

Pay Guide - Ports, Harbours and Enclosed Water Vessels Award

[MA000052]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

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The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday	Working through a meal break	Afternoon shift
Master	\$1,102.20	\$29.01	\$43.52	\$58.02	\$72.53	\$58.02	\$33.36
Mate	\$1,049.70	\$27.62	\$41.43	\$55.24	\$69.05	\$55.24	\$31.76
Engineer	\$1,049.70	\$27.62	\$41.43	\$55.24	\$69.05	\$55.24	\$31.76
General purpose hand	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Deckhand	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Greaser	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Passenger attendant	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Turnstile attendant	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Boating attendant	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Host	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Fireman	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Trimmer	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Linesman	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Cook	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Sailor	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Able seaman	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Leading hand	\$993.40	\$26.14	\$39.21	\$52.28	\$65.35	\$52.28	\$30.06
Shipkeeper	\$910.60	\$23.96	\$35.94	\$47.92	\$59.90	\$47.92	\$27.55
Crane driver (under 20 tonnes)	\$926.90	\$24.39	\$36.59	\$48.78	\$60.98	\$48.78	\$28.05
Crane driver (over 20 tonnes)	\$1,020.50	\$26.86	\$40.29	\$53.72	\$67.15	\$53.72	\$30.89

Table 2 of 2

Classification	Permanent night shift	Night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - public holiday	Less than 10 hours break after 18 hours work
Master	\$37.71	\$33.36	\$43.52	\$58.02	\$43.52	\$58.02	\$72.53	\$58.02
Mate	\$35.91	\$31.76	\$41.43	\$55.24	\$41.43	\$55.24	\$69.05	\$55.24
Engineer	\$35.91	\$31.76	\$41.43	\$55.24	\$41.43	\$55.24	\$69.05	\$55.24
General purpose hand	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Deckhand	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Greaser	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Passenger attendant	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Turnstile attendant	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Boating attendant	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Host	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Fireman	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Trimmer	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Linesman	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Cook	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Sailor	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Able seaman	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Leading hand	\$33.98	\$30.06	\$39.21	\$52.28	\$39.21	\$52.28	\$65.35	\$52.28
Shipkeeper	\$31.15	\$27.55	\$35.94	\$47.92	\$35.94	\$47.92	\$59.90	\$47.92
Crane driver (under 20 tonnes)	\$31.71	\$28.05	\$36.59	\$48.78	\$36.59	\$48.78	\$60.98	\$48.78
Crane driver (over 20 tonnes)	\$34.92	\$30.89	\$40.29	\$53.72	\$40.29	\$53.72	\$67.15	\$53.72

Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift	Permanent night shift	Night shift	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday
Master	\$36.26	\$40.61	\$44.97	\$40.61	\$50.77	\$65.27	\$79.78
Mate	\$34.53	\$38.67	\$42.81	\$38.67	\$48.34	\$62.15	\$75.96
Engineer	\$34.53	\$38.67	\$42.81	\$38.67	\$48.34	\$62.15	\$75.96
General purpose hand	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Deckhand	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Greaser	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Passenger attendant	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Turnstile attendant	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Boating attendant	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Host	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Fireman	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Trimmer	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Linesman	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Cook	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Sailor	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Able seaman	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Leading hand	\$32.68	\$36.60	\$40.52	\$36.60	\$45.75	\$58.82	\$71.89
Shipkeeper	\$29.95	\$33.54	\$37.14	\$33.54	\$41.93	\$53.91	\$65.89
Crane driver (under 20 tonnes)	\$30.49	\$34.15	\$37.80	\$34.15	\$42.68	\$54.88	\$67.07
Crane driver (over 20 tonnes)	\$33.58	\$37.60	\$41.63	\$37.60	\$47.01	\$60.44	\$73.87

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - public holiday
Master	\$50.77	\$65.27	\$50.77	\$65.27	\$79.78
Mate	\$48.34	\$62.15	\$48.34	\$62.15	\$75.96
Engineer	\$48.34	\$62.15	\$48.34	\$62.15	\$75.96
General purpose hand	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Deckhand	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Greaser	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Passenger attendant	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Turnstile attendant	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Boating attendant	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Host	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Fireman	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Trimmer	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Linesman	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Cook	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Sailor	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Able seaman	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Leading hand	\$45.75	\$58.82	\$45.75	\$58.82	\$71.89
Shipkeeper	\$41.93	\$53.91	\$41.93	\$53.91	\$65.89
Crane driver (under 20 tonnes)	\$42.68	\$54.88	\$42.68	\$54.88	\$67.07
Crane driver (over 20 tonnes)	\$47.01	\$60.44	\$47.01	\$60.44	\$73.87

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.
The allowances listed below do not apply to casuals unless specified in the label.

Allowances	Rate
Bilge allowance	\$1.09 per hour
Charge hands allowance	\$0.85 per hour up to a maximum of \$32.38 per week
Charge hands allowance - not directly supervised by a foreman	\$1.27 per hour up to a maximum of \$48.18 per week
Chipping hammers, wire brushing or sandblasting machine allowance	\$0.10 per hour
Dirty work allowance working alongside vessels in discharging alumina, petroleum, coke, sulphur, anhydrous ammonia and all phosphates	\$1.79 per hour
Dirty work allowance	\$0.70 per hour
Distant work - working away from usual workplace - travelling time allowance	payment at the minimum hourly rate per hour, up to a maximum of an ordinary days pay in any 24 hour
Distant work - workplace away from usual workplace - travel fares reimbursement	reimbursement for the cost of travel fares in excess of normal travel fares
Distant work - working away from usual workplace - temporary transfer allowance - per week of 7 days - including casuals	\$558.59 per week
Distant work - working away from usual workplace - temporary transfer allowance - broken part of a week - less than 7 days - including casuals	reimbursement of all living expenses up to a maximum of \$79.47 per day
Dual capacity allowance - Certificate of Competency as a Marine Motor Engineer - considered part of rate for overtime calculations	\$0.72 per hour when required to use the certificate
Duties outside normal work - diving allowance	\$5.46 per day
Excess travelling time - travel to or from a starting or finishing point other than regular start or finish point	payment at the minimum hourly rate of pay for excess travel time, with payment for at least 30 minutes and not more than 1 hour
First aid allowance	\$0.44 per hour up to a maximum of \$16.89 per week
General expenses	reimbursement of any expenses reasonably incurred
Living away from home allowance	reimbursement for the cost of meals and accommodation
Loading and unloading vessels allowance - 1-6 nights overnight cruises	\$19.97 per trip
Loading and unloading vessels allowance - more than 6 nights overnight cruises	\$29.80 per trip
Loading and unloading vessels allowance - transporting passengers and cargo between the mainland and island resorts - not day cruise - per week of 5 working days or less	\$5.96 per day

Allowances	Rate
Loading and unloading vessels allowance - transporting passengers and cargo between the mainland and island resorts - not day cruise - per week of more than 5 working days	\$5.96 per day for the first 5 days in a week and \$6.06 per day for the 6th and 7th days
Loading and unloading vessels allowance - transporting only cargo between the mainland and island resorts - not day cruise	\$51.95 per trip
Meal allowance - overtime	\$18.19 for a meal
* Non self-propelled bunker barges towing allowance - Masters	\$2.68 per day or part day when required to do such work
Starting, finishing or call out work between 11pm & 6am - transport not provided	payment at the minimum hourly rate of pay for time spent travelling to or from home, with payment for at least 30 minutes and not more than 1 hour
Starting, finishing or call out work between 11pm & 6am - transport not provided - using own vehicle	\$0.91 per km
Stranded, wrecked or on fire ship allowance	\$16.99 per hour
* Towing or carrying explosives allowance	\$2.88 per day or part day when required to do such work
Towing vessel beyond limits of harbour, river or bay	25% of the employee's normal wage for each day with a minimum payment for four hours
Travelling allowance - Different start and finish locations	overtime rates for excess travel time & payment for reasonable travelling expenses
Travelling expenses reimbursement	reimbursement of all reasonable out of pocket expenses
Travelling to another port - Monday to Saturday	payment at the minimum hourly rate of pay for a maximum of 8 hours per day
Travelling to another port - Sundays and public holidays	payment at the minimum hourly rate of pay + 50% for a maximum of 8 hours per day
Uniform allowance	\$0.48 per hour up to a maximum of \$18.30 per week
Unloading and loading garbage or ashes allowance	\$0.70 per hour
Vehicle allowance - travel to or from a starting or finishing point other than regular start or finish point	\$0.91 per km for the excess distance travelled
Waiting orders - telephone allowance - off-duty employee, phone not provided by employer	\$4.17 per call
Waiting orders - telephone allowance - not required to have telephone installed	\$164.01 per year plus annual rental
Waiting orders - telephone allowance - required to have telephone installed	\$164.01 per year plus annual rental and reimbursement for the installation fee
Wet work allowance	\$0.30 per hour