



Fair Work  
OMBUDSMAN

# Pay Guide - Marine Tourism and Charter Vessels Award

## [MA000093]

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# Rates of pay

## Adult

### Overnight charter employees

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

Classification	Charter length	Charter pay rate	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	\$87.14	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	Day charter	\$174.27	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	1 day / 1 night	\$261.41	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	2 days / 1 night	\$348.54	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	2 days / 2 nights	\$435.68	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	3 days / 2 nights	\$522.81	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	3 days / 3 nights	\$609.95	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	4 days / 3 nights	\$697.08	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86
Overnight charter employees - Crew level 1	4 days / 4 nights	\$784.22	\$22.93	\$174.27	\$34.40	\$45.86	\$45.86	\$45.86

## 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	\$92.30	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	Day charter	\$184.59	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	1 day / 1 night	\$276.89	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	2 days / 1 night	\$369.18	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	2 days / 2 nights	\$461.48	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	3 days / 2 nights	\$553.77	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	3 days / 3 nights	\$646.07	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	4 days / 3 nights	\$738.36	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58
Overnight charter employees - Crew level 2	4 days / 4 nights	\$830.66	\$24.29	\$184.59	\$36.44	\$48.58	\$48.58	\$48.58

### 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	\$96.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	Day charter	\$192.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	1 day / 1 night	\$289.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	2 days / 1 night	\$385.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	2 days / 2 nights	\$482.00	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	3 days / 2 nights	\$578.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	3 days / 3 nights	\$674.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	4 days / 3 nights	\$771.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Crew level 3	4 days / 4 nights	\$867.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74

## 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	\$96.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	Day charter	\$192.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	1 day / 1 night	\$289.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	2 days / 1 night	\$385.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	2 days / 2 nights	\$482.00	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	3 days / 2 nights	\$578.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	3 days / 3 nights	\$674.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	4 days / 3 nights	\$771.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive master	4 days / 4 nights	\$867.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74

## 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	\$96.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	Day charter	\$192.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	1 day / 1 night	\$289.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	2 days / 1 night	\$385.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	2 days / 2 nights	\$482.00	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	3 days / 2 nights	\$578.40	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	3 days / 3 nights	\$674.80	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	4 days / 3 nights	\$771.20	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74
Overnight charter employees - Dive instructor	4 days / 4 nights	\$867.60	\$25.37	\$192.80	\$38.06	\$50.74	\$50.74	\$50.74

## 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	\$104.13	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	Day charter	\$208.26	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	1 day / 1 night	\$312.39	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	2 days / 1 night	\$416.52	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	2 days / 2 nights	\$520.65	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	3 days / 2 nights	\$624.78	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	3 days / 3 nights	\$728.91	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	4 days / 3 nights	\$833.04	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80
Overnight charter employees - Coxswain	4 days / 4 nights	\$937.17	\$27.40	\$208.26	\$41.10	\$54.80	\$54.80	\$54.80

## 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	\$132.39	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	Day charter	\$264.77	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	1 day / 1 night	\$397.16	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	2 days / 1 night	\$529.54	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	2 days / 2 nights	\$661.93	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	3 days / 2 nights	\$794.31	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	3 days / 3 nights	\$926.70	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	4 days / 3 nights	\$1,059.08	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68
Overnight charter employees - Master V	4 days / 4 nights	\$1,191.47	\$34.84	\$264.77	\$52.26	\$69.68	\$69.68	\$69.68



## 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	\$148.48	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	Day charter	\$296.95	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	1 day / 1 night	\$445.43	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	2 days / 1 night	\$593.90	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	2 days / 2 nights	\$742.38	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	3 days / 2 nights	\$890.85	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	3 days / 3 nights	\$1,039.33	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	4 days / 3 nights	\$1,187.80	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14
Overnight charter employees - Master IV	4 days / 4 nights	\$1,336.28	\$39.07	\$296.95	\$58.61	\$78.14	\$78.14	\$78.14

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

Classification	Weekly pay rate	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$814.00	\$21.42	\$42.84	\$64.26	\$32.13	\$42.84	\$42.84	\$42.84
Non-overnight charter employees - Crew level 2	\$891.40	\$23.46	\$46.92	\$70.38	\$35.19	\$46.92	\$46.92	\$46.92
Non-overnight charter employees - Coxswain	\$969.90	\$25.52	\$51.04	\$76.56	\$38.28	\$51.04	\$51.04	\$51.04
Non-overnight charter employees - Engineer MED III	\$974.20	\$25.64	\$51.28	\$76.92	\$38.46	\$51.28	\$51.28	\$51.28
Non-overnight charter employees - Master V	\$974.20	\$25.64	\$51.28	\$76.92	\$38.46	\$51.28	\$51.28	\$51.28
Non-overnight charter employees - Engineer MED II	\$992.00	\$26.11	\$52.22	\$78.33	\$39.17	\$52.22	\$52.22	\$52.22
Non-overnight charter employees - Master IV	\$992.00	\$26.11	\$52.22	\$78.33	\$39.17	\$52.22	\$52.22	\$52.22
Non-overnight charter employees - Engineer MED I	\$1,090.60	\$28.70	\$57.40	\$86.10	\$43.05	\$57.40	\$57.40	\$57.40

**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	\$108.92	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	Day charter	\$217.84	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	1 day / 1 night	\$326.76	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	2 days / 1 night	\$435.68	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	2 days / 2 nights	\$544.60	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	3 days / 2 nights	\$653.52	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	3 days / 3 nights	\$762.44	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	4 days / 3 nights	\$871.36	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86
Overnight charter employees - Crew level 1	4 days / 4 nights	\$980.28	\$28.66	\$217.84	\$42.99	\$57.33	\$45.86	\$45.86

## 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	\$115.37	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	Day charter	\$230.74	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	1 day / 1 night	\$346.11	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	2 days / 1 night	\$461.48	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	2 days / 2 nights	\$576.85	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	3 days / 2 nights	\$692.22	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	3 days / 3 nights	\$807.59	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	4 days / 3 nights	\$922.96	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58
Overnight charter employees - Crew level 2	4 days / 4 nights	\$1,038.33	\$30.36	\$230.74	\$45.54	\$60.73	\$48.58	\$48.58

### 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	\$120.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	Day charter	\$241.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	1 day / 1 night	\$361.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	2 days / 1 night	\$482.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	2 days / 2 nights	\$602.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	3 days / 2 nights	\$723.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	3 days / 3 nights	\$843.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	4 days / 3 nights	\$964.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Crew level 3	4 days / 4 nights	\$1,084.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74

## 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	\$120.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	Day charter	\$241.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	1 day / 1 night	\$361.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	2 days / 1 night	\$482.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	2 days / 2 nights	\$602.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	3 days / 2 nights	\$723.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	3 days / 3 nights	\$843.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	4 days / 3 nights	\$964.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive master	4 days / 4 nights	\$1,084.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74

## 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	\$120.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	Day charter	\$241.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	1 day / 1 night	\$361.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	2 days / 1 night	\$482.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	2 days / 2 nights	\$602.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	3 days / 2 nights	\$723.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	3 days / 3 nights	\$843.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	4 days / 3 nights	\$964.00	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74
Overnight charter employees - Dive instructor	4 days / 4 nights	\$1,084.50	\$31.71	\$241.00	\$47.57	\$63.43	\$50.74	\$50.74

## 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	\$130.17	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	Day charter	\$260.33	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	1 day / 1 night	\$390.50	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	2 days / 1 night	\$520.66	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	2 days / 2 nights	\$650.83	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	3 days / 2 nights	\$780.99	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	3 days / 3 nights	\$911.16	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	4 days / 3 nights	\$1,041.32	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80
Overnight charter employees - Coxswain	4 days / 4 nights	\$1,171.49	\$34.25	\$260.33	\$51.38	\$68.50	\$54.80	\$54.80



## 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	\$165.48	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	Day charter	\$330.96	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	1 day / 1 night	\$496.44	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	2 days / 1 night	\$661.92	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	2 days / 2 nights	\$827.40	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	3 days / 2 nights	\$992.88	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	3 days / 3 nights	\$1,158.36	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	4 days / 3 nights	\$1,323.84	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68
Overnight charter employees - Master V	4 days / 4 nights	\$1,489.32	\$43.55	\$330.96	\$65.33	\$87.10	\$69.68	\$69.68

## 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	\$185.60	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	Day charter	\$371.19	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	1 day / 1 night	\$556.79	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	2 days / 1 night	\$742.38	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	2 days / 2 nights	\$927.98	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	3 days / 2 nights	\$1,113.57	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	3 days / 3 nights	\$1,299.17	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	4 days / 3 nights	\$1,484.76	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14
Overnight charter employees - Master IV	4 days / 4 nights	\$1,670.36	\$48.84	\$371.19	\$73.26	\$97.68	\$78.14	\$78.14

## Non-overnight charter employees - Casual

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours
Non-overnight charter employees - Crew level 1	\$26.78	\$48.20	\$69.62	\$40.16	\$53.55
Non-overnight charter employees - Crew level 2	\$29.33	\$52.79	\$76.25	\$43.99	\$58.65
Non-overnight charter employees - Coxswain	\$31.90	\$57.42	\$82.94	\$47.85	\$63.80
Non-overnight charter employees - Engineer MED III	\$32.05	\$57.69	\$83.33	\$48.08	\$64.10
Non-overnight charter employees - Master V	\$32.05	\$57.69	\$83.33	\$48.08	\$64.10
Non-overnight charter employees - Engineer MED II	\$32.64	\$58.75	\$84.86	\$48.96	\$65.28
Non-overnight charter employees - Master IV	\$32.64	\$58.75	\$84.86	\$48.96	\$65.28
Non-overnight charter employees - Engineer MED I	\$35.88	\$64.58	\$93.28	\$53.81	\$71.75

Table 2 of 2

Classification	Overtime - public holiday - other than Christmas day	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$42.84	\$64.26	\$48.20	\$48.20
Non-overnight charter employees - Crew level 2	\$46.92	\$70.38	\$52.79	\$52.79
Non-overnight charter employees - Coxswain	\$51.04	\$76.56	\$57.42	\$57.42
Non-overnight charter employees - Engineer MED III	\$51.28	\$76.92	\$57.69	\$57.69

<b>Classification</b>	<b>Overtime - public holiday - other than Christmas day</b>	<b>Overtime - public holiday - Christmas day</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Non-overnight charter employees - Master V	\$51.28	\$76.92	\$57.69	\$57.69
Non-overnight charter employees - Engineer MED II	\$52.22	\$78.33	\$58.75	\$58.75
Non-overnight charter employees - Master IV	\$52.22	\$78.33	\$58.75	\$58.75
Non-overnight charter employees - Engineer MED I	\$57.40	\$86.10	\$64.58	\$64.58

## 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	\$43.58	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	Day charter	\$87.15	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	1 day / 1 night	\$130.73	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	2 days / 1 night	\$174.30	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	2 days / 2 nights	\$217.88	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	3 days / 2 nights	\$261.45	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	3 days / 3 nights	\$305.03	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	4 days / 3 nights	\$348.60	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94
Overnight charter employees - Crew level 1	4 days / 4 nights	\$392.18	\$11.47	\$87.15	\$17.21	\$22.94	\$22.94	\$22.94

## 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	\$46.15	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	Day charter	\$92.30	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	1 day / 1 night	\$138.45	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	2 days / 1 night	\$184.60	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	2 days / 2 nights	\$230.75	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	3 days / 2 nights	\$276.90	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	3 days / 3 nights	\$323.05	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	4 days / 3 nights	\$369.20	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28
Overnight charter employees - Crew level 2	4 days / 4 nights	\$415.35	\$12.14	\$92.30	\$18.21	\$24.28	\$24.28	\$24.28

### 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	\$48.20	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	Day charter	\$96.40	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	1 day / 1 night	\$144.60	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	2 days / 1 night	\$192.80	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	2 days / 2 nights	\$241.00	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	3 days / 2 nights	\$289.20	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	3 days / 3 nights	\$337.40	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	4 days / 3 nights	\$385.60	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36
Overnight charter employees - Crew level 3	4 days / 4 nights	\$433.80	\$12.68	\$96.40	\$19.02	\$25.36	\$25.36	\$25.36

## 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	\$52.28	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	Day charter	\$104.55	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	1 day / 1 night	\$156.83	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	2 days / 1 night	\$209.10	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	2 days / 2 nights	\$261.38	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	3 days / 2 nights	\$313.65	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	3 days / 3 nights	\$365.93	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	4 days / 3 nights	\$418.20	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52
Overnight charter employees - Crew level 1	4 days / 4 nights	\$470.48	\$13.76	\$104.55	\$20.64	\$27.52	\$27.52	\$27.52



## 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	\$55.38	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	Day charter	\$110.75	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	1 day / 1 night	\$166.13	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	2 days / 1 night	\$221.50	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	2 days / 2 nights	\$276.88	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	3 days / 2 nights	\$332.25	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	3 days / 3 nights	\$387.63	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	4 days / 3 nights	\$443.00	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14
Overnight charter employees - Crew level 2	4 days / 4 nights	\$498.38	\$14.57	\$110.75	\$21.86	\$29.14	\$29.14	\$29.14

### 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	\$57.85	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	Day charter	\$115.70	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	1 day / 1 night	\$173.55	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	2 days / 1 night	\$231.40	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	2 days / 2 nights	\$289.25	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	3 days / 2 nights	\$347.10	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	3 days / 3 nights	\$404.95	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	4 days / 3 nights	\$462.80	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44
Overnight charter employees - Crew level 3	4 days / 4 nights	\$520.65	\$15.22	\$115.70	\$22.83	\$30.44	\$30.44	\$30.44

## 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	\$65.35	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	Day charter	\$130.70	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	1 day / 1 night	\$196.05	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	2 days / 1 night	\$261.40	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	2 days / 2 nights	\$326.75	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	3 days / 2 nights	\$392.10	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	3 days / 3 nights	\$457.45	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	4 days / 3 nights	\$522.80	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40
Overnight charter employees - Crew level 1	4 days / 4 nights	\$588.15	\$17.20	\$130.70	\$25.80	\$34.40	\$34.40	\$34.40

## 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	\$69.23	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	Day charter	\$138.45	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	1 day / 1 night	\$207.68	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	2 days / 1 night	\$276.90	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	2 days / 2 nights	\$346.13	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	3 days / 2 nights	\$415.35	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	3 days / 3 nights	\$484.58	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	4 days / 3 nights	\$553.80	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44
Overnight charter employees - Crew level 2	4 days / 4 nights	\$623.03	\$18.22	\$138.45	\$27.33	\$36.44	\$36.44	\$36.44

### 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	\$72.30	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	Day charter	\$144.60	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	1 day / 1 night	\$216.90	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	2 days / 1 night	\$289.20	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	2 days / 2 nights	\$361.50	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	3 days / 2 nights	\$433.80	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	3 days / 3 nights	\$506.10	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	4 days / 3 nights	\$578.40	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06
Overnight charter employees - Crew level 3	4 days / 4 nights	\$650.70	\$19.03	\$144.60	\$28.55	\$38.06	\$38.06	\$38.06

## 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	\$78.43	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	Day charter	\$156.85	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	1 day / 1 night	\$235.28	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	2 days / 1 night	\$313.70	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	2 days / 2 nights	\$392.13	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	3 days / 2 nights	\$470.55	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	3 days / 3 nights	\$548.98	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	4 days / 3 nights	\$627.40	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28
Overnight charter employees - Crew level 1	4 days / 4 nights	\$705.83	\$20.64	\$156.85	\$30.96	\$41.28	\$41.28	\$41.28

## 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	\$83.08	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	Day charter	\$166.15	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	1 day / 1 night	\$249.23	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	2 days / 1 night	\$332.30	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	2 days / 2 nights	\$415.38	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	3 days / 2 nights	\$498.45	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	3 days / 3 nights	\$581.53	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	4 days / 3 nights	\$664.60	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72
Overnight charter employees - Crew level 2	4 days / 4 nights	\$747.68	\$21.86	\$166.15	\$32.79	\$43.72	\$43.72	\$43.72

### 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	\$86.75	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	Day charter	\$173.50	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	1 day / 1 night	\$260.25	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	2 days / 1 night	\$347.00	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	2 days / 2 nights	\$433.75	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	3 days / 2 nights	\$520.50	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	3 days / 3 nights	\$607.25	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	4 days / 3 nights	\$694.00	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66
Overnight charter employees - Crew level 3	4 days / 4 nights	\$780.75	\$22.83	\$173.50	\$34.25	\$45.66	\$45.66	\$45.66



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

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$10.71	\$21.42	\$32.13	\$16.07	\$21.42	\$21.42	\$21.42
Non-overnight charter employees - Crew level 2	\$11.73	\$23.46	\$35.19	\$17.60	\$23.46	\$23.46	\$23.46

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

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$12.85	\$25.70	\$38.55	\$19.28	\$25.70	\$25.70	\$25.70
Non-overnight charter employees - Crew level 2	\$14.08	\$28.16	\$42.24	\$21.12	\$28.16	\$28.16	\$28.16

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

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$16.07	\$32.14	\$48.21	\$24.11	\$32.14	\$32.14	\$32.14
Non-overnight charter employees - Crew level 2	\$17.60	\$35.20	\$52.80	\$26.40	\$35.20	\$35.20	\$35.20

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

Classification	Hourly pay rate	Public holiday - other than Christmas day	Public holiday - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$19.28	\$38.56	\$57.84	\$28.92	\$38.56	\$38.56	\$38.56
Non-overnight charter employees - Crew level 2	\$21.11	\$42.22	\$63.33	\$31.67	\$42.22	\$42.22	\$42.22

## 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	\$54.47	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	Day charter	\$108.94	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	1 day / 1 night	\$163.41	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	2 days / 1 night	\$217.88	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	2 days / 2 nights	\$272.35	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	3 days / 2 nights	\$326.82	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	3 days / 3 nights	\$381.29	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	4 days / 3 nights	\$435.76	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94
Overnight charter employees - Crew level 1	4 days / 4 nights	\$490.23	\$14.34	\$108.94	\$21.51	\$28.68	\$22.94	\$22.94

## 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	\$57.69	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	Day charter	\$115.38	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	1 day / 1 night	\$173.07	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	2 days / 1 night	\$230.76	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	2 days / 2 nights	\$288.45	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	3 days / 2 nights	\$346.14	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	3 days / 3 nights	\$403.83	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	4 days / 3 nights	\$461.52	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28
Overnight charter employees - Crew level 2	4 days / 4 nights	\$519.21	\$15.18	\$115.38	\$22.76	\$30.35	\$24.28	\$24.28

### 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	\$60.25	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	Day charter	\$120.50	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	1 day / 1 night	\$180.75	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	2 days / 1 night	\$241.00	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	2 days / 2 nights	\$301.25	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	3 days / 2 nights	\$361.50	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	3 days / 3 nights	\$421.75	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	4 days / 3 nights	\$482.00	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36
Overnight charter employees - Crew level 3	4 days / 4 nights	\$542.25	\$15.85	\$120.50	\$23.78	\$31.70	\$25.36	\$25.36

## 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	\$65.35	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	Day charter	\$130.69	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	1 day / 1 night	\$196.04	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	2 days / 1 night	\$261.38	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	2 days / 2 nights	\$326.73	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	3 days / 2 nights	\$392.07	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	3 days / 3 nights	\$457.42	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	4 days / 3 nights	\$522.76	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52
Overnight charter employees - Crew level 1	4 days / 4 nights	\$588.11	\$17.20	\$130.69	\$25.80	\$34.40	\$27.52	\$27.52

## 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	\$69.22	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	Day charter	\$138.44	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	1 day / 1 night	\$207.66	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	2 days / 1 night	\$276.88	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	2 days / 2 nights	\$346.10	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	3 days / 2 nights	\$415.32	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	3 days / 3 nights	\$484.54	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	4 days / 3 nights	\$553.76	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14
Overnight charter employees - Crew level 2	4 days / 4 nights	\$622.98	\$18.21	\$138.44	\$27.32	\$36.43	\$29.14	\$29.14

### 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	\$72.32	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	Day charter	\$144.63	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	1 day / 1 night	\$216.95	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	2 days / 1 night	\$289.26	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	2 days / 2 nights	\$361.58	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	3 days / 2 nights	\$433.89	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	3 days / 3 nights	\$506.21	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	4 days / 3 nights	\$578.52	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44
Overnight charter employees - Crew level 3	4 days / 4 nights	\$650.84	\$19.03	\$144.63	\$28.54	\$38.05	\$30.44	\$30.44



## 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	\$81.69	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	Day charter	\$163.38	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	1 day / 1 night	\$245.07	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	2 days / 1 night	\$326.76	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	2 days / 2 nights	\$408.45	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	3 days / 2 nights	\$490.14	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	3 days / 3 nights	\$571.83	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	4 days / 3 nights	\$653.52	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40
Overnight charter employees - Crew level 1	4 days / 4 nights	\$735.21	\$21.50	\$163.38	\$32.25	\$43.00	\$34.40	\$34.40

## 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	\$86.53	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	Day charter	\$173.06	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	1 day / 1 night	\$259.59	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	2 days / 1 night	\$346.12	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	2 days / 2 nights	\$432.65	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	3 days / 2 nights	\$519.18	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	3 days / 3 nights	\$605.71	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	4 days / 3 nights	\$692.24	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44
Overnight charter employees - Crew level 2	4 days / 4 nights	\$778.77	\$22.78	\$173.06	\$34.16	\$45.55	\$36.44	\$36.44

### 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	\$90.38	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	Day charter	\$180.75	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	1 day / 1 night	\$271.13	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	2 days / 1 night	\$361.50	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	2 days / 2 nights	\$451.88	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	3 days / 2 nights	\$542.25	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	3 days / 3 nights	\$632.63	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	4 days / 3 nights	\$723.00	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06
Overnight charter employees - Crew level 3	4 days / 4 nights	\$813.38	\$23.79	\$180.75	\$35.68	\$47.58	\$38.06	\$38.06

## 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	\$98.03	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	Day charter	\$196.06	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	1 day / 1 night	\$294.09	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	2 days / 1 night	\$392.12	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	2 days / 2 nights	\$490.15	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	3 days / 2 nights	\$588.18	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	3 days / 3 nights	\$686.21	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	4 days / 3 nights	\$784.24	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28
Overnight charter employees - Crew level 1	4 days / 4 nights	\$882.27	\$25.80	\$196.06	\$38.70	\$51.60	\$41.28	\$41.28

## 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	\$103.85	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	Day charter	\$207.69	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	1 day / 1 night	\$311.54	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	2 days / 1 night	\$415.38	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	2 days / 2 nights	\$519.23	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	3 days / 2 nights	\$623.07	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	3 days / 3 nights	\$726.92	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	4 days / 3 nights	\$830.76	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72
Overnight charter employees - Crew level 2	4 days / 4 nights	\$934.61	\$27.33	\$207.69	\$40.99	\$54.65	\$43.72	\$43.72

### 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	\$108.44	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	Day charter	\$216.88	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	1 day / 1 night	\$325.32	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	2 days / 1 night	\$433.76	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	2 days / 2 nights	\$542.20	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	3 days / 2 nights	\$650.64	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	3 days / 3 nights	\$759.08	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	4 days / 3 nights	\$867.52	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66
Overnight charter employees - Crew level 3	4 days / 4 nights	\$975.96	\$28.54	\$216.88	\$42.81	\$57.08	\$45.66	\$45.66

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

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours
Non-overnight charter employees - Crew level 1	\$13.39	\$24.10	\$34.81	\$20.08	\$26.78
Non-overnight charter employees - Crew level 2	\$14.66	\$26.39	\$38.12	\$21.99	\$29.33

Table 2 of 2

Classification	Overtime - public holiday - other than Christmas day	Overtime - public holiday - Christmas day	Less than 8 hour break between shifts - changeover of roster or by agreement	Less than 10 hour break between shifts
Non-overnight charter employees - Crew level 1	\$21.42	\$32.13	\$24.10	\$24.10
Non-overnight charter employees - Crew level 2	\$23.46	\$35.19	\$26.39	\$26.39

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

Table 1 of 2

Classification	Hourly pay rate	Public holiday - ordinary hours - other than Christmas day	Public holiday - ordinary hours - Christmas day	Overtime - first 2 hours	Overtime - after 2 hours
Non-overnight charter employees - Crew level 1	\$16.06	\$28.91	\$41.76	\$24.09	\$32.13
Non-overnight charter employees - Crew level 2	\$17.60	\$31.68	\$45.76	\$26.40	\$35.20

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - public holiday - other than Christmas day</b>	<b>Overtime - public holiday - Christmas day</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Non-overnight charter employees - Crew level 1	\$25.70	\$38.55	\$28.91	\$28.91
Non-overnight charter employees - Crew level 2	\$28.16	\$42.24	\$31.68	\$31.68

**Non-overnight charter employees - Casual - 18 years****Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - ordinary hours - other than Christmas day</b>	<b>Public holiday - ordinary hours - Christmas day</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>
Non-overnight charter employees - Crew level 1	\$20.09	\$36.16	\$52.23	\$30.13	\$40.18
Non-overnight charter employees - Crew level 2	\$22.00	\$39.60	\$57.20	\$33.00	\$44.00

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - public holiday - other than Christmas day</b>	<b>Overtime - public holiday - Christmas day</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Non-overnight charter employees - Crew level 1	\$32.14	\$48.21	\$36.16	\$36.16
Non-overnight charter employees - Crew level 2	\$35.20	\$52.80	\$39.60	\$39.60



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

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - ordinary hours - other than Christmas day</b>	<b>Public holiday - ordinary hours - Christmas day</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>
Non-overnight charter employees - Crew level 1	\$24.10	\$43.38	\$62.66	\$36.15	\$48.20
Non-overnight charter employees - Crew level 2	\$26.39	\$47.50	\$68.61	\$39.58	\$52.78

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - public holiday - other than Christmas day</b>	<b>Overtime - public holiday - Christmas day</b>	<b>Less than 8 hour break between shifts - changeover of roster or by agreement</b>	<b>Less than 10 hour break between shifts</b>
Non-overnight charter employees - Crew level 1	\$38.56	\$57.84	\$43.38	\$43.38
Non-overnight charter employees - Crew level 2	\$42.22	\$63.33	\$47.50	\$47.50

## 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 \$1,329.00
Meal allowance - overtime	\$13.76 for a meal
MED III certificate allowance - not payable to employees employed as MED	\$16.39 per day
MED II certificate allowance - not payable to employees employed as MED	\$32.78 per day
Outer reef allowance - Masters	\$16.39 per day
Uniform allowance	\$12.37 per week