



Fair Work  
OMBUDSMAN

# Pay Guide - Marine Tourism and Charter Vessels Award

## [MA000093]

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## Rates of pay

### Adult

#### Overnight charter employees

#### Crew level 1 - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$74.79	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	Day charter	\$149.58	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	1 day / 1 night	\$224.37	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	2 days / 1 night	\$299.16	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	2 days / 2 nights	\$373.95	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	3 days / 2 nights	\$448.74	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	3 days / 3 nights	\$523.53	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	4 days / 3 nights	\$598.32	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	4 days / 4 nights	\$673.11	\$29.52	\$39.36	\$39.36	\$39.36

## Crew level 2 - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$79.36	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	Day charter	\$158.72	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	1 day / 1 night	\$238.08	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	2 days / 1 night	\$317.44	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	2 days / 2 nights	\$396.80	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	3 days / 2 nights	\$476.16	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	3 days / 3 nights	\$555.52	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	4 days / 3 nights	\$634.88	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	4 days / 4 nights	\$714.24	\$31.32	\$41.76	\$41.76	\$41.76

## Crew level 3 - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$82.89	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	Day charter	\$165.78	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	1 day / 1 night	\$248.67	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	2 days / 1 night	\$331.56	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	2 days / 2 nights	\$414.45	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	3 days / 2 nights	\$497.34	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	3 days / 3 nights	\$580.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	4 days / 3 nights	\$663.12	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	4 days / 4 nights	\$746.01	\$32.72	\$43.62	\$43.62	\$43.62

## Dive master - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Dive master	Half day charter	\$82.89	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	Day charter	\$165.78	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	1 day / 1 night	\$248.67	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	2 days / 1 night	\$331.56	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	2 days / 2 nights	\$414.45	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	3 days / 2 nights	\$497.34	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	3 days / 3 nights	\$580.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	4 days / 3 nights	\$663.12	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	4 days / 4 nights	\$746.01	\$32.72	\$43.62	\$43.62	\$43.62

## Dive instructor - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Dive instructor	Half day charter	\$82.89	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	Day charter	\$165.78	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	1 day / 1 night	\$248.67	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	2 days / 1 night	\$331.56	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	2 days / 2 nights	\$414.45	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	3 days / 2 nights	\$497.34	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	3 days / 3 nights	\$580.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	4 days / 3 nights	\$663.12	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	4 days / 4 nights	\$746.01	\$32.72	\$43.62	\$43.62	\$43.62

## Coxswain - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Coxswain	Half day charter	\$89.54	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	Day charter	\$179.07	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	1 day / 1 night	\$268.61	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	2 days / 1 night	\$358.14	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	2 days / 2 nights	\$447.68	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	3 days / 2 nights	\$537.21	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	3 days / 3 nights	\$626.75	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	4 days / 3 nights	\$716.28	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	4 days / 4 nights	\$805.82	\$35.34	\$47.12	\$47.12	\$47.12

## Master V - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Master V	Half day charter	\$113.84	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	Day charter	\$227.67	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	1 day / 1 night	\$341.51	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	2 days / 1 night	\$455.34	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	2 days / 2 nights	\$569.18	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	3 days / 2 nights	\$683.01	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	3 days / 3 nights	\$796.85	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	4 days / 3 nights	\$910.68	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	4 days / 4 nights	\$1,024.52	\$44.94	\$59.92	\$59.92	\$59.92



## Master VI - Full-time & part-time

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Master IV	Half day charter	\$127.67	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	Day charter	\$255.34	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	1 day / 1 night	\$383.01	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	2 days / 1 night	\$510.68	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	2 days / 2 nights	\$638.35	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	3 days / 2 nights	\$766.02	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	3 days / 3 nights	\$893.69	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	4 days / 3 nights	\$1,021.36	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	4 days / 4 nights	\$1,149.03	\$50.40	\$67.20	\$67.20	\$67.20

## Non-overnight charter employees - Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$696.10	\$18.32	\$36.64	\$54.96	\$27.48	\$36.64	\$36.64	\$36.64
Non-overnight charter employees - Crew level 2	\$765.70	\$20.15	\$40.30	\$60.45	\$30.23	\$40.30	\$40.30	\$40.30
Non-overnight charter employees - Coxswain	\$833.90	\$21.94	\$43.88	\$65.82	\$32.91	\$43.88	\$43.88	\$43.88
Non-overnight charter employees - Engineer MED III	\$837.80	\$22.05	\$44.10	\$66.15	\$33.08	\$44.10	\$44.10	\$44.10
Non-overnight charter employees - Master V	\$837.80	\$22.05	\$44.10	\$66.15	\$33.08	\$44.10	\$44.10	\$44.10
Non-overnight charter employees - Engineer MED II	\$853.00	\$22.45	\$44.90	\$67.35	\$33.68	\$44.90	\$44.90	\$44.90
Non-overnight charter employees - Master IV	\$853.00	\$22.45	\$44.90	\$67.35	\$33.68	\$44.90	\$44.90	\$44.90
Non-overnight charter employees - Engineer MED I	\$937.80	\$24.68	\$49.36	\$74.04	\$37.02	\$49.36	\$49.36	\$49.36

**Overnight charter employees**  
**Crew level 1 - Casual**

<b>Classification</b>	<b>Charter length</b>	<b>Charter pay rate</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Overnight charter employees - Crew level 1	Half day charter	\$93.49	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	Day charter	\$186.98	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	1 day / 1 night	\$280.47	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	2 days / 1 night	\$373.96	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	2 days / 2 nights	\$467.45	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	3 days / 2 nights	\$560.94	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	3 days / 3 nights	\$654.43	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	4 days / 3 nights	\$747.92	\$29.52	\$39.36	\$39.36	\$39.36
Overnight charter employees - Crew level 1	4 days / 4 nights	\$841.41	\$29.52	\$39.36	\$39.36	\$39.36

## Crew level 2 - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$99.20	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	Day charter	\$198.40	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	1 day / 1 night	\$297.60	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	2 days / 1 night	\$396.80	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	2 days / 2 nights	\$496.00	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	3 days / 2 nights	\$595.20	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	3 days / 3 nights	\$694.40	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	4 days / 3 nights	\$793.60	\$31.32	\$41.76	\$41.76	\$41.76
Overnight charter employees - Crew level 2	4 days / 4 nights	\$892.80	\$31.32	\$41.76	\$41.76	\$41.76

### Crew level 3 - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$103.62	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	Day charter	\$207.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	1 day / 1 night	\$310.85	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	2 days / 1 night	\$414.46	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	2 days / 2 nights	\$518.08	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	3 days / 2 nights	\$621.69	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	3 days / 3 nights	\$725.31	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	4 days / 3 nights	\$828.92	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Crew level 3	4 days / 4 nights	\$932.54	\$32.72	\$43.62	\$43.62	\$43.62

## Dive master - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Dive master	Half day charter	\$103.62	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	Day charter	\$207.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	1 day / 1 night	\$310.85	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	2 days / 1 night	\$414.46	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	2 days / 2 nights	\$518.08	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	3 days / 2 nights	\$621.69	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	3 days / 3 nights	\$725.31	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	4 days / 3 nights	\$828.92	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive master	4 days / 4 nights	\$932.54	\$32.72	\$43.62	\$43.62	\$43.62

## Dive instructor - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Dive instructor	Half day charter	\$103.62	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	Day charter	\$207.23	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	1 day / 1 night	\$310.85	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	2 days / 1 night	\$414.46	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	2 days / 2 nights	\$518.08	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	3 days / 2 nights	\$621.69	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	3 days / 3 nights	\$725.31	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	4 days / 3 nights	\$828.92	\$32.72	\$43.62	\$43.62	\$43.62
Overnight charter employees - Dive instructor	4 days / 4 nights	\$932.54	\$32.72	\$43.62	\$43.62	\$43.62

## Coxswain - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Coxswain	Half day charter	\$111.92	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	Day charter	\$223.84	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	1 day / 1 night	\$335.76	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	2 days / 1 night	\$447.68	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	2 days / 2 nights	\$559.60	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	3 days / 2 nights	\$671.52	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	3 days / 3 nights	\$783.44	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	4 days / 3 nights	\$895.36	\$35.34	\$47.12	\$47.12	\$47.12
Overnight charter employees - Coxswain	4 days / 4 nights	\$1,007.28	\$35.34	\$47.12	\$47.12	\$47.12



## Master V - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Master V	Half day charter	\$142.30	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	Day charter	\$284.59	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	1 day / 1 night	\$426.89	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	2 days / 1 night	\$569.18	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	2 days / 2 nights	\$711.48	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	3 days / 2 nights	\$853.77	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	3 days / 3 nights	\$996.07	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	4 days / 3 nights	\$1,138.36	\$44.94	\$59.92	\$59.92	\$59.92
Overnight charter employees - Master V	4 days / 4 nights	\$1,280.66	\$44.94	\$59.92	\$59.92	\$59.92

## Master IV - Casual

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Master IV	Half day charter	\$159.59	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	Day charter	\$319.18	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	1 day / 1 night	\$478.77	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	2 days / 1 night	\$638.36	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	2 days / 2 nights	\$797.95	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	3 days / 2 nights	\$957.54	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	3 days / 3 nights	\$1,117.13	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	4 days / 3 nights	\$1,276.72	\$50.40	\$67.20	\$67.20	\$67.20
Overnight charter employees - Master IV	4 days / 4 nights	\$1,436.31	\$50.40	\$67.20	\$67.20	\$67.20

## Non-overnight charter employees - Casual

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - public holiday - other than Christmas day
Non-overnight charter employees - Crew level 1	\$22.90	\$41.22	\$59.54	\$36.64
Non-overnight charter employees - Crew level 2	\$25.19	\$45.34	\$65.49	\$40.30
Non-overnight charter employees - Coxswain	\$27.43	\$49.37	\$71.31	\$43.88
Non-overnight charter employees - Engineer MED III	\$27.56	\$49.61	\$71.66	\$44.10
Non-overnight charter employees - Master V	\$27.56	\$49.61	\$71.66	\$44.10
Non-overnight charter employees - Engineer MED II	\$28.06	\$50.51	\$72.96	\$44.90
Non-overnight charter employees - Master IV	\$28.06	\$50.51	\$72.96	\$44.90
Non-overnight charter employees - Engineer MED I	\$30.85	\$55.53	\$80.21	\$49.36

Table 2 of 2

Classification	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$54.96	\$41.22	\$41.22
Non-overnight charter employees - Crew level 2	\$60.45	\$45.34	\$45.34
Non-overnight charter employees - Coxswain	\$65.82	\$49.37	\$49.37
Non-overnight charter employees - Engineer MED III	\$66.15	\$49.61	\$49.61
Non-overnight charter employees - Master V	\$66.15	\$49.61	\$49.61

<b>Classification</b>	<b>Overtime - public holiday - Christmas day</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Non-overnight charter employees - Engineer MED II	\$67.35	\$50.51	\$50.51
Non-overnight charter employees - Master IV	\$67.35	\$50.51	\$50.51
Non-overnight charter employees - Engineer MED I	\$74.04	\$55.53	\$55.53

## Overnight charter employees

### Crew level 1 - Full-time & part-time - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$37.40	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	Day charter	\$74.80	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	1 day / 1 night	\$112.20	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	2 days / 1 night	\$149.60	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	2 days / 2 nights	\$187.00	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	3 days / 2 nights	\$224.40	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	3 days / 3 nights	\$261.80	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	4 days / 3 nights	\$299.20	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	4 days / 4 nights	\$336.60	\$14.76	\$19.68	\$19.68	\$19.68

## Crew level 2 - Full-time & part-time - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$39.68	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	Day charter	\$79.35	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	1 day / 1 night	\$119.03	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	2 days / 1 night	\$158.70	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	2 days / 2 nights	\$198.38	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	3 days / 2 nights	\$238.05	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	3 days / 3 nights	\$277.73	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	4 days / 3 nights	\$317.40	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	4 days / 4 nights	\$357.08	\$15.66	\$20.88	\$20.88	\$20.88

### Crew level 3 - Full-time & part-time - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$41.45	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	Day charter	\$82.90	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	1 day / 1 night	\$124.35	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	2 days / 1 night	\$165.80	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	2 days / 2 nights	\$207.25	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	3 days / 2 nights	\$248.70	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	3 days / 3 nights	\$290.15	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	4 days / 3 nights	\$331.60	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	4 days / 4 nights	\$373.05	\$16.37	\$21.82	\$21.82	\$21.82

## Crew level 1 - Full-time & part-time - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$44.88	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	Day charter	\$89.75	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	1 day / 1 night	\$134.63	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	2 days / 1 night	\$179.50	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	2 days / 2 nights	\$224.38	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	3 days / 2 nights	\$269.25	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	3 days / 3 nights	\$314.13	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	4 days / 3 nights	\$359.00	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	4 days / 4 nights	\$403.88	\$17.72	\$23.62	\$23.62	\$23.62



## Crew level 2 - Full-time & part-time - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$47.63	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	Day charter	\$95.25	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	1 day / 1 night	\$142.88	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	2 days / 1 night	\$190.50	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	2 days / 2 nights	\$238.13	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	3 days / 2 nights	\$285.75	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	3 days / 3 nights	\$333.38	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	4 days / 3 nights	\$381.00	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	4 days / 4 nights	\$428.63	\$18.80	\$25.06	\$25.06	\$25.06

### Crew level 3 - Full-time & part-time - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$49.73	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	Day charter	\$99.45	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	1 day / 1 night	\$149.18	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	2 days / 1 night	\$198.90	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	2 days / 2 nights	\$248.63	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	3 days / 2 nights	\$298.35	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	3 days / 3 nights	\$348.08	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	4 days / 3 nights	\$397.80	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	4 days / 4 nights	\$447.53	\$19.64	\$26.18	\$26.18	\$26.18

## Crew level 1 - Full-time & part-time - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$56.10	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	Day charter	\$112.20	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	1 day / 1 night	\$168.30	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	2 days / 1 night	\$224.40	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	2 days / 2 nights	\$280.50	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	3 days / 2 nights	\$336.60	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	3 days / 3 nights	\$392.70	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	4 days / 3 nights	\$448.80	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	4 days / 4 nights	\$504.90	\$22.14	\$29.52	\$29.52	\$29.52

## Crew level 2 - Full-time & part-time - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$59.53	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	Day charter	\$119.05	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	1 day / 1 night	\$178.58	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	2 days / 1 night	\$238.10	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	2 days / 2 nights	\$297.63	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	3 days / 2 nights	\$357.15	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	3 days / 3 nights	\$416.68	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	4 days / 3 nights	\$476.20	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	4 days / 4 nights	\$535.73	\$23.49	\$31.32	\$31.32	\$31.32

### Crew level 3 - Full-time & part-time - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$62.18	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	Day charter	\$124.35	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	1 day / 1 night	\$186.53	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	2 days / 1 night	\$248.70	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	2 days / 2 nights	\$310.88	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	3 days / 2 nights	\$373.05	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	3 days / 3 nights	\$435.23	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	4 days / 3 nights	\$497.40	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	4 days / 4 nights	\$559.58	\$24.54	\$32.72	\$32.72	\$32.72

## Crew level 1 - Full-time & part-time - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$67.30	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	Day charter	\$134.60	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	1 day / 1 night	\$201.90	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	2 days / 1 night	\$269.20	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	2 days / 2 nights	\$336.50	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	3 days / 2 nights	\$403.80	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	3 days / 3 nights	\$471.10	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	4 days / 3 nights	\$538.40	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	4 days / 4 nights	\$605.70	\$26.57	\$35.42	\$35.42	\$35.42

## Crew level 2 - Full-time & part-time - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$71.43	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	Day charter	\$142.85	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	1 day / 1 night	\$214.28	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	2 days / 1 night	\$285.70	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	2 days / 2 nights	\$357.13	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	3 days / 2 nights	\$428.55	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	3 days / 3 nights	\$499.98	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	4 days / 3 nights	\$571.40	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	4 days / 4 nights	\$642.83	\$28.20	\$37.60	\$37.60	\$37.60

### Crew level 3 - Full-time & part-time - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$74.60	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	Day charter	\$149.20	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	1 day / 1 night	\$223.80	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	2 days / 1 night	\$298.40	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	2 days / 2 nights	\$373.00	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	3 days / 2 nights	\$447.60	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	3 days / 3 nights	\$522.20	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	4 days / 3 nights	\$596.80	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	4 days / 4 nights	\$671.40	\$29.45	\$39.26	\$39.26	\$39.26



### Non-overnight charter employees - Full-time & part-time - 16 years and under

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$9.16	\$18.32	\$27.48	\$13.74	\$18.32	\$18.32	\$18.32
Non-overnight charter employees - Crew level 2	\$10.08	\$20.16	\$30.24	\$15.12	\$20.16	\$20.16	\$20.16

### Non-overnight charter employees - Full-time & part-time - 17 years

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$10.99	\$21.98	\$32.97	\$16.49	\$21.98	\$21.98	\$21.98
Non-overnight charter employees - Crew level 2	\$12.09	\$24.18	\$36.27	\$18.14	\$24.18	\$24.18	\$24.18

### Non-overnight charter employees - Full-time & part-time - 18 years

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$13.74	\$27.48	\$41.22	\$20.61	\$27.48	\$27.48	\$27.48
Non-overnight charter employees - Crew level 2	\$15.11	\$30.22	\$45.33	\$22.67	\$30.22	\$30.22	\$30.22

### Non-overnight charter employees - Full-time & part-time - 19 years

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$16.49	\$32.98	\$49.47	\$24.74	\$32.98	\$32.98	\$32.98
Non-overnight charter employees - Crew level 2	\$18.14	\$36.28	\$54.42	\$27.21	\$36.28	\$36.28	\$36.28

## Overnight charter employees

### Crew level 1 - Casual - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$46.75	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	Day charter	\$93.50	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	1 day / 1 night	\$140.25	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	2 days / 1 night	\$187.00	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	2 days / 2 nights	\$233.75	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	3 days / 2 nights	\$280.50	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	3 days / 3 nights	\$327.25	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	4 days / 3 nights	\$374.00	\$14.76	\$19.68	\$19.68	\$19.68
Overnight charter employees - Crew level 1	4 days / 4 nights	\$420.75	\$14.76	\$19.68	\$19.68	\$19.68

## Crew level 2 - Casual - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$49.60	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	Day charter	\$99.19	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	1 day / 1 night	\$148.79	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	2 days / 1 night	\$198.38	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	2 days / 2 nights	\$247.98	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	3 days / 2 nights	\$297.57	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	3 days / 3 nights	\$347.17	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	4 days / 3 nights	\$396.76	\$15.66	\$20.88	\$20.88	\$20.88
Overnight charter employees - Crew level 2	4 days / 4 nights	\$446.36	\$15.66	\$20.88	\$20.88	\$20.88

### Crew level 3 - Casual - 16 years and under

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$51.82	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	Day charter	\$103.63	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	1 day / 1 night	\$155.45	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	2 days / 1 night	\$207.26	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	2 days / 2 nights	\$259.08	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	3 days / 2 nights	\$310.89	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	3 days / 3 nights	\$362.71	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	4 days / 3 nights	\$414.52	\$16.37	\$21.82	\$21.82	\$21.82
Overnight charter employees - Crew level 3	4 days / 4 nights	\$466.34	\$16.37	\$21.82	\$21.82	\$21.82

## Crew level 1 - Casual - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$56.10	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	Day charter	\$112.19	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	1 day / 1 night	\$168.29	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	2 days / 1 night	\$224.38	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	2 days / 2 nights	\$280.48	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	3 days / 2 nights	\$336.57	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	3 days / 3 nights	\$392.67	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	4 days / 3 nights	\$448.76	\$17.72	\$23.62	\$23.62	\$23.62
Overnight charter employees - Crew level 1	4 days / 4 nights	\$504.86	\$17.72	\$23.62	\$23.62	\$23.62

## Crew level 2 - Casual - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$59.53	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	Day charter	\$119.06	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	1 day / 1 night	\$178.59	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	2 days / 1 night	\$238.12	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	2 days / 2 nights	\$297.65	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	3 days / 2 nights	\$357.18	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	3 days / 3 nights	\$416.71	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	4 days / 3 nights	\$476.24	\$18.80	\$25.06	\$25.06	\$25.06
Overnight charter employees - Crew level 2	4 days / 4 nights	\$535.77	\$18.80	\$25.06	\$25.06	\$25.06

### Crew level 3 - Casual - 17 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$62.16	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	Day charter	\$124.31	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	1 day / 1 night	\$186.47	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	2 days / 1 night	\$248.62	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	2 days / 2 nights	\$310.78	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	3 days / 2 nights	\$372.93	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	3 days / 3 nights	\$435.09	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	4 days / 3 nights	\$497.24	\$19.64	\$26.18	\$26.18	\$26.18
Overnight charter employees - Crew level 3	4 days / 4 nights	\$559.40	\$19.64	\$26.18	\$26.18	\$26.18



## Crew level 1 - Casual - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$70.13	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	Day charter	\$140.25	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	1 day / 1 night	\$210.38	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	2 days / 1 night	\$280.50	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	2 days / 2 nights	\$350.63	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	3 days / 2 nights	\$420.75	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	3 days / 3 nights	\$490.88	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	4 days / 3 nights	\$561.00	\$22.14	\$29.52	\$29.52	\$29.52
Overnight charter employees - Crew level 1	4 days / 4 nights	\$631.13	\$22.14	\$29.52	\$29.52	\$29.52

## Crew level 2 - Casual - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$74.41	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	Day charter	\$148.81	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	1 day / 1 night	\$223.22	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	2 days / 1 night	\$297.62	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	2 days / 2 nights	\$372.03	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	3 days / 2 nights	\$446.43	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	3 days / 3 nights	\$520.84	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	4 days / 3 nights	\$595.24	\$23.49	\$31.32	\$31.32	\$31.32
Overnight charter employees - Crew level 2	4 days / 4 nights	\$669.65	\$23.49	\$31.32	\$31.32	\$31.32

### Crew level 3 - Casual - 18 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$77.72	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	Day charter	\$155.44	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	1 day / 1 night	\$233.16	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	2 days / 1 night	\$310.88	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	2 days / 2 nights	\$388.60	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	3 days / 2 nights	\$466.32	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	3 days / 3 nights	\$544.04	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	4 days / 3 nights	\$621.76	\$24.54	\$32.72	\$32.72	\$32.72
Overnight charter employees - Crew level 3	4 days / 4 nights	\$699.48	\$24.54	\$32.72	\$32.72	\$32.72

## Crew level 1 - Casual - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 1	Half day charter	\$84.13	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	Day charter	\$168.25	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	1 day / 1 night	\$252.38	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	2 days / 1 night	\$336.50	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	2 days / 2 nights	\$420.63	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	3 days / 2 nights	\$504.75	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	3 days / 3 nights	\$588.88	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	4 days / 3 nights	\$673.00	\$26.57	\$35.42	\$35.42	\$35.42
Overnight charter employees - Crew level 1	4 days / 4 nights	\$757.13	\$26.57	\$35.42	\$35.42	\$35.42

## Crew level 2 - Casual - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 2	Half day charter	\$89.28	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	Day charter	\$178.56	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	1 day / 1 night	\$267.84	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	2 days / 1 night	\$357.12	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	2 days / 2 nights	\$446.40	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	3 days / 2 nights	\$535.68	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	3 days / 3 nights	\$624.96	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	4 days / 3 nights	\$714.24	\$28.20	\$37.60	\$37.60	\$37.60
Overnight charter employees - Crew level 2	4 days / 4 nights	\$803.52	\$28.20	\$37.60	\$37.60	\$37.60

### Crew level 3 - Casual - 19 years

Classification	Charter length	Charter pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Overnight charter employees - Crew level 3	Half day charter	\$93.25	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	Day charter	\$186.50	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	1 day / 1 night	\$279.75	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	2 days / 1 night	\$373.00	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	2 days / 2 nights	\$466.25	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	3 days / 2 nights	\$559.50	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	3 days / 3 nights	\$652.75	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	4 days / 3 nights	\$746.00	\$29.45	\$39.26	\$39.26	\$39.26
Overnight charter employees - Crew level 3	4 days / 4 nights	\$839.25	\$29.45	\$39.26	\$39.26	\$39.26

## Non-overnight charter employees - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - public holiday - other than Christmas day
Non-overnight charter employees - Crew level 1	\$11.45	\$20.61	\$29.77	\$18.32
Non-overnight charter employees - Crew level 2	\$12.60	\$22.68	\$32.76	\$20.16

Table 2 of 2

Classification	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$27.48	\$20.61	\$20.61
Non-overnight charter employees - Crew level 2	\$30.24	\$22.68	\$22.68

## Non-overnight charter employees - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - public holiday - other than Christmas day
Non-overnight charter employees - Crew level 1	\$13.74	\$24.73	\$35.72	\$21.98
Non-overnight charter employees - Crew level 2	\$15.11	\$27.20	\$39.29	\$24.18

Table 2 of 2

Classification	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$32.97	\$24.73	\$24.73
Non-overnight charter employees - Crew level 2	\$36.27	\$27.20	\$27.20

## Non-overnight charter employees - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - public holiday - other than Christmas day
Non-overnight charter employees - Crew level 1	\$17.18	\$30.92	\$44.66	\$27.48
Non-overnight charter employees - Crew level 2	\$18.89	\$34.00	\$49.11	\$30.22

Table 2 of 2

Classification	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$41.22	\$30.92	\$30.92
Non-overnight charter employees - Crew level 2	\$45.33	\$34.00	\$34.00

## Non-overnight charter employees - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - public holiday - other than Christmas day
Non-overnight charter employees - Crew level 1	\$20.61	\$37.10	\$53.59	\$32.98
Non-overnight charter employees - Crew level 2	\$22.68	\$40.82	\$58.96	\$36.28

Table 2 of 2

Classification	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$49.47	\$37.10	\$37.10
Non-overnight charter employees - Crew level 2	\$54.42	\$40.82	\$40.82



## Allowances

Allowances	Rate
Damage to personal items or equipment compensation	an amount equal to the value of items lost or damaged with a maximum payment of \$1,165.00
Meal allowance - overtime	\$12.15 for a meal
MED III certificate allowance - not payable to employees employed as MED	\$14.09 per day
MED II certificate allowance - not payable to employees employed as MED	\$28.19 per day
Outer reef allowance - Masters	\$14.09 per day
Uniform allowance	\$12.37 per week