



Fair Work  
OMBUDSMAN

## Pay Guide - Marine Tourism and Charter Vessels Award

**[MA000093]**

Published 25 November 2021

Pay rates for this award will change from 01 November 2021. The rates in this guide apply from the first full pay period on or after 01 February 2021.

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	Hourly pay rate	Daily 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	\$81.13	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	Day charter	\$162.25	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	1 day / 1 night	\$243.38	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	2 days / 1 night	\$324.50	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	2 days / 2 nights	\$405.63	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	3 days / 2 nights	\$486.75	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	3 days / 3 nights	\$567.88	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	4 days / 3 nights	\$649.00	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70
Overnight charter employees - Crew level 1	4 days / 4 nights	\$730.13	\$21.35	\$162.25	\$32.03	\$42.70	\$42.70	\$42.70

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$86.09	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	Day charter	\$172.17	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	1 day / 1 night	\$258.26	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	2 days / 1 night	\$344.34	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	2 days / 2 nights	\$430.43	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	3 days / 2 nights	\$516.51	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	3 days / 3 nights	\$602.60	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	4 days / 3 nights	\$688.68	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30
Overnight charter employees - Crew level 2	4 days / 4 nights	\$774.77	\$22.65	\$172.17	\$33.98	\$45.30	\$45.30	\$45.30

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$89.91	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	Day charter	\$179.82	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	1 day / 1 night	\$269.73	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	2 days / 1 night	\$359.64	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	2 days / 2 nights	\$449.55	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	3 days / 2 nights	\$539.46	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	3 days / 3 nights	\$629.37	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	4 days / 3 nights	\$719.28	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Crew level 3	4 days / 4 nights	\$809.19	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$89.91	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	Day charter	\$179.82	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	1 day / 1 night	\$269.73	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	2 days / 1 night	\$359.64	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	2 days / 2 nights	\$449.55	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	3 days / 2 nights	\$539.46	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	3 days / 3 nights	\$629.37	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	4 days / 3 nights	\$719.28	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive master	4 days / 4 nights	\$809.19	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$89.91	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	Day charter	\$179.82	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	1 day / 1 night	\$269.73	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	2 days / 1 night	\$359.64	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	2 days / 2 nights	\$449.55	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	3 days / 2 nights	\$539.46	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	3 days / 3 nights	\$629.37	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	4 days / 3 nights	\$719.28	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32
Overnight charter employees - Dive instructor	4 days / 4 nights	\$809.19	\$23.66	\$179.82	\$35.49	\$47.32	\$47.32	\$47.32

## Coxswain - Full-time & part-time

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$97.12	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	Day charter	\$194.24	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	1 day / 1 night	\$291.36	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	2 days / 1 night	\$388.48	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	2 days / 2 nights	\$485.60	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	3 days / 2 nights	\$582.72	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	3 days / 3 nights	\$679.84	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	4 days / 3 nights	\$776.96	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12
Overnight charter employees - Coxswain	4 days / 4 nights	\$874.08	\$25.56	\$194.24	\$38.34	\$51.12	\$51.12	\$51.12

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$123.48	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	Day charter	\$246.96	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	1 day / 1 night	\$370.44	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	2 days / 1 night	\$493.92	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	2 days / 2 nights	\$617.40	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	3 days / 2 nights	\$740.88	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	3 days / 3 nights	\$864.36	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	4 days / 3 nights	\$987.84	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98
Overnight charter employees - Master V	4 days / 4 nights	\$1,111.32	\$32.49	\$246.96	\$48.74	\$64.98	\$64.98	\$64.98



## Master IV - Full-time & part-time

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$138.49	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	Day charter	\$276.97	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	1 day / 1 night	\$415.46	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	2 days / 1 night	\$553.94	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	2 days / 2 nights	\$692.43	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	3 days / 2 nights	\$830.91	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	3 days / 3 nights	\$969.40	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	4 days / 3 nights	\$1,107.88	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88
Overnight charter employees - Master IV	4 days / 4 nights	\$1,246.37	\$36.44	\$276.97	\$54.66	\$72.88	\$72.88	\$72.88

## 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	\$755.10	\$19.87	\$39.74	\$59.61	\$29.81	\$39.74	\$39.74	\$39.74
Non-overnight charter employees - Crew level 2	\$830.60	\$21.86	\$43.72	\$65.58	\$32.79	\$43.72	\$43.72	\$43.72
Non-overnight charter employees - Coxswain	\$904.60	\$23.81	\$47.62	\$71.43	\$35.72	\$47.62	\$47.62	\$47.62
Non-overnight charter employees - Engineer MED III	\$908.70	\$23.91	\$47.82	\$71.73	\$35.87	\$47.82	\$47.82	\$47.82
Non-overnight charter employees - Master V	\$908.70	\$23.91	\$47.82	\$71.73	\$35.87	\$47.82	\$47.82	\$47.82
Non-overnight charter employees - Engineer MED II	\$925.30	\$24.35	\$48.70	\$73.05	\$36.53	\$48.70	\$48.70	\$48.70
Non-overnight charter employees - Master IV	\$925.30	\$24.35	\$48.70	\$73.05	\$36.53	\$48.70	\$48.70	\$48.70
Non-overnight charter employees - Engineer MED I	\$1,017.20	\$26.77	\$53.54	\$80.31	\$40.16	\$53.54	\$53.54	\$53.54

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

<b>Classification</b>	<b>Charter length</b>	<b>Charter pay rate</b>	<b>Hourly pay rate</b>	<b>Daily 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	\$101.41	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	Day charter	\$202.81	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	1 day / 1 night	\$304.22	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	2 days / 1 night	\$405.62	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	2 days / 2 nights	\$507.03	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	3 days / 2 nights	\$608.43	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	3 days / 3 nights	\$709.84	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	4 days / 3 nights	\$811.24	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70
Overnight charter employees - Crew level 1	4 days / 4 nights	\$912.65	\$26.69	\$202.81	\$40.03	\$53.38	\$42.70	\$42.70

## Crew level 2 - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$107.61	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	Day charter	\$215.21	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	1 day / 1 night	\$322.82	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	2 days / 1 night	\$430.42	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	2 days / 2 nights	\$538.03	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	3 days / 2 nights	\$645.63	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	3 days / 3 nights	\$753.24	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	4 days / 3 nights	\$860.84	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30
Overnight charter employees - Crew level 2	4 days / 4 nights	\$968.45	\$28.31	\$215.21	\$42.47	\$56.63	\$45.30	\$45.30

### Crew level 3 - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$112.39	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	Day charter	\$224.78	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	1 day / 1 night	\$337.17	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	2 days / 1 night	\$449.56	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	2 days / 2 nights	\$561.95	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	3 days / 2 nights	\$674.34	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	3 days / 3 nights	\$786.73	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	4 days / 3 nights	\$899.12	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Crew level 3	4 days / 4 nights	\$1,011.51	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32

## Dive master - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$112.39	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	Day charter	\$224.78	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	1 day / 1 night	\$337.17	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	2 days / 1 night	\$449.56	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	2 days / 2 nights	\$561.95	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	3 days / 2 nights	\$674.34	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	3 days / 3 nights	\$786.73	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	4 days / 3 nights	\$899.12	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive master	4 days / 4 nights	\$1,011.51	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32

## Dive instructor - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$112.39	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	Day charter	\$224.78	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	1 day / 1 night	\$337.17	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	2 days / 1 night	\$449.56	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	2 days / 2 nights	\$561.95	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	3 days / 2 nights	\$674.34	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	3 days / 3 nights	\$786.73	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	4 days / 3 nights	\$899.12	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32
Overnight charter employees - Dive instructor	4 days / 4 nights	\$1,011.51	\$29.58	\$224.78	\$44.36	\$59.15	\$47.32	\$47.32

## Coxswain - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$121.40	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	Day charter	\$242.80	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	1 day / 1 night	\$364.20	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	2 days / 1 night	\$485.60	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	2 days / 2 nights	\$607.00	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	3 days / 2 nights	\$728.40	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	3 days / 3 nights	\$849.80	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	4 days / 3 nights	\$971.20	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12
Overnight charter employees - Coxswain	4 days / 4 nights	\$1,092.60	\$31.95	\$242.80	\$47.93	\$63.90	\$51.12	\$51.12



## Master V - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$154.35	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	Day charter	\$308.70	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	1 day / 1 night	\$463.05	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	2 days / 1 night	\$617.40	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	2 days / 2 nights	\$771.75	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	3 days / 2 nights	\$926.10	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	3 days / 3 nights	\$1,080.45	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	4 days / 3 nights	\$1,234.80	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98
Overnight charter employees - Master V	4 days / 4 nights	\$1,389.15	\$40.61	\$308.70	\$60.92	\$81.23	\$64.98	\$64.98

## Master IV - Casual

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$173.11	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	Day charter	\$346.21	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	1 day / 1 night	\$519.32	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	2 days / 1 night	\$692.42	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	2 days / 2 nights	\$865.53	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	3 days / 2 nights	\$1,038.63	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	3 days / 3 nights	\$1,211.74	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	4 days / 3 nights	\$1,384.84	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88
Overnight charter employees - Master IV	4 days / 4 nights	\$1,557.95	\$45.55	\$346.21	\$68.33	\$91.10	\$72.88	\$72.88

## Non-overnight charter employees - Casual

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	\$24.84	\$39.74	\$59.61	\$37.26	\$49.68	\$44.71	\$44.71
Non-overnight charter employees - Crew level 2	\$27.33	\$43.72	\$65.58	\$40.99	\$54.65	\$49.19	\$49.19
Non-overnight charter employees - Coxswain	\$29.76	\$47.62	\$71.43	\$44.64	\$59.53	\$53.57	\$53.57
Non-overnight charter employees - Engineer MED III	\$29.89	\$47.82	\$71.73	\$44.83	\$59.78	\$53.80	\$53.80
Non-overnight charter employees - Master V	\$29.89	\$47.82	\$71.73	\$44.83	\$59.78	\$53.80	\$53.80
Non-overnight charter employees - Engineer MED II	\$30.44	\$48.70	\$73.05	\$45.66	\$60.88	\$54.79	\$54.79
Non-overnight charter employees - Master IV	\$30.44	\$48.70	\$73.05	\$45.66	\$60.88	\$54.79	\$54.79
Non-overnight charter employees - Engineer MED I	\$33.46	\$53.54	\$80.31	\$50.19	\$66.93	\$60.23	\$60.23

## Overnight charter employees

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$40.58	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	Day charter	\$81.15	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	1 day / 1 night	\$121.73	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	2 days / 1 night	\$162.30	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	2 days / 2 nights	\$202.88	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	3 days / 2 nights	\$243.45	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	3 days / 3 nights	\$284.03	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	4 days / 3 nights	\$324.60	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36
Overnight charter employees - Crew level 1	4 days / 4 nights	\$365.18	\$10.68	\$81.15	\$16.02	\$21.36	\$21.36	\$21.36

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$43.05	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	Day charter	\$86.10	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	1 day / 1 night	\$129.15	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	2 days / 1 night	\$172.20	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	2 days / 2 nights	\$215.25	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	3 days / 2 nights	\$258.30	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	3 days / 3 nights	\$301.35	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	4 days / 3 nights	\$344.40	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66
Overnight charter employees - Crew level 2	4 days / 4 nights	\$387.45	\$11.33	\$86.10	\$17.00	\$22.66	\$22.66	\$22.66

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$44.95	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	Day charter	\$89.90	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	1 day / 1 night	\$134.85	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	2 days / 1 night	\$179.80	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	2 days / 2 nights	\$224.75	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	3 days / 2 nights	\$269.70	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	3 days / 3 nights	\$314.65	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	4 days / 3 nights	\$359.60	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66
Overnight charter employees - Crew level 3	4 days / 4 nights	\$404.55	\$11.83	\$89.90	\$17.75	\$23.66	\$23.66	\$23.66

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$48.68	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	Day charter	\$97.35	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	1 day / 1 night	\$146.03	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	2 days / 1 night	\$194.70	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	2 days / 2 nights	\$243.38	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	3 days / 2 nights	\$292.05	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	3 days / 3 nights	\$340.73	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	4 days / 3 nights	\$389.40	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62
Overnight charter employees - Crew level 1	4 days / 4 nights	\$438.08	\$12.81	\$97.35	\$19.22	\$25.62	\$25.62	\$25.62

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$51.65	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	Day charter	\$103.30	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	1 day / 1 night	\$154.95	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	2 days / 1 night	\$206.60	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	2 days / 2 nights	\$258.25	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	3 days / 2 nights	\$309.90	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	3 days / 3 nights	\$361.55	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	4 days / 3 nights	\$413.20	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18
Overnight charter employees - Crew level 2	4 days / 4 nights	\$464.85	\$13.59	\$103.30	\$20.39	\$27.18	\$27.18	\$27.18



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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$53.95	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	Day charter	\$107.90	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	1 day / 1 night	\$161.85	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	2 days / 1 night	\$215.80	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	2 days / 2 nights	\$269.75	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	3 days / 2 nights	\$323.70	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	3 days / 3 nights	\$377.65	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	4 days / 3 nights	\$431.60	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40
Overnight charter employees - Crew level 3	4 days / 4 nights	\$485.55	\$14.20	\$107.90	\$21.30	\$28.40	\$28.40	\$28.40

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$60.85	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	Day charter	\$121.70	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	1 day / 1 night	\$182.55	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	2 days / 1 night	\$243.40	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	2 days / 2 nights	\$304.25	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	3 days / 2 nights	\$365.10	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	3 days / 3 nights	\$425.95	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	4 days / 3 nights	\$486.80	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02
Overnight charter employees - Crew level 1	4 days / 4 nights	\$547.65	\$16.01	\$121.70	\$24.02	\$32.02	\$32.02	\$32.02

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$64.58	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	Day charter	\$129.15	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	1 day / 1 night	\$193.73	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	2 days / 1 night	\$258.30	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	2 days / 2 nights	\$322.88	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	3 days / 2 nights	\$387.45	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	3 days / 3 nights	\$452.03	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	4 days / 3 nights	\$516.60	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98
Overnight charter employees - Crew level 2	4 days / 4 nights	\$581.18	\$16.99	\$129.15	\$25.49	\$33.98	\$33.98	\$33.98

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$67.43	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	Day charter	\$134.85	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	1 day / 1 night	\$202.28	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	2 days / 1 night	\$269.70	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	2 days / 2 nights	\$337.13	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	3 days / 2 nights	\$404.55	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	3 days / 3 nights	\$471.98	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	4 days / 3 nights	\$539.40	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48
Overnight charter employees - Crew level 3	4 days / 4 nights	\$606.83	\$17.74	\$134.85	\$26.61	\$35.48	\$35.48	\$35.48

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$73.03	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	Day charter	\$146.05	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	1 day / 1 night	\$219.08	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	2 days / 1 night	\$292.10	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	2 days / 2 nights	\$365.13	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	3 days / 2 nights	\$438.15	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	3 days / 3 nights	\$511.18	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	4 days / 3 nights	\$584.20	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44
Overnight charter employees - Crew level 1	4 days / 4 nights	\$657.23	\$19.22	\$146.05	\$28.83	\$38.44	\$38.44	\$38.44

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$77.48	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	Day charter	\$154.95	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	1 day / 1 night	\$232.43	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	2 days / 1 night	\$309.90	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	2 days / 2 nights	\$387.38	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	3 days / 2 nights	\$464.85	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	3 days / 3 nights	\$542.33	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	4 days / 3 nights	\$619.80	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78
Overnight charter employees - Crew level 2	4 days / 4 nights	\$697.28	\$20.39	\$154.95	\$30.59	\$40.78	\$40.78	\$40.78

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$80.93	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	Day charter	\$161.85	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	1 day / 1 night	\$242.78	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	2 days / 1 night	\$323.70	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	2 days / 2 nights	\$404.63	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	3 days / 2 nights	\$485.55	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	3 days / 3 nights	\$566.48	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	4 days / 3 nights	\$647.40	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60
Overnight charter employees - Crew level 3	4 days / 4 nights	\$728.33	\$21.30	\$161.85	\$31.95	\$42.60	\$42.60	\$42.60

### 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	\$9.94	\$19.88	\$29.82	\$14.91	\$19.88	\$19.88	\$19.88
Non-overnight charter employees - Crew level 2	\$10.93	\$21.86	\$32.79	\$16.40	\$21.86	\$21.86	\$21.86

### 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	\$11.92	\$23.84	\$35.76	\$17.88	\$23.84	\$23.84	\$23.84
Non-overnight charter employees - Crew level 2	\$13.12	\$26.24	\$39.36	\$19.68	\$26.24	\$26.24	\$26.24



### 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	\$14.90	\$29.80	\$44.70	\$22.35	\$29.80	\$29.80	\$29.80
Non-overnight charter employees - Crew level 2	\$16.40	\$32.80	\$49.20	\$24.60	\$32.80	\$32.80	\$32.80

### 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	\$17.88	\$35.76	\$53.64	\$26.82	\$35.76	\$35.76	\$35.76
Non-overnight charter employees - Crew level 2	\$19.67	\$39.34	\$59.01	\$29.51	\$39.34	\$39.34	\$39.34

## Overnight charter employees

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$50.72	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	Day charter	\$101.44	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	1 day / 1 night	\$152.16	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	2 days / 1 night	\$202.88	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	2 days / 2 nights	\$253.60	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	3 days / 2 nights	\$304.32	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	3 days / 3 nights	\$355.04	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	4 days / 3 nights	\$405.76	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36
Overnight charter employees - Crew level 1	4 days / 4 nights	\$456.48	\$13.35	\$101.44	\$20.03	\$26.70	\$21.36	\$21.36

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$53.82	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	Day charter	\$107.63	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	1 day / 1 night	\$161.45	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	2 days / 1 night	\$215.26	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	2 days / 2 nights	\$269.08	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	3 days / 2 nights	\$322.89	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	3 days / 3 nights	\$376.71	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	4 days / 3 nights	\$430.52	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66
Overnight charter employees - Crew level 2	4 days / 4 nights	\$484.34	\$14.16	\$107.63	\$21.24	\$28.33	\$22.66	\$22.66

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

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$56.19	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	Day charter	\$112.38	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	1 day / 1 night	\$168.57	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	2 days / 1 night	\$224.76	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	2 days / 2 nights	\$280.95	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	3 days / 2 nights	\$337.14	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	3 days / 3 nights	\$393.33	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	4 days / 3 nights	\$449.52	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66
Overnight charter employees - Crew level 3	4 days / 4 nights	\$505.71	\$14.79	\$112.38	\$22.18	\$29.58	\$23.66	\$23.66

## Crew level 1 - Casual - 17 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$60.85	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	Day charter	\$121.69	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	1 day / 1 night	\$182.54	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	2 days / 1 night	\$243.38	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	2 days / 2 nights	\$304.23	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	3 days / 2 nights	\$365.07	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	3 days / 3 nights	\$425.92	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	4 days / 3 nights	\$486.76	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62
Overnight charter employees - Crew level 1	4 days / 4 nights	\$547.61	\$16.01	\$121.69	\$24.02	\$32.03	\$25.62	\$25.62

## Crew level 2 - Casual - 17 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$64.57	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	Day charter	\$129.13	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	1 day / 1 night	\$193.70	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	2 days / 1 night	\$258.26	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	2 days / 2 nights	\$322.83	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	3 days / 2 nights	\$387.39	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	3 days / 3 nights	\$451.96	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	4 days / 3 nights	\$516.52	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18
Overnight charter employees - Crew level 2	4 days / 4 nights	\$581.09	\$16.99	\$129.13	\$25.48	\$33.98	\$27.18	\$27.18

### Crew level 3 - Casual - 17 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$67.44	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	Day charter	\$134.88	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	1 day / 1 night	\$202.32	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	2 days / 1 night	\$269.76	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	2 days / 2 nights	\$337.20	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	3 days / 2 nights	\$404.64	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	3 days / 3 nights	\$472.08	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	4 days / 3 nights	\$539.52	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40
Overnight charter employees - Crew level 3	4 days / 4 nights	\$606.96	\$17.75	\$134.88	\$26.63	\$35.50	\$28.40	\$28.40

## Crew level 1 - Casual - 18 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$76.07	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	Day charter	\$152.13	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	1 day / 1 night	\$228.20	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	2 days / 1 night	\$304.26	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	2 days / 2 nights	\$380.33	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	3 days / 2 nights	\$456.39	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	3 days / 3 nights	\$532.46	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	4 days / 3 nights	\$608.52	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02
Overnight charter employees - Crew level 1	4 days / 4 nights	\$684.59	\$20.01	\$152.13	\$30.02	\$40.03	\$32.02	\$32.02



## Crew level 2 - Casual - 18 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$80.72	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	Day charter	\$161.44	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	1 day / 1 night	\$242.16	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	2 days / 1 night	\$322.88	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	2 days / 2 nights	\$403.60	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	3 days / 2 nights	\$484.32	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	3 days / 3 nights	\$565.04	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	4 days / 3 nights	\$645.76	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98
Overnight charter employees - Crew level 2	4 days / 4 nights	\$726.48	\$21.24	\$161.44	\$31.86	\$42.48	\$33.98	\$33.98

### Crew level 3 - Casual - 18 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$84.28	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	Day charter	\$168.56	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	1 day / 1 night	\$252.84	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	2 days / 1 night	\$337.12	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	2 days / 2 nights	\$421.40	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	3 days / 2 nights	\$505.68	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	3 days / 3 nights	\$589.96	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	4 days / 3 nights	\$674.24	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48
Overnight charter employees - Crew level 3	4 days / 4 nights	\$758.52	\$22.18	\$168.56	\$33.26	\$44.35	\$35.48	\$35.48

## Crew level 1 - Casual - 19 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$91.28	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	Day charter	\$182.56	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	1 day / 1 night	\$273.84	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	2 days / 1 night	\$365.12	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	2 days / 2 nights	\$456.40	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	3 days / 2 nights	\$547.68	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	3 days / 3 nights	\$638.96	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	4 days / 3 nights	\$730.24	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44
Overnight charter employees - Crew level 1	4 days / 4 nights	\$821.52	\$24.03	\$182.56	\$36.04	\$48.05	\$38.44	\$38.44

## Crew level 2 - Casual - 19 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$96.85	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	Day charter	\$193.69	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	1 day / 1 night	\$290.54	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	2 days / 1 night	\$387.38	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	2 days / 2 nights	\$484.23	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	3 days / 2 nights	\$581.07	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	3 days / 3 nights	\$677.92	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	4 days / 3 nights	\$774.76	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78
Overnight charter employees - Crew level 2	4 days / 4 nights	\$871.61	\$25.49	\$193.69	\$38.23	\$50.98	\$40.78	\$40.78

### Crew level 3 - Casual - 19 years

Classification	Charter length	Charter pay rate	Hourly pay rate	Daily 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	\$101.16	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	Day charter	\$202.31	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	1 day / 1 night	\$303.47	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	2 days / 1 night	\$404.62	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	2 days / 2 nights	\$505.78	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	3 days / 2 nights	\$606.93	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	3 days / 3 nights	\$708.09	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	4 days / 3 nights	\$809.24	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60
Overnight charter employees - Crew level 3	4 days / 4 nights	\$910.40	\$26.63	\$202.31	\$39.94	\$53.25	\$42.60	\$42.60

### Non-overnight charter employees - Casual - 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	\$12.43	\$19.88	\$29.82	\$18.64	\$24.85	\$22.37	\$22.37
Non-overnight charter employees - Crew level 2	\$13.66	\$21.86	\$32.79	\$20.49	\$27.33	\$24.59	\$24.59

### Non-overnight charter employees - Casual - 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	\$14.90	\$23.84	\$35.76	\$22.35	\$29.80	\$26.82	\$26.82
Non-overnight charter employees - Crew level 2	\$16.40	\$26.24	\$39.36	\$24.60	\$32.80	\$29.52	\$29.52

### Non-overnight charter employees - Casual - 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	\$18.63	\$29.80	\$44.70	\$27.94	\$37.25	\$33.53	\$33.53
Non-overnight charter employees - Crew level 2	\$20.50	\$32.80	\$49.20	\$30.75	\$41.00	\$36.90	\$36.90

### Non-overnight charter employees - Casual - 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	\$22.35	\$35.76	\$53.64	\$33.53	\$44.70	\$40.23	\$40.23
Non-overnight charter employees - Crew level 2	\$24.59	\$39.34	\$59.01	\$36.88	\$49.18	\$44.26	\$44.26

## 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 \$1,236.00
Meal allowance - overtime	\$13.18 for a meal
MED III certificate allowance - not payable to employees employed as MED	\$15.29 per day
MED II certificate allowance - not payable to employees employed as MED	\$30.57 per day
Outer reef allowance - Masters	\$15.29 per day
Uniform allowance	\$12.37 per week

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