



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**PORTS, HARBOURS AND ENCLOSED WATER VESSELS AWARD  
2020**  
[MA000052]

Port authorities

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Master	1102.20	29.01
Mate	1049.70	27.62
Engineer	1049.70	27.62
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman,	993.40	26.14

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand		
Shipkeeper	910.60	23.96
Crane Driver (under 20 tonnes)	926.90	24.39
Crane Driver (over 20 tonnes)	1020.50	26.86

2. By deleting the amounts "\$30.96" and "\$46.06" appearing in clause 16.2(b) and inserting "\$32.38" and "\$48.18" respectively.
3. By deleting the amounts "\$534.02" and "\$75.98" appearing in clause 16.2(c)(ii) and inserting "\$558.59" and "\$79.47" respectively.
4. By deleting the amounts "\$5.51" and "\$0.69" appearing in clause 16.2(d) and inserting "\$5.76" and "\$0.72" respectively.
5. By deleting the amount "\$0.66" appearing in clause 16.2(e)(i) and inserting "\$0.70".
6. By deleting the amount "\$1.71" appearing in clause 16.2(e)(ii) and inserting "\$1.79".
7. By deleting the amount "\$0.28" appearing in clause 16.2(f)(i) and inserting "\$0.30".
8. By deleting the amount "\$0.66" appearing in clause 16.2(g) and inserting "\$0.70".
9. By deleting the amount "\$1.04" appearing in clause 16.2(h) and inserting "\$1.09".
10. By deleting the amount "\$0.09" appearing in clause 16.2(i) and inserting "\$0.10".
11. By deleting the amount "\$16.14" appearing in clause 16.2(j) and inserting "\$16.89".
12. By deleting the amounts "\$5.70" and "\$5.79" appearing in clause 16.2(k)(i) and inserting "\$5.96" and "\$6.06" respectively.
13. By deleting the amount "\$49.67" appearing in clause 16.2(k)(ii) and inserting "\$51.95".
14. By deleting the amount "\$19.09" appearing in clause 16.2(k)(iii) and inserting "\$19.97".
15. By deleting the amount "\$28.49" appearing in clause 16.2(k)(iv) and inserting "\$29.80".
16. By deleting the amounts "\$156.80" and "\$3.99" appearing in clause 16.2(l)(i) and inserting "\$164.01" and "\$4.17" respectively.
17. By deleting the amount "\$2.75" appearing in clause 16.2(m)(i) and inserting "\$2.88".

18. By deleting the amount "\$2.56" appearing in clause 16.2(m)(ii) and inserting "\$2.68".
19. By deleting the amount "\$16.24" appearing in clause 16.2(n)(i) and inserting "\$16.99".
20. By deleting the amount "\$5.22" appearing in clause 16.2(o) and inserting "\$5.46".
21. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	29.01	43.52	58.02	72.53
Mate	27.62	41.43	55.24	69.05
Engineer	27.62	41.43	55.24	69.05
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	26.14	39.21	52.28	65.35
Shipkeeper	23.96	35.94	47.92	59.90
Crane Driver (under 20 tonnes)	24.39	36.59	48.78	60.98
Crane Driver (over 20 tonnes)	26.86	40.29	53.72	67.15

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

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	33.36	33.36	37.71	43.52	58.02	72.53
Mate	31.76	31.76	35.91	41.43	55.24	69.05
Engineer	31.76	31.76	35.91	41.43	55.24	69.05

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	30.06	30.06	33.98	39.21	52.28	65.35
Shipkeeper	27.55	27.55	31.15	35.94	47.92	59.90
Crane Driver (under 20 tonnes)	28.05	28.05	31.71	36.59	48.78	60.98
Crane Driver (over 20 tonnes)	30.89	30.89	34.92	40.29	53.72	67.15

23. By deleting the table appearing in clause A.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	36.26	43.52	58.02	72.53
Mate	34.53	41.43	55.24	69.05
Engineer	34.53	41.43	55.24	69.05
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	32.68	39.21	52.28	65.35
Shipkeeper	29.95	35.94	47.92	59.90
Crane Driver (under 20 tonnes)	30.49	36.59	48.78	60.98
Crane Driver (over 20 tonnes)	33.58	40.29	53.72	67.15

24. By deleting the table appearing in clause A.3.2 and inserting the following:

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>					
	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	40.61	40.61	44.97	43.52	58.02	72.53
Mate	38.67	38.67	42.81	41.43	55.24	69.05
Engineer	38.67	38.67	42.81	41.43	55.24	69.05
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	36.60	36.60	40.52	39.21	52.28	65.35
Shipkeeper	33.54	33.54	37.14	35.94	47.92	59.90
Crane Driver (under 20 tonnes)	34.15	34.15	37.80	36.59	48.78	60.98
Crane Driver (over 20 tonnes)	37.60	37.60	41.63	40.29	53.72	67.15

25. By deleting the amount “\$949.70” appearing in clause B.1.1 and inserting “\$993.40”.

26. 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>
Charge hands allowance	16.2(b)	3.26	32.38	per week
Charge hands allowance—not directly supervised by foreman	16.2(b)	4.85	48.18	per week
Distant work—relieving employee—week of 7 days	16.2(c)(ii)	56.23	558.59	per week
Distant work—relieving employee—broken parts of a week	16.2(c)(ii)	8.0	79.47	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Dual capacity allowance—per day or part thereof	16.2(d)	0.58	5.76	per day or part thereof
Dual capacity allowance—per hour	16.2(d)	Daily allowance / 8	0.72	per hour
Dirty or offensive work allowance	16.2(e)(i)	0.07	0.70	per hour
Dirty work allowance—work alongside vessels in discharging alumina, petroleum, coke etc.	16.2(e)(ii)	0.18	1.79	per hour
Wet work allowance	16.2(f)(i)	0.03	0.30	per hour
Unloading and loading garbage allowance	16.2(g)	0.07	0.70	per hour
Bilge allowance	16.2(h)	0.11	1.09	per hour
Chipping hammers allowance	16.2(i)	0.01	0.10	per hour
First aid allowance	16.2(j)	1.7	16.89	per week
Loading and discharge of cargo and supplies—transporting passengers and cargo—week of 5 working days	16.2(k)(i)	0.6	5.96	per day
Loading and discharge of cargo and supplies—transporting passengers and cargo—working week in excess of 5 days—additional allowance	16.2(k)(i)	0.61	6.06	per day
Loading and discharge of cargo and supplies—transporting cargo only	16.2(k)(ii)	5.23	51.95	per trip
Loading and discharge of cargo and supplies—overnight cruises, one to 6 nights	16.2(k)(iii)	2.01	19.97	per trip
Loading and discharge of cargo and supplies—	16.2(k)(iv)	3.0	29.80	per trip

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
overnight cruises, over 6 nights				
Waiting orders—telephone installed at home	16.2(l)(i)	16.51	164.01	per annum
Waiting orders—off-duty employee	16.2(l)(i)	0.42	4.17	per call
Towing allowance—towing or carrying explosives <sup>1</sup>	16.2(m)(i)	0.29	2.88	per day or part thereof
Towing allowance—towing non self-propelled bunker barges <sup>1</sup>	16.2(m)(ii)	0.27	2.68	per day or part thereof
Special efforts allowance—ships stranded or wrecked or on fire	16.2(n)(i)	1.71	16.99	per hour
Loading for duties outside normal work	16.2(o)	0.55	5.46	per day

B. This determination comes into operation on 1 July 2022. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2022.

PRESIDENT