 <u>2108.50</u>	29.92 <u>27.03</u>
Electrical engineer <i>Humber River</i> or equivalent	2360.80 <u>2134.80</u>	28.10 <u>25.41</u>	2334.10 <u>2108.50</u>	29.92 <u>27.03</u>
Trailer mate	2090.80 <u>1967.30</u>	24.89 <u>23.42</u>	2067.30 <u>1943.10</u>	26.50 <u>24.91</u>
Tug master, tug engineer	2090.80 <u>1967.30</u>	24.89 <u>23.42</u>	2067.30 <u>1943.10</u>	26.50 <u>24.91</u>
Second engineer, electrical engineer	2090.80 <u>1967.30</u>	24.89 <u>23.42</u>	2067.30 <u>1943.10</u>	26.50 <u>24.91</u>
Pump operator, welder, deckhand/welder, dredgehand/welder	2090.80 <u>1967.30</u>	24.89 <u>23.42</u>	2067.30 <u>1943.10</u>	26.50 <u>24.91</u>
Bosun/driller	2090.80 <u>1967.30</u>	24.89 <u>23.42</u>	2067.30 <u>1943.10</u>	26.50 <u>24.91</u>
Launch driver	1998.80 <u>1908.00</u>	23.80 <u>22.71</u>	1976.30 <u>1884.60</u>	25.34 <u>24.16</u>
Assistant pump operator	1946.80 <u>1871.10</u>	23.18 <u>22.28</u>	1925.00 <u>1848.10</u>	24.68 <u>23.69</u>
Driller, deckhand/driller	1946.80 <u>1871.10</u>	23.18 <u>22.28</u>	1925.00 <u>1848.10</u>	24.68 <u>23.69</u>
Bosun	1946.80 <u>1871.10</u>	23.18 <u>22.28</u>	1925.00 <u>1848.10</u>	24.68 <u>23.69</u>

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Classification	Day workers		Shiftworkers	
	Weekly aggregated wage \$	Hourly aggregated wage \$	Weekly aggregated wage \$	Hourly aggregated wage \$
Chief cook	1946.80 <u>1871.10</u>	23.18 <u>22.28</u>	1925.00 <u>1848.10</u>	24.68 <u>23.69</u>
Deckhand, assistant driller	1883.80 <u>1826.70</u>	22.43 <u>21.75</u>	1861.10 <u>1804.30</u>	23.86 <u>23.13</u>
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	1883.80 <u>1826.70</u>	22.43 <u>21.75</u>	1861.10 <u>1804.30</u>	23.86 <u>23.13</u>
Crew attendant	1883.80 <u>1826.70</u>	22.43 <u>21.75</u>	1861.10 <u>1804.30</u>	23.86 <u>23.13</u>
Second cook	1883.80 <u>1826.70</u>	22.43 <u>21.75</u>	1861.10 <u>1804.30</u>	23.86 <u>23.13</u>

See Schedule A for a summary of hourly rates of pay including overtime and penalties.

10.4 Higher duties

Clause 10.4 varied in accordance with Full Bench Decision - see [\[2017\] FWCFB 5536](#) at [47]-[50]

- (a) An employee engaged to perform ~~the~~ any duties of a position at a higher classification level for more than two hours during any one day will be paid the rate applicable to that higher level for all work done on that day.
- (b) An employee engaged to perform ~~the~~ any duties of a position at a higher classification level for two hours or less during one day will be paid the higher rate for the actual time worked at that higher level.

10.5 Payment of wages

Wages are to be paid weekly or fortnightly. Wages may be paid by cash or electronic funds transfer (EFT).

NOTE: Regulations 3.33(3) and 3.46(1)(g) of *Fair Work Regulations 2009* set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.

10.6 National training wage

Clause 10.6 substituted by [PR593861](#).

- (a) Schedule E to the *Miscellaneous Award 2010* sets out minimum wage rates and conditions for employees undertaking traineeships.
- (b) This award incorporates the terms of Schedule E to the *Miscellaneous Award 2010* as at 1 July 2017. Provided that any reference to “this award” in Schedule E to the *Miscellaneous Award 2010* is to be read as referring to the *Banking, Finance and Insurance Award 2010* and not the *Miscellaneous Award 2010*.

11. Allowances

Monetary amounts in this clause adjusted as a result of AWR 2017

11.1 Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule B for a summary of monetary allowances and method of adjustment.

11.2 Wage related allowances

(a) All purpose allowances

Allowances paid for **all purposes** are included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave. The following allowance is paid for all purposes under this award:

- (i) dual certificate allowance (clause 11.2(b)).

Parties asked to consider which employees may act in a dual capacity as master and engineer – see [\[2016\] FWC 7768](#) (7 Nov 2016)

(b) Dual certificate allowance

- (i) A payment of **\$29.45** per week will be made to an employee working on a vessel that is not fully operational who acts in a dual capacity of master and engineer. The rate is payable for all purposes of this award.
- (ii) A payment of **\$62.63** per week will be made to an employee working on a fully operational vessel who acts in a dual capacity of master and engineer. The rate is payable for all purposes of this award.

(c) Special rates—confined areas

An employee will be paid **\$1.30** per hour in addition to any other ordinary or overtime rate payable under this award for time occupied working:

- (i) inside boilers or furnaces;

- (ii) inside the casing of internal combustion engines;
- (iii) inside oil tanks in motor vessels;
- (iv) in bilges (including rose boxes) and coffer dams;
- (v) inside impeller pump casings and dredging pipes; or
- (vi) under engine room or pump room deck plates.

(d) Hard-lying allowance

A hard-lying allowance of **\$24.99** per week will be paid to employees required to live aboard a vessel and share a cabin with another employee. The allowance is not subject to any penalties or premium prescribed by this award.

(e) Shipkeeping

- (i) A master, mate or engineer shipkeeping in any port for all or part of the hours between 5.00 pm and 7.00 am will be entitled to an extra 12 hours' pay at ordinary rates.
- (ii) When the vessel is not fully operational the employee is to be paid a special allowance per week of:

	\$ per week
Remote areas	238.20
Less remote areas	158.45
Major ports	104.98

- (iii) When the vessel is fully operational the employee is to be paid a special allowance per week of:

	\$ per week
Remote areas	133.22
Less remote areas	53.30

- (iv) The allowances in clauses 11.2(e)(ii) and (iii) will not be taken into account in calculating the wage rate for shiftwork, overtime, annual leave or redundancy pay.

- (v) In clauses 11.2(e)(ii) and (iii) the areas and ports are defined as follows:

- **less remote** means a place that does have ready access to goods and services of a major city or town but is not a major port and includes: Mourilyan Harbour, Bowen, Mackay, Bundaberg, Urangan, Maryborough, Ballina, Clarence River, Port Stephens, Jervis Bay, Moruya, Eden, Lakes Entrance, Welshpool, Portland, Gulf Ports, South Australia, Thevenard, Esperance, Albany, Geraldton, Busselton, Bunbury and Darwin (East Arm).

- **major port** means a major city or town and includes: Brisbane, Newcastle, Sydney, Botany, Port Kembla, Melbourne, Geelong, Westernport, Adelaide, Fremantle, Cairns, Townsville and Gladstone.
- **remote** means a place that does not have ready access to goods and services of a major city or town and includes: Weipa, Archer Point, Cooktown, Port Alma, Carnarvon, Cape Cuvier, Dampier, Port Headland, Broome, Yampi, Wyndham and Hay Point.

(f) Radar observer’s allowance

- (i) An allowance of **\$29.45** per week will be paid to masters and mates who are holders of a valid Radar Observer’s Certificate when working on a vessel equipped with radar.
- (ii) This allowance will not be taken into account in calculating the wage rate for shiftwork, overtime, annual leave or redundancy pay.

(g) Firefighting allowance

- (i) An allowance of **\$29.45** per week is to be paid to engineers who hold a valid firefighting certificate or provide proof of their attendance at an authorised firefighting course for marine personnel.
- (ii) This allowance will not be taken into account in calculating the wage rate for shiftwork, overtime, annual leave or redundancy pay.

(h) Additional allowances—cooks

- (i) An additional payment of **\$58.33** per week is to be payable to a chief cook whose duties include the ordering of stores and the issue of linen.
- (ii) If a second cook is required to perform cleaning duties outside of the galley and storerooms, that employee will be paid an allowance of **\$41.62 per week** in addition to the rates fixed for ordinary work.
- (iii) These rates will not be taken into account in calculating the wage rate for shiftwork, overtime, annual leave or redundancy pay.

(i) Protective clothing

- (i) Marine cooks will be reimbursed by the employer for the reasonable cost of providing gloves and freezer suit for working in freezers.
- (ii) This provision will not apply where the employer supplies the protective clothing.

(j) Vessels proceeding from port to port

- (i) Employees on vessels proceeding from one port (or its equivalent) to another port (or its equivalent) are to be paid:
 - the wage prescribed in clause 10—Minimum wages;

- the remote areas allowance prescribed in clause 11.2(e)(iii); and
 - an allowance of **\$114.96** per day or part of a day.
- (ii) The provisions of sections ~~127 and 132~~ 68–71 of the *Navigation Act 192012* (Cth) apply in respect of all employees whether in fact or in law the Act of its own force applies to them.
- (iii) Except where it is provided, the employer will reimburse an employee for a personal accident policy for death risk, loss of limbs and corresponding benefits to the value of **\$160,743**. This amount is payable in addition to the amounts payable under the *Seamen's Compensation Act 1974* *Seafarers Rehabilitation and Compensation Act 1992* (Cth).
- (iv) Employees who are not offered employment immediately after the vessel's arrival at its destination will be repatriated to their home port.
- (v) Articles of Agreement as required by the *Navigation Act 192012* (Cth) will be opened for the voyage.

11.3 Expense related allowances

(a) Meals—overtime

- (i) An employee required to work overtime for more than one and a half hours after their ordinary finishing time will be supplied with a meal by the employer or be paid **\$47.97**.
- (ii) If, owing to the amount of overtime worked, a second or subsequent meal is required, the employee will be supplied with such meal by the employer or be paid **\$47.97** for each meal required.

(b) Protective and industrial clothing

- (i) Employees will be paid an allowance of **\$24.50** per week and will provide themselves with adequate industrial clothing including footwear, shirts, singlets, overalls and shorts.
- (ii) Where conditions require, employees will also provide necessary protective clothing and equipment including oilskins, sea boots, goggles, gloves and waterproof coat.
- (iii) The reasonable cost of protective clothing and equipment in clause 11.3(b)(ii) will be reimbursed by the employer.
- (iv) Clause ~~11.3(b)(ii)~~ 11.3(b)(iii) does not apply where the employer supplies the protective clothing and equipment.
- (v) The protective clothing described in clause 11.3(b)(iv) will at all times remain the property of the employer and will be returned by the employee to the employer at the completion of the employee's service.

- (vi) The allowance prescribed by clause 11.3(b) is not payable during leave periods.

(c) Victualling and accommodation allowances

- (i) If required by the employer, an employee must live aboard a vessel and the employer will accommodate and keep the employee without cost to the employee.
- (ii) Where the employer provides victualling and accommodation the allowances prescribed in this clause will not be paid.

(d) Accommodation allowance

- (i) At the time of engagement of the employee, agreement is to be reached between the employer and the employee as to the employee's home port.
- (ii) An employee will be will be paid **\$420.30** per week instead of accommodation if required by the employer to live away from the agreed home port.
- (iii) Where it is not practicable for the weekly rate prescribed in this clause to be paid, the employee will be paid at the rate of **\$157.92** per night instead of accommodation. This rate will continue to be paid until the employer notifies the employee that thereafter the employee will be paid at the weekly rate of **\$420.30** per week.
- (iv) Where, following a request by any employee, the employer arranges to provide comfortable accommodation at the employer's expense, and the employee(s) use the accommodation for the duration of the contract, the employee(s) will not be entitled to the accommodation allowance in clauses 11.3(d)(ii) and (iii).

(e) Victualling allowance

- (i) Where victualling is not provided by an employer, an employee is to be paid an amount of **\$420.30** per week instead of victualling.
- (ii) Where it is not practicable for the weekly rate prescribed in clause 11.3(e)(i) to be paid, the employee is to be paid the following amounts per day:

	\$ per meal
Breakfast	24.74
Lunch	30.92
Dinner	47.97

- (iii) These rates will continue to be paid until the employer notifies the employee that thereafter the employee will be paid at the weekly rate of **\$420.30** per week instead of victualling.

- (iv) The allowances prescribed by clause 11.3(e) are not payable during leave periods.

(f) Travelling—local

- (i) When a vessel is so remote from shore that some means of conveyance is necessary to enable an employee to pass between the vessel and shore before starting or after finishing work, the employee will be paid for the time occupied in travelling and waiting. This time includes all time spent travelling between the vessel and shore, and time spent waiting for work to start and spent after finishing time waiting for conveyance back to shore. Payment will be at ordinary rates with a minimum payment for 30 minutes and will not count as part of the daily working time.
- (ii) When an employee, who in the ordinary course of their employment begins work for the day at a particular place but, is required to finish work at a place other than that particular place, the employee will be paid any reasonable travelling expense incurred in returning home in excess of their ordinary travelling expenses. The employee will also be paid at ordinary rates of pay for any travelling time beyond their ordinary travelling time.
- (iii) An employee will be paid **\$14.11** per day for excess fares incurred on any day upon which the employee is directed to work.
- (iv) The provisions of clause 11.3(f) will not apply to employees who are required by the employer to live aboard a vessel.

(g) Travelling—other than local

- (i) An employee proceeding from the place of engagement to and from a port at which the dredge is working must be provided by the employer with a free passage, provided that:
- if the employee terminates their employment, or employment is terminated by the employer for misconduct within six weeks from the start of the employment or the period of the work cycle whichever occurs first, the cost of the free passage will be deducted from any payments due to the employee; and
 - the employer will not be obligated to provide return passage for the employee in such circumstances.
- (ii) The provisions of clause 11.3(g)(i) will likewise apply to an employee who returns to their place of employment following an absence on account of accumulated and/or annual leave.
- (iii) The time spent in travelling between the place of engagement and the place at which the dredge is working and the agreed home port of the employee is to be paid for at the ordinary rate for the time so occupied, with a maximum payment of eight hours in any 24 hours.

- (iv) The employee is entitled to reimbursement of taxi fares reasonably incurred up to a maximum of **\$137.74**, subject to the production of receipts, for travel between the transport terminal at the employee’s home port and their home on each of the forward and return journeys. Where an employee’s residence is in other than their home port, the payment will be limited to the journey between the home port transport terminal and any other public transport terminal necessary for further travel to their place of residence.

See Schedule B for a summary of monetary allowances

12. Superannuation

12.1 Superannuation contributions for defined benefit members

An employer is permitted to make superannuation contributions to a superannuation fund or scheme in relation to a default fund employee who is a defined benefit member of the fund or scheme.

Part 5—Penalties and Overtime

13. Overtime and penalty rates

Question to parties deleted in accordance with para [69] of [\[2016\] FWCFB 6178](#)

13.1 Overtime

Employees will be entitled to be paid **200%** of the ordinary hourly rate of pay for any time worked outside of ordinary hours on a Monday to Sunday, except for public holidays.

13.2 Public holidays

An employee will be paid **250%** of the ordinary hourly rate of pay for any hours, ordinary and overtime, worked on a public holiday with a minimum payment for four hours’ work.

13.3 Shiftwork penalties

- (a) A shiftwork loading of **30%** of the ordinary hourly rate is payable to an employee working shiftwork and which shift commences at or after 6.00 pm on any Monday to Friday inclusive.
- (b) If a three shift per day system is worked, an additional shiftwork loading of **15%** of the ordinary hourly rate is payable in respect of the afternoon and night shifts.

Part 6—Leave, Public Holidays and Other NES Entitlements

14. Annual leave

14 amended in accordance with [PR588746](#)

14.1 Annual leave is provided for in the NES.

14.2 Annual leave in advance

- (a) An employer and employee may agree in writing to the employee taking a period of paid annual leave before the employee has accrued an entitlement to the leave.
- (b) An agreement must:
 - (i) state the amount of leave to be taken in advance and the date on which leave is to commence; and
 - (ii) be signed by the employer and employee and, if the employee is under 18 years of age, by the employee's parent or guardian.

Note: An example of the type of agreement required by clause 14.2 is set out at Schedule D. There is no requirement to use the form of agreement set out at Schedule D.

- (c) The employer must keep a copy of any agreement under clause 14.2 as an employee record.
- (d) If, on the termination of the employee's employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken in accordance with an agreement under clause 14.2, the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.

14.3 Cashing out of annual leave

- (a) Paid annual leave must not be cashed out except in accordance with an agreement under clause 14.3.
- (b) Each cashing out of a particular amount of paid annual leave must be the subject of a separate agreement under clause 14.3.
- (c) An employer and an employee may agree in writing to the cashing out of a particular amount of accrued paid annual leave by the employee.
- (d) An agreement under clause 14.3 must state:
 - (i) the amount of leave to be cashed out and the payment to be made to the employee for it; and

- (ii) the date on which the payment is to be made.
- (e) An agreement under clause 14.3 must be signed by the employer and employee and, if the employee is under 18 years of age, by the employee's parent or guardian.
- (f) The payment must not be less than the amount that would have been payable had the employee taken the leave at the time the payment is made.
- (g) An agreement must not result in the employee's remaining accrued entitlement to paid annual leave being less than 4 weeks.
- (h) The maximum amount of accrued paid annual leave that may be cashed out in any period of 12 months is 2 weeks.
- (i) The employer must keep a copy of any agreement under clause 14.3 as an employee record.

Note 1: Under section 344 of the Fair Work Act, an employer must not exert undue influence or undue pressure on an employee to make, or not make, an agreement under clause 14.3.

Note 2: Under section 345(1) of the Fair Work Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 14.3.

Note 3: An example of the type of agreement required by clause 14.3 is set out at Schedule E. There is no requirement to use the form of agreement set out at Schedule E.

14.4 Excessive leave accruals: general provision

Note: Clauses 14.4 to 14.6 contain provisions, additional to the National Employment Standards, about the taking of paid annual leave as a way of dealing with the accrual of excessive paid annual leave. See Part 2.2, Division 6 of the Fair Work Act.

- (a) An employee has an **excessive leave accrual** if the employee has accrued more than 8 weeks' paid annual leave.
- (b) If an employee has an excessive leave accrual, the employer or the employee may seek to confer with the other and genuinely try to reach agreement on how to reduce or eliminate the excessive leave accrual.
- (c) Clause 14.5 sets out how an employer may direct an employee who has an excessive leave accrual to take paid annual leave.
- (d) Clause 14.6 sets out how an employee who has an excessive leave accrual may require an employer to grant paid annual leave requested by the employee.

14.5 Excessive leave accruals: direction by employer that leave be taken

- (a) If an employer has genuinely tried to reach agreement with an employee under clause 14.4(b) but agreement is not reached (including because the employee refuses to confer), the employer may direct the employee in writing to take one or more periods of paid annual leave.
- (b) However, a direction by the employer under paragraph (a):
 - (i) is of no effect if it would result at any time in the employee's remaining accrued entitlement to paid annual leave being less than 6 weeks when any other paid annual leave arrangements (whether made under clause 14.4, 14.5 or 14.6 or otherwise agreed by the employer and employee) are taken into account; and
 - (ii) must not require the employee to take any period of paid annual leave of less than one week; and
 - (iii) must not require the employee to take a period of paid annual leave beginning less than 8 weeks, or more than 12 months, after the direction is given; and
 - (iv) must not be inconsistent with any leave arrangement agreed by the employer and employee.
- (c) The employee must take paid annual leave in accordance with a direction under paragraph (a) that is in effect.
- (d) An employee to whom a direction has been given under paragraph (a) may request to take a period of paid annual leave as if the direction had not been given.

Note 1: Paid annual leave arising from a request mentioned in paragraph (d) may result in the direction ceasing to have effect. See clause 14.5(b)(i).

Note 2: Under section 88(2) of the Fair Work Act, the employer must not unreasonably refuse to agree to a request by the employee to take paid annual leave.

14.6 Excessive leave accruals: request by employee for leave

- (a) Clause 14.6 comes into operation from 20 December 2017.
- (b) If an employee has genuinely tried to reach agreement with an employer under clause 14.4(b) but agreement is not reached (including because the employer refuses to confer), the employee may give a written notice to the employer requesting to take one or more periods of paid annual leave.
- (c) However, an employee may only give a notice to the employer under paragraph (b) if:
 - (i) the employee has had an excessive leave accrual for more than 6 months at the time of giving the notice; and

- (ii) the employee has not been given a direction under clause 14.5(a) that, when any other paid annual leave arrangements (whether made under clause 14.4, 14.5 or 14.6 or otherwise agreed by the employer and employee) are taken into account, would eliminate the employee's excessive leave accrual.
- (d) A notice given by an employee under paragraph (b) must not:
 - (i) if granted, result in the employee's remaining accrued entitlement to paid annual leave being at any time less than 6 weeks when any other paid annual leave arrangements (whether made under clause 14.4, 14.5 or 14.6 or otherwise agreed by the employer and employee) are taken into account; or
 - (ii) provide for the employee to take any period of paid annual leave of less than one week; or
 - (iii) provide for the employee to take a period of paid annual leave beginning less than 8 weeks, or more than 12 months, after the notice is given; or
 - (iv) be inconsistent with any leave arrangement agreed by the employer and employee.
- (e) An employee is not entitled to request by a notice under paragraph (b) more than 4 weeks' paid annual leave in any period of 12 months.
- (f) The employer must grant paid annual leave requested by a notice under paragraph (b).

15. Personal/carer's leave and compassionate leave

Personal/carer's leave and compassionate leave are provided for in the NES.

16. Parental leave and related entitlements

Parental leave and related entitlements are provided for in the NES.

17. Community service leave

Community service leave is provided for in the NES.

18. Public holidays

Public holidays provision may be affected by [AM2014/301](#)

18.1 Public holiday entitlements are provided for in the NES.

18.2 Payment for work on a public holiday

- (a) An employee will be paid at the rate of **250%** of their ordinary hourly rate, with a minimum payment of four hours when required to work on a public holiday.
- (b) Where a 12 hour shift or period of duty is commenced on a public holiday the payment of **250%** will be discharged by the actual payment of the first eight hours at ordinary time and the remaining hours at **200%** of the ordinary hourly rate plus the accumulation of 0.35 of a week's leave.

18.3 Part-day public holidays

For provisions in relation to part-day public holidays, see Schedule F—2016 Part-day Public Holidays.

19. Termination of employment

19.1 Notice of termination is provided for in the NES.

19.2 Notice of termination by an employee

The notice of termination required to be given by an employee is the same as that required of an employer except that there is no requirement on the employee to give additional notice based on the age of the employee concerned. If an employee fails to give the required notice the employer may withhold from any monies due to the employee on termination under this award or the NES, an amount not exceeding the amount the employee would have been paid under this award in respect of the period of notice required by this clause less any period of notice actually given by the employee.

19.3 Job search entitlement

Where an employer has given notice of termination to an employee, an employee will be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off will be taken at times that are convenient to the employee after consultation with the employer.

19.4 Return to place of engagement

If the employment of any employee is terminated by the employer elsewhere than at the place of engagement, for any reason other than misconduct, the employer will be responsible for conveying the employee to the place of engagement.

20. Redundancy

20.1 The redundancy arrangements in this award are an industry-specific redundancy scheme and, as such, Subdivision B of Division 11 of the NES does not apply.

- 20.2** This clause applies to employees other than casual employees who remain in employment until the completion of a dredging contract unless transferred by the employer.
- 20.3** At the completion of each contract an employee becomes entitled to a period of redundancy pay. Such payment is to be calculated on the employee's service during the period of dredging work on a contract.
- 20.4** Payment is to be made only on the termination of employment.
- 20.5** The payment is to be at the rate of three weeks' pay for each year of continuous service or pro rata calculated on completed months of service. Such payment is to be paid at the relevant rate prescribed in clause 10—Minimum wages.

Part 7—Consultation and Dispute Resolution

21. Consultation

21.1 Consultation regarding major workplace change

(a) Employers to notify

- (i)** Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.
- (ii)** **Significant effects** include termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations; and the restructuring of jobs. Provided that where this award makes provision for alteration of any of these matters an alteration is deemed not to have significant effect.

(b) Employers to discuss change

- (i)** The employer must discuss with the employees affected and their representatives, if any, the introduction of the changes referred to in clause 21.1(a), the effects the changes are likely to have on employees and measures to avert or mitigate the adverse effects of such changes on employees and must give prompt consideration to matters raised by the employees and/or their representatives in relation to the changes.
- (ii)** The discussions must commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in clause 21.1(a).

- (iii) For the purposes of such discussion, the employer must provide in writing to the employees concerned and their representatives, if any, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that no employer is required to disclose confidential information the disclosure of which would be contrary to the employer's interests.

21.2 Consultation about changes to rosters or hours of work

- (a) Where an employer proposes to change an employee's regular roster or ordinary hours of work, the employer must consult with the employee or employees affected and their representatives, if any, about the proposed change.
- (b) The employer must:
 - (i) provide to the employee or employees affected and their representatives, if any, information about the proposed change (for example, information about the nature of the change to the employee's regular roster or ordinary hours of work and when that change is proposed to commence);
 - (ii) invite the employee or employees affected and their representatives, if any, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities); and
 - (iii) give consideration to any views about the impact of the proposed change that are given by the employee or employees concerned and/or their representatives.
- (c) The requirement to consult under this clause does not apply where an employee has irregular, sporadic or unpredictable working hours.
- (d) These provisions are to be read in conjunction with other award provisions concerning the scheduling of work and notice requirements.

22. Dispute resolution

- 22.1** In the event of a dispute about a matter under this award, or a dispute in relation to the NES, in the first instance the parties must attempt to resolve the matter at the workplace by discussions between the employee or employees concerned and the relevant supervisor. If such discussions do not resolve the dispute, the parties will endeavour to resolve the dispute in a timely manner by discussions between the employee or employees concerned and more senior levels of management as appropriate.
- 22.2** If a dispute about a matter arising under this award or a dispute in relation to the NES is unable to be resolved at the workplace, and all appropriate steps under clause 22.1 have been taken, a party to the dispute may refer the dispute to the Fair Work Commission.

- 22.3** The parties may agree on the process to be utilised by the Fair Work Commission including mediation, conciliation and consent arbitration.
- 22.4** Where the matter in dispute remains unresolved, the Fair Work Commission may exercise any method of dispute resolution permitted by the Act that it considers appropriate to ensure the settlement of the dispute.
- 22.5** An employer or employee may appoint another person, organisation or association to accompany and/or represent them for the purposes of this clause.
- 22.6** While the dispute resolution procedure is being conducted, work must continue in accordance with this award and the Act. Subject to applicable ~~occupational health and safety~~ work health and safety legislation, an employee must not unreasonably fail to comply with a direction by the employer to perform work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.

Reference to ‘occupational health and safety’ change to ‘work health and safety’. See [\[2017\] FWCFB 3433](#) [382]

Schedule A—Summary of Hourly Rates of Pay

Monetary amounts in this clause adjusted as a result of AWR 2017

Wage rates have been included for the ‘trailer master’ and ‘chief engineer’ shiftworker classifications. These wage rates have been calculated using the MUA methodology – see clause 10.3.

Penalty rates updated following conference of [4 August 2016](#) (PN208–214); A.1.2 amended and note added to the tables.

NOTE: Employers who meet their obligations under this schedule are meeting their obligations under the award.

A.1.1 Ordinary hourly rate is the minimum hourly rate of pay for an employee plus any allowance payable for all purposes to which the employee is entitled. Where an allowance is payable for all purposes in accordance with clause 11.2(a), this forms part of the employee’s ordinary hourly rate and must be added to the minimum hourly rate prior to calculating penalties and overtime.

A.1.2 The rates in the tables below are based on the **minimum hourly rates** in accordance with clause 10. Consistent with clause A.1.1, all purpose allowances need to be added to the rates in the table where they are applicable.

A.2 Full-time and part-time employees

A.2.1 Full-time and part-time employees engaged on a non-propelled dredge—ordinary and penalty rates

	Ordinary hours	Night shift ¹	Afternoon or night shift ²	Public holidays
	% ordinary hourly rate ³			
		130%	115%	250%
	\$	\$	\$	\$
Chief engineer	24.25	31.53	27.89	60.63
Chief operator	24.25	31.53	27.89	60.63
First engineer	23.76	30.89	27.32	59.40
First operator	23.76	30.89	27.32	59.40
Drilling technician	23.11	30.04	26.58	57.78
Engineer	22.66	29.46	26.06	56.65
Mechanical attendant	22.66	29.46	26.06	56.65

Exposure draft – Dredging Industry Award 2016

	Ordinary hours	Night shift ¹	Afternoon or night shift ²	Public holidays
		% ordinary hourly rate ³		
		130%	115%	250%
	\$	\$	\$	\$
Crane operator/mechanical	22.45	29.19	25.82	56.13
Electrician	22.38	29.09	25.74	55.95
Leading driller	22.22	28.89	25.55	55.55
Second engineer	21.73	28.25	24.99	54.33
Second operator	21.73	28.25	24.99	54.33
Leading hand (reclamation)	21.73	28.25	24.99	54.33
Driller	21.15	27.50	24.32	52.88
Third engineer	20.77	27.00	23.89	51.93
Dredgehand	20.43	26.56	23.49	51.08
Greaser	20.43	26.56	23.49	51.08
Assistant driller	20.43	26.56	23.49	51.08
Crew attendant	20.43	26.56	23.49	51.08
¹ Night shift is a shift that commences at or after 6.00 pm Monday to Friday inclusive ² Afternoon or night shift rate applies if a three shift per day system is worked. ³ Rates in table are calculated based on the minimum hourly rate, see clauses A.1.1 and A.1.2.				

A.2.2 Full-time and part-time employees engaged on a non-propelled dredge—overtime rates

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Chief engineer	48.50	60.63
Chief operator	48.50	60.63

Exposure draft – Dredging Industry Award 2016

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
First engineer	47.52	59.40
First operator	47.52	59.40
Drilling technician	46.22	57.78
Engineer	45.32	56.65
Mechanical attendant	45.32	56.65
Crane operator/mechanical	44.90	56.13
Electrician	44.76	55.95
Leading driller	44.44	55.55
Second engineer	43.46	54.33
Second operator	43.46	54.33
Leading hand (reclamation)	43.46	54.33
Driller	42.30	52.88
Third engineer	41.54	51.93
Dredgehand	40.86	51.08
Greaser	40.86	51.08
Assistant driller	40.86	51.08
Crew attendant	40.86	51.08
¹ Rates in table are calculated based on the minimum hourly rate, see clauses A.1.1 and A.1.2.		

A.2.3 Full-time and part-time employees engaged on a dredge other than a non-propelled dredge that is not fully operational—ordinary and penalty rates

	Ordinary hours	Night shift ¹	Afternoon or night shift ²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Trailer Master	25.77	33.50	29.64	64.43
Chief Engineer	25.77	33.50	29.64	64.43
Trailer Shift Master	25.06	32.58	28.82	62.65
Tug Master W.H. Reliance or equivalent	25.06	32.58	28.82	62.65
First Engineer	25.06	32.58	28.82	62.65
Electrical Engineer Humber River or equivalent	25.06	32.58	28.82	62.65
Trailer Mate	23.04	29.95	26.50	57.60
Tug Master, Tug Engineer	23.04	29.95	26.50	57.60
Second Engineer, Electrical Engineer	23.04	29.95	26.50	57.60
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	23.04	29.95	26.50	57.60
Bosun/Driller	23.04	29.95	26.50	57.60
Launch Driver	22.33	29.03	25.68	55.83
Assistant Pump Operator	21.88	28.44	25.16	54.70
Driller, Deckhand/Driller	21.88	28.44	25.16	54.70
Bosun	21.88	28.44	25.16	54.70
Chief Cook	21.88	28.44	25.16	54.70
Deckhand, Assistant Driller	21.35	27.76	24.55	53.38
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	21.35	27.76	24.55	53.38
Crew Attendant	21.35	27.76	24.55	53.38

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	Ordinary hours	Night shift ¹	Afternoon or night shift ²	Public holidays
	% ordinary hourly rate ³			
		130%	115%	250%
	\$	\$	\$	\$
Second Cook	21.35	27.76	24.55	53.38

¹**Night shift** is a shift that commences at or after 6.00 pm Monday to Friday inclusive
²**Afternoon or night shift** rate applies if a three shift per day system is worked.
³Rates in table are calculated based on the minimum hourly rate, see clauses A.1.1 and A.1.2.

A.2.4 Full-time and part-time employees engaged on a dredge other than a non-propelled dredge that is not fully operational—overtime rates

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Trailer Master	51.54	64.43
Chief Engineer	51.54	64.43
Trailer Shift Master	50.12	62.65
Tug Master W.H. Reliance or equivalent	50.12	62.65
First Engineer	50.12	62.65
Electrical Engineer Humber River or equivalent	50.12	62.65
Trailer Mate	46.08	57.60
Tug Master, Tug Engineer	46.08	57.60
Second Engineer, Electrical Engineer	46.08	57.60
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	46.08	57.60
Bosun/Driller	46.08	57.60
Launch Driver	44.66	55.83

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	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Assistant Pump Operator	43.76	54.70
Driller, Deckhand/Driller	43.76	54.70
Bosun	43.76	54.70
Chief Cook	43.76	54.70
Deckhand, Assistant Driller	42.70	53.38
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	42.70	53.38
Crew Attendant	42.70	53.38
Second Cook	42.70	53.38

¹ Rates in table are calculated based on the minimum hourly rate, see clauses A.1.1 and A.1.2.

Employees engaged on a dredge other than a non-propelled dredge that is fully operational

Tables A.2.5, A.2.6 and A.2.7 that provided ordinary, penalty and overtime rates for employees engaged on a dredge other than a non-propelled dredge that is fully operational have been removed. Employees paid aggregated rates do not appear to be eligible for these payments. Hourly rates are contained in clause 10.3.

All purpose allowances

Tables A.3.1–A.3.5 that provided hourly rates including the all purpose allowance for Dual certificate have been removed. If parties consider there is some utility in including these tables they can be restored for those classifications who may be entitled to such a payment.

A.3 Casual employees

The penalty rates for casual employees have been removed following the conference of [4 August 2016](#) (PN208–214) as it is unclear whether the penalty is cumulative or compounding on a casual employee's ordinary hourly rate.

A.3.1 Casual employees on a non-propelled dredge—ordinary ~~and penalty~~ rates

	Ordinary hours
	125% ordinary hourly rate
	\$
Chief engineer	30.31
Chief operator	30.31
First engineer	29.70
First operator	29.70
Drilling technician	28.89
Engineer	28.33
Mechanical attendant	28.33
Crane operator/mechanical	28.06
Electrician	27.98
Leading driller	27.78
Second engineer	27.16
Second operator	27.16
Leading hand (reclamation)	27.16
Driller	26.44
Third engineer	25.96
Dredgehand	25.54
Greaser	25.54
Assistant driller	25.54
Crew attendant	25.54

A.3.2 Casual employees engaged on a dredge other than a non-propelled dredge that is not fully operational—ordinary and penalty rates

	Ordinary hours
	125% ordinary hourly rate
	\$
Trailer Master	32.21
Chief Engineer	32.21
Trailer Shift Master	31.33
Tug Master W.H. Reliance or equivalent	31.33
First Engineer	31.33
Electrical Engineer Humber River or equivalent	31.33
Trailer Mate	28.80
Tug Master, Tug Engineer	28.80
Second Engineer, Electrical Engineer	28.80
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	28.80
Bosun/Driller	28.80
Launch Driver	27.91
Assistant Pump Operator	27.35
Driller, Deckhand/Driller	27.35
Bosun	27.35
Chief Cook	27.35
Deckhand, Assistant Driller	26.69
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	26.69
Crew Attendant	26.69
Second Cook	26.69

A.3.3 Casual dayworkers engaged on a dredge other than a non-propelled dredge that is fully operational—ordinary hours and penalty rates

	Ordinary hours
	125% ordinary aggregated hourly rate
	\$
Trailer Master	32.65
Chief Engineer	32.65
Trailer Shift Master	31.76
Tug Master W.H. Reliance or equivalent	31.76
First Engineer	31.76
Electrical Engineer Humber River or equivalent	31.76
Trailer Mate	29.28
Tug Master, Tug Engineer	29.28
Second Engineer, Electrical Engineer	29.28
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	29.28
Bosun/Driller	29.28
Launch Driver	28.39
Assistant Pump Operator	27.85
Driller, Deckhand/Driller	27.85
Bosun	27.85
Chief Cook	27.85
Deckhand, Assistant Driller	27.19
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	27.19
Crew Attendant	27.19
Second Cook	27.19

A.3.4 Casual shiftworkers engaged on a dredge other than a non-propelled dredge that is fully operational—ordinary hours and penalty rates

Wage rates have been included for the ‘trailer master’ and ‘chief engineer’ shiftworker classifications. These wage rates have been calculated using the MUA methodology – see clause 10.3

	Ordinary hours 125% ordinary aggregated hourly rate
	\$
Trailer master	34.74
Chief engineer	34.74
Trailer Shift Master	33.79
Tug Master W.H. Reliance or equivalent	33.79
First Engineer	33.79
Electrical Engineer Humber River or equivalent	33.79
Trailer Mate	31.14
Tug Master, Tug Engineer	31.14
Second Engineer, Electrical Engineer	31.14
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	31.14
Bosun/Driller	31.14
Launch Driver	30.2
Assistant Pump Operator	29.61
Driller, Deckhand/Driller	29.61
Bosun	29.61
Chief Cook	29.61
Deckhand, Assistant Driller	28.91
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	28.91
Crew Attendant	28.91
Second Cook	28.91

A.4 Casual employees—All purpose allowances

Tables A.4.1, A.4.2 and A.4.3 that provided hourly rates for casual employees including the all purpose allowance for Dual certificate have been removed. If parties consider there is some utility in including these tables they can be restored for those classifications who may be entitled to such a payment.

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Schedule B—Summary of Monetary Allowances

See clause 10.4 for full details of allowances payable under this award.

B.1 Wage related allowances

B.1.1 The wage-related allowances in this award are based on the **standard rate** as defined in clause Schedule G as the minimum weekly rate for the classification of Able Seaman in clause 10.2= \$811.30

Allowance	Clause	% of weekly standard rate \$811.30	\$ per week unless stated otherwise
Dual certificate allowance ¹ :	11.2(b)		
Vessel—not fully operational	11.2(b)(i)	3.63	29.45
Fully operational vessel	11.2(b)(ii)	7.72	62.63
Confined areas allowance	11.2(c)	0.16	1.30 per hour
Hard-lying allowance	11.2(d)	3.08	24.99
Shipkeeping allowance—when vessel is not fully operational:	11.2(e)(ii)		
Remote areas	11.2(e)(ii)	29.36	238.20
Less remote areas	11.2(e)(ii)	19.53	158.45
Major ports	11.2(e)(ii)	12.94	104.98
Shipkeeping allowance—when vessel is fully operational:	11.2(e)(iii)		
Remote areas	11.2(e)(iii)	16.42	133.22
Less remote areas	11.2(e)(iii)	6.57	53.30
Radar observer’s allowance	11.2(f)	3.63	29.45
Firefighting certificate allowance	11.2(g)	3.63	29.45
Additional allowance—Chief cook who orders stores and issues linen	11.2(h)(i)	7.19	58.33
Additional allowance—Second cook performing cleaning duties outside galley and storerooms	11.2(h)(ii)	5.13	41.62

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Allowance	Clause	% of weekly standard rate \$811.30	\$ per week unless stated otherwise
Vessels proceeding from port to port allowance	11.2(j)	14.17	114.96 per day or part thereof
¹ This allowance applies for all purposes			

B.1.2 — Shiftwork penalties

Table deleted by AMOD following conference of [4 August 2016](#) (PN208–214)

	Clause	% of hourly standard rate \$20.67 ¹	\$ per hour
Shift commencing at or after 6.00 pm on any Monday to Friday, inclusive	13.3(a)	30	6.20
Shiftwork loading for afternoon and night shifts if a three shift per day system is worked	13.3(b)	15	3.10
¹ See note at clause 13.3.			

B.1.3 Adjustment of wage related allowances

Wage related allowances are adjusted in accordance with increases to wages and are based on a percentage of the standard rate as specified.

B.2 Expense related allowances

The following expense related allowances will be payable to employees in accordance with clause 11.3:

Allowance	Clause	\$
Accommodation allowance—living away from agreed home port:	11.3(d)	
Per week OR	11.3(d)(ii)	420.30 per week
Per night	11.3(d)(iii)	157.92 per night
Victualling allowance:	11.3(e)	
Per week OR	11.3(e)(i)	420.30 per week
Breakfast	11.3(e)(ii)	24.74 per day
Lunch	11.3(e)(ii)	30.92 per day
Dinner	11.3(e)(ii)	47.97 per day

Allowance	Clause	\$
Protective and industrial clothing allowance	11.3(b)	24.50 per week
Travelling—local—excess fares	11.3(f)	14.11 per day
Travelling—other than local—reimbursement of taxi fares—maximum	11.3(g)	Up to 137.74 each way per journey
Meal allowance—more than 1.5 hours' overtime:	11.3(a)(i)	47.97 per occasion
Second/subsequent meal	11.3(a)(ii)	47.97 per occasion
Vessels proceeding from port to port—personal accident policy	11.2(j)(iii)	To the value of 160,743

B.2.1 Adjustment of expense related allowances

- (a) At the time of any adjustment to the [standard rate](#), each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.
- (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0) as follows:

Allowance	Applicable Consumer Price Index figure
Protective and industrial clothing	Clothing and footwear group
Meal allowance	Take away and fast foods sub-group
Victualling and accommodation allowance	Domestic holiday travel and accommodation sub-group
Personal accident policy	All groups
Fares	Urban transport fares sub-group

Schedule C—National Training Wage

Schedule deleted by [PR593815](#).

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Schedule D—Agreement to Take Annual Leave in Advance

Schedule D inserted in accordance with [PR588746](#)

Link to PDF copy of [Agreement to Take Annual Leave in Advance](#).

Name of employee: _____

Name of employer: _____

The employer and employee agree that the employee will take a period of paid annual leave before the employee has accrued an entitlement to the leave:

The amount of leave to be taken in advance is: ____ hours/days

The leave in advance will commence on: ____/____/20____

Signature of employee: _____

Date signed: ____/____/20____

Name of employer representative: _____

Signature of employer representative: _____

Date signed: ____/____/20____

[If the employee is under 18 years of age - include:]

I agree that:

if, on termination of the employee's employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken under this agreement, then the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.

Name of parent/guardian: _____

Signature of parent/guardian: _____

Date signed: ____/____/20____

Schedule E—Agreement to Cash Out Annual Leave

Schedule E inserted in accordance with [PR588746](#)

Link to PDF copy of [Agreement to Cash Out Annual Leave](#).

Name of employee: _____

Name of employer: _____

The employer and employee agree to the employee cashing out a particular amount of the employee’s accrued paid annual leave:

The amount of leave to be cashed out is: ____ hours/days

The payment to be made to the employee for the leave is: \$_____ subject to deduction of income tax/after deduction of income tax (strike out where not applicable)

The payment will be made to the employee on: ____/____/20____

Signature of employee: _____

Date signed: ____/____/20____

Name of employer representative: _____

Signature of employer representative: _____

Date signed: ____/____/20____

Include if the employee is under 18 years of age:

Name of parent/guardian: _____

Signature of parent/guardian: _____

Date signed: ____/____/20____

Schedule F—2016 Part-day Public Holidays

The part-day public holidays schedule may be affected by [AM2014/301](#)

Renumbered as Schedule F as a result of [PR588746](#)

This schedule operates in conjunction with award provisions dealing with public holidays.

- F.1** Where a part-day public holiday is declared or prescribed between 7.00 pm and midnight on Christmas Eve (24 December 2016) or New Year’s Eve (31 December 2016) the following will apply on Christmas Eve and New Year’s Eve and will override any provision in this award relating to public holidays to the extent of the inconsistency:
- (a) All employees will have the right to refuse to work on the part-day public holiday if the request to work is not reasonable or the refusal is reasonable as provided for in the NES.
 - (b) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight but as a result of exercising their right under the NES does not work, they will be paid their ordinary rate of pay for such hours not worked.
 - (c) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight but as a result of being on annual leave does not work, they will be taken not to be on annual leave between those hours of 7.00 pm and midnight that they would have usually been rostered to work and will be paid their ordinary rate of pay for such hours.
 - (d) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight, but as a result of having a rostered day off (RDO) provided under this award, does not work, the employee will be taken to be on a public holiday for such hours and paid their ordinary rate of pay for those hours.
 - (e) Excluding annualised salaried employees to whom clause F.1(f) applies, where an employee works any hours between 7.00 pm and midnight they will be entitled to the appropriate public holiday penalty rate (if any) in this award for those hours worked.
 - (f) Where an employee is paid an annualised salary under the provisions of this award and is entitled under this award to time off in lieu or additional annual leave for work on a public holiday, they will be entitled to time off in lieu or pro-rata annual leave equivalent to the time worked between 7.00 pm and midnight.
 - (g) An employee not rostered to work between 7.00 pm and midnight, other than an employee who has exercised their right in accordance with clause F.1(a), will not be entitled to another day off, another day’s pay or another day of annual leave as a result of the part-day public holiday.

- (h) Nothing in this schedule affects the right of an employee and employer to agree to substitute public holidays.

This schedule is not intended to detract from or supplement the NES.

This schedule is an interim provision and subject to further review.

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Schedule G—Definitions

Renumbered as Schedule G a result of [PR588746](#)

Placement of the **Definitions** to be determined by Plain Language Process. See [\[2017\] FWCFB 3433](#) at [333].

In this award, unless the contrary intention appears:

Act means the *Fair Work Act 2009* (Cth)

all purposes means the payment will be included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave (see clause 11.2(a))

barge means either a propelled or non-propelled barge engaged in the carriage of dredge spoil, marine stores including fuel and/or dredging equipment

continuous operation means 24 hours per day operation

day means the 24 hours midnight to midnight

day worker means an employee who works day work in accordance with this award and does not include a shiftworker on day shift

default fund employee means an employee who has no chosen fund within the meaning of the *Superannuation Guarantee (Administration) Act 1992* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

dredge means a self-propelled vessel or a non-propelled vessel as defined which is engaged in or in association with dredging or dredging work. Under this definition:

- (a) **self-propelled vessel** means a dredging vessel used specifically for dredging or dredging work which is powered under its own steam; and
- (b) **non-propelled vessel** means a dredging vessel used specifically for dredging or dredging work which is not powered under its own steam and is required to be pushed or pulled into its position of operation.

dredging industry means:

- (a) the operation of vessels in dredging or sluicing work generally and including such work in relation to land reclamation, metalliferous and other mining, and oil and gas projects; and
- (b) the operation of vessels, barges, self-propelled dredges, tugs or other self-propelled vessels, used in the dredging of ports, harbours, bays, estuaries, rivers and channels requiring travelling to or from a dumping area, or whilst moving from port to port.

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

free passage means: for travel by rail—first class including sleeper berth when so provided; for travel by air—commercial aircraft, economy class

fully operational means the period between the time employees go on to 12 hour shifts for the mobilisation of a vessel until the completion of the demobilisation period. Such period includes the preparation on site for operations, dredging operations, running repairs and maintenance carried out during the course of the contract but does not include scheduled breaks in the contract program where the vessel is not required.

home port means the port at which the employee is originally engaged or the port mutually agreed upon between the employer and the employee concerned

launch means a self-propelled vessel engaged in hydro-graphic survey and/or the carriage of passengers or stores between other vessels and shore facilities

less remote means a place that does have ready access to goods and services of a major city or town but is not a major port and includes: Albany, Ballina, Bowen, Bunbury, Bundaberg, Busselton, Clarence River, Darwin (East Arm), Eden, Esperance, Geraldton, Gulf Ports, Jervis Bay, Lakes Entrance, Mackay, Maryborough, Mourilyan Harbour, Moruya, Port Stephens, Portland, South Australia, Thevenard, Uranga and Welshpool

major port means a major city or town and includes: Adelaide, Brisbane, Botany, Cairns, Fremantle, Geelong, Gladstone, Melbourne, Newcastle, Port Kembla, Sydney, Townsville and Westernport

month means a calendar month

NES means the National Employment Standards as contained in [sections 59 to 131](#) of the *Fair Work Act 2009* (Cth)

‘Laid up’ replaced with ‘not fully operational’ - see [\[2017\] FWCFB 5536](#) at [80]-[82]

not fully operational means all times when a vessel is laid up and includes periods when a vessel is laid up out of commission, or laid up under repair and maintenance between dredging contracts, or during scheduled breaks in the contract program where the vessel is not required, but does not include essential repairs and maintenance if required at the conclusion of a project

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

ordinary hourly rate means the minimum hourly rate for an employee’s classification specified in clause 10 plus any all purpose allowance to which an employee is entitled

port includes a bay, river and/or area prescribed as being within harbour limits

remote means a place that does not have ready access to goods and services of a major city or town and includes: Archer Point, Broome, Cape Cuvier, Carnarvon, Cooktown, Dampier, Hay Point, Port Alma, Port Headland, Weipa, Wyndham and Yampi

shiftworker means an employee who works shiftwork in accordance with this award as part of a two or three shift system

shipkeeping means being on board and available for the performance of any duty

standard rate means the minimum weekly rate for the classification of Able seaman in clause 10.2

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