



# DRAFT DETERMINATION

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

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

**MARINE TOURISM AND CHARTER VESSELS AWARD 2020**  
[MA000093]

Marine tourism and charter vessels

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

SYDNEY, XX 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 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum daily rate</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Crew Level 1	191.20	25.16
Crew Level 2	202.52	26.65
Crew Level 3	211.54	27.83
Divemaster/Dive instructor	211.54	27.83
Coxswain	228.49	30.06
Master V	290.49	38.22
Master IV	325.80	42.87

2. By deleting the table appearing in clause 15.2 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Casual hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	893.10	23.50	29.38
Crew Level 2	978.10	25.74	32.18
Coxswain	1064.20	28.01	35.01
Engineer MED III	1068.80	28.13	35.16
Master V	1068.80	28.13	35.16
Engineer MED II	1088.30	28.64	35.80
Master IV	1088.30	28.64	35.80
Engineer MED I	1196.50	31.49	39.36

3. By deleting the year “2023” in clause 15.6(b) and inserting “2024”.

4. By deleting the table appearing in clause 17.2(a) and inserting the following:

<b>Certificate</b>	<b>\$ per day</b>
MED II	35.96
MED III	17.98

5. By deleting the amount “\$17.33” appearing in clause 17.2(b) and inserting “\$17.98”.

6. By deleting the table appearing in clause A.1.1 and inserting the following:

	<b>Overtime</b>		
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	25.16	37.74	50.32
Crew Level 2	26.65	39.98	53.30
Crew Level 3	27.83	41.75	55.66
Divemaster/Dive instructor	27.83	41.75	55.66
Coxswain	30.06	45.09	60.12

		<b>Overtime</b>	
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master V	38.22	57.33	76.44
Master IV	42.87	64.31	85.74

7. By deleting the table appearing in clause A.1.2 and inserting the following:

		<b>Public holidays</b>		<b>Overtime</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>200%</b>	<b>300%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	23.50	47.00	70.50	35.25	47.00
Crew Level 2	25.74	51.48	77.22	38.61	51.48
Coxswain	28.01	56.02	84.03	42.02	56.02
Engineer MED III	28.13	56.26	84.39	42.20	56.26
Master V	28.13	56.26	84.39	42.20	56.26
Engineer MED II	28.64	57.28	85.92	42.96	57.28
Master IV	28.64	57.28	85.92	42.96	57.28
Engineer MED I	31.49	62.98	94.47	47.24	62.98

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Crew Level 1	31.45
Crew Level 2	33.31
Crew Level 3	34.79

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Divemaster/Dive instructor	34.79
Coxswain	37.58
Master V	47.78
Master IV	53.59

9. By deleting the table appearing in clause A.2.2 and inserting the following:

		<b>Public holidays</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>200%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	29.38	47.00	70.50
Crew Level 2	32.18	51.48	77.22
Coxswain	35.01	56.02	84.03
Engineer MED III	35.16	56.26	84.39
Master V	35.16	56.26	84.39
Engineer MED II	35.80	57.28	85.92
Master IV	35.80	57.28	85.92
Engineer MED I	39.36	62.98	94.47

10. By deleting the amount “\$220.23” appearing in clause B.1.1 and inserting “\$228.49”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Holder of MED II certificate	17.2(a)	15.74	35.96	per day
Holder of MED III certificate	17.2(a)	7.87	17.98	per day
Outer reef work—master’s allowance	17.2(b)	7.87	17.98	per day

- 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