

Pay Guide - Marine Tourism and Charter Vessels Award

[MA000093]

Published 25 March 2021

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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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 | 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

| 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 | \$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

| Classification | Hourly pay rate | Public holiday | 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 | \$22.90 | \$36.64 | \$54.96 | \$41.22 | \$41.22 |
| Non-overnight charter employees - Crew level 2 | \$25.19 | \$40.30 | \$60.45 | \$45.34 | \$45.34 |
| Non-overnight charter employees - Coxswain | \$27.43 | \$43.88 | \$65.82 | \$49.37 | \$49.37 |
| Non-overnight charter employees - Engineer MED III | \$27.56 | \$44.10 | \$66.15 | \$49.61 | \$49.61 |
| Non-overnight charter employees - Master V | \$27.56 | \$44.10 | \$66.15 | \$49.61 | \$49.61 |
| Non-overnight charter employees - Engineer MED II | \$28.06 | \$44.90 | \$67.35 | \$50.51 | \$50.51 |
| Non-overnight charter employees - Master IV | \$28.06 | \$44.90 | \$67.35 | \$50.51 | \$50.51 |
| Non-overnight charter employees - Engineer MED I | \$30.85 | \$49.36 | \$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 | 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 | 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 | 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 | 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

| Classification | Hourly pay rate | Public holiday | 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 | \$11.45 | \$18.32 | \$27.48 | \$20.61 | \$20.61 |
| Non-overnight charter employees - Crew level 2 | \$12.60 | \$20.16 | \$30.24 | \$22.68 | \$22.68 |

Non-overnight charter employees - Casual - 17 years

| Classification | Hourly pay rate | Public holiday | 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 | \$13.74 | \$21.98 | \$32.97 | \$24.73 | \$24.73 |
| Non-overnight charter employees - Crew level 2 | \$15.11 | \$24.18 | \$36.27 | \$27.20 | \$27.20 |

Non-overnight charter employees - Casual - 18 years

| Classification | Hourly pay rate | Public holiday | 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 | \$17.18 | \$27.48 | \$41.22 | \$30.92 | \$30.92 |
| Non-overnight charter employees - Crew level 2 | \$18.89 | \$30.22 | \$45.33 | \$34.00 | \$34.00 |

Non-overnight charter employees - Casual - 19 years

| Classification | Hourly pay rate | Public holiday | 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 | \$20.61 | \$32.98 | \$49.47 | \$37.10 | \$37.10 |
| Non-overnight charter employees - Crew level 2 | \$22.68 | \$36.28 | \$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 |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.