



Fair Work
OMBUDSMAN

Pay Guide - Seagoing Industry Award [MA000122]

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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.

Disclaimer

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

Adult

Vessels not granted a temporary licence - Dry cargo vessels of up to 19 000 tonnes (D.C. Cat 1)

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$38.19
Chief engineer	\$37.56
First mate / First engineer	\$32.55
Second mate / Second engineer / Electro-technical officer	\$30.11
Third mate / Third engineer / Electrician	\$28.86
Chief integrated rating / Chief cook / Chief steward	\$27.29
Integrated rating / Assistant steward / Catering attendant	\$24.85
All other vessels	
Master	\$37.27
Chief engineer	\$36.66
First mate / First engineer	\$31.80
Second mate / Second engineer / Electro-technical officer	\$29.43
Third mate / Third engineer / Electrician	\$28.22
Chief integrated rating / Chief cook / Chief steward	\$26.70
Second cook	\$24.93
Integrated rating / Assistant steward / Catering attendant	\$24.32

Vessels not granted a temporary licence - Dry cargo vessels of between 19 000 and 39 000 tonnes (D.C. Cat 2)

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$39.36
Chief engineer	\$38.71
First mate / First engineer	\$33.51
Second mate / Second engineer / Electro-technical officer	\$30.91
Third mate / Third engineer / Electrician	\$29.68
Chief integrated rating / Chief cook / Chief steward	\$27.73
Integrated rating / Assistant steward / Catering attendant	\$25.21
All other vessels	
Master	\$38.41
Chief engineer	\$37.78
First mate / First engineer	\$32.73
Second mate / Second engineer / Electro-technical officer	\$30.28
Third mate / Third engineer / Electrician	\$29.02
Chief integrated rating / Chief cook / Chief steward	\$27.12
Second cook	\$25.30
Integrated rating / Assistant steward / Catering attendant	\$24.67

Vessels not granted a temporary licence - Dry cargo vessels over 39 000 tonnes (D.C. Cat 3)

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$40.74
Chief engineer	\$40.07
First mate / First engineer	\$34.64
Second mate / Second engineer / Electro-technical officer	\$31.93
Third mate / Third engineer / Electrician	\$30.31
Chief integrated rating / Chief cook / Chief steward	\$27.93
Integrated rating / Assistant steward / Catering attendant	\$25.32
All other vessels	
Master	\$39.76
Chief engineer	\$39.10
First mate / First engineer	\$33.83
Second mate / Second engineer / Electro-technical officer	\$31.20
Third mate / Third engineer / Electrician	\$29.63
Chief integrated rating / Chief cook / Chief steward	\$27.32
Second cook	\$25.76
Integrated rating / Assistant steward / Catering attendant	\$24.78

Vessels not granted a temporary licence - Crude tankers

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$46.17
Chief engineer	\$45.39
First mate / First engineer	\$38.70
Second mate / Second engineer / Electro-technical officer	\$35.95
Third mate / Third engineer / Electrician	\$33.59
Chief integrated rating / Chief cook / Chief steward	\$30.12
Integrated rating / Assistant steward / Catering attendant	\$26.98
All other vessels	
Master	\$44.66
Chief engineer	\$43.90
First mate / First engineer	\$37.48
Second mate / Second engineer / Electro-technical officer	\$34.83
Third mate / Third engineer / Electrician	\$32.56
Chief integrated rating / Chief cook / Chief steward	\$29.23
Second cook	\$27.34
Integrated rating / Assistant steward / Catering attendant	\$25.96

Vessels not granted a temporary licence - Other (product) tankers

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$47.97
Chief engineer	\$47.15
First mate / First engineer	\$39.75
Second mate / Second engineer / Electro-technical officer	\$36.87
Third mate / Third engineer / Electrician	\$34.82
Chief integrated rating / Chief cook / Chief steward	\$31.11
Integrated rating / Assistant steward / Catering attendant	\$28.31
All other vessels	
Master	\$46.01
Chief engineer	\$45.23
First mate / First engineer	\$38.18
Second mate / Second engineer / Electro-technical officer	\$35.44
Third mate / Third engineer / Electrician	\$33.48
Chief integrated rating / Chief cook / Chief steward	\$30.03
Second cook	\$28.07
Integrated rating / Assistant steward / Catering attendant	\$27.29

Vessels not granted a temporary licence - Gas carriers

Classification	Hourly pay rate
Vessels manned at 18 or below	
Master	\$46.89
Chief engineer	\$46.69
First mate / First engineer	\$39.37
Second mate / Second engineer / Electro-technical officer	\$36.53
Third mate / Third engineer / Electrician	\$35.10
Chief integrated rating / Chief cook / Chief steward	\$32.06
Integrated rating / Assistant steward / Catering attendant	\$29.28
All other vessels	
Master	\$46.32
Chief engineer	\$45.53
First mate / First engineer	\$38.43
Second mate / Second engineer / Electro-technical officer	\$35.66
Third mate / Third engineer / Electrician	\$34.28
Chief integrated rating / Chief cook / Chief steward	\$31.32
Second cook	\$29.81
Integrated rating / Assistant steward / Catering attendant	\$28.63

Vessels not granted a temporary licence - Research vessel

Classification	Hourly pay rate
Master	\$34.74
Chief engineer	\$34.11
First mate / First engineer	\$29.05
Second mate / Second engineer / Electrical engineer / Electro-technical officer	\$26.58
Third mate / Third engineer / Electrician	\$25.49
Bosun / Chief steward / Chief cook / Chief integrated rating	\$24.32
Integrated rating / AB / Greaser / Second cook	\$22.46

Vessels granted a temporary licence

Classification	Weekly pay rate	Hourly pay rate	Overtime	Public holiday
Master	\$1,469.20	\$38.66	\$48.33	\$48.33
Chief engineer	\$1,445.00	\$38.03	\$47.54	\$47.54
First mate / First engineer	\$1,252.80	\$32.97	\$41.21	\$41.21
Second mate / Second engineer / Radio officer / electrical engineer	\$1,159.60	\$30.52	\$38.15	\$38.15
Third mate / Third engineer	\$1,111.40	\$29.25	\$36.56	\$36.56
Chief integrated rating / Bosun / Chief cook / Chief steward	\$1,051.60	\$27.67	\$34.59	\$34.59
Carpenter / Fitter / Repairer / Donkeyman / Electrician	\$1,051.60	\$27.67	\$34.59	\$34.59
Integrated rating / Able seaman / Fireman / Motorman / Pumpman / Oiler greaser / Steward	\$958.30	\$25.22	\$31.53	\$31.53
OS / Wiper / Deckboy / Catering boy / 2nd cook / Messroom steward	\$812.70	\$21.39	\$26.74	\$26.74

Allowances

Allowances	Rate
All vessels	
Damage to personal effects allowance	compensation payment of up to \$4,789.00
Vessels not granted a temporary licence	
Accommodation allowance	\$162.48 per day up to a maximum of \$812.52 per week
Meal allowance - breakfast, lunch, dinner	\$22.91 for breakfast, \$27.64 for lunch and/or \$45.78 for dinner per day up to a maximum of \$481.85 per week
Conveyance reimbursement	reimbursement for the cost of transport between the vessel and a safe landing place
Disturbance of sleep allowance	\$25.47 per night or rest period
Handling cargo allowance - between 7am and 5pm	\$15.94 per hour
Handling cargo allowance - between 5pm and 7am, outside employees watch on duty (if watch is being kept) or Saturdays, Sundays & public holidays	\$20.30 per hour
Handling cargo allowance - when cargo is mail, passengers' luggage or passengers' motor cars	\$15.94 per hour
Handling cargo allowance - between 11pm and 7am where an employee: <ul style="list-style-type: none"> • has already worked at least 4 hours at 11pm, or • works beyond 4 hours ending between 11pm and 7am, or • where watches are kept, works off watch after 11pm where 4 hours has already been worked off watch 	\$25.47 per hour
Handling cargo allowance - between 11pm and 7am - when cargo is mail, passengers' luggage or passengers' motor cars and where an employee: <ul style="list-style-type: none"> • has already worked at least 4 hours at 11pm, or • works beyond 4 hours ending between 11pm and 7am, or • where watches are kept, works off watch after 11pm where 4 hours has already been worked off watch 	\$20.98 per hour
Medical expenses reimbursement	reimbursement for the cost of the applicable medical fees
Other expenses reimbursement	reimbursement of any expenses reasonably incurred
Passports and travel documents reimbursement	reimbursement for all reasonable charges, fees and other expenses
Safety shoes and protective clothing reimbursement	reimbursement for the cost of shoes and protective clothing
Securing or lashing cargo allowance - between 7am and 5pm	\$5.58 per hour
Securing or lashing cargo allowance - between 5pm and 7am, outside employees watch on duty (if watch is being kept) or Saturdays, Sundays & public holidays	\$6.54 per hour

Allowances	Rate
Securing or lashing cargo allowance - when cargo is mail, passengers' luggage or passengers' motor cars	\$5.58 per hour
Securing or lashing cargo allowance - between 11pm and 7am where an employee: <ul style="list-style-type: none"> • has already worked at least 4 hours at 11pm, or • works beyond 4 hours ending between 11pm and 7am, or • where watches are kept, works off watch after 11pm where 4 hours has already been worked off watch 	\$7.76 per hour
Securing or lashing cargo allowance - between 11pm and 7am - when cargo is mail, passengers' luggage or passengers' motor cars and where an employee: <ul style="list-style-type: none"> • has already worked at least 4 hours at 11pm, or • works beyond 4 hours ending between 11pm and 7am, or • where watches are kept, works off watch after 11pm where 4 hours has already been worked off watch 	\$6.67 per hour
Study - living away from home allowance - deck officer, marine engineer, marine electrician or electrical engineer - employee has a spouse or de facto partner and/or dependent children	\$193.87 per week
Study - living away from home allowance - deck officer, marine engineer, marine electrician or electrical engineer - employee does not have a spouse or de facto partner and/or dependent children	\$137.49 per week
Tanker allowance	\$11.31 per day
Trappings reimbursement	reimbursement for the cost of the trappings
Travel expenses reimbursement	reimbursement for the cost of reasonable travel expenses
Uniform reimbursement	reimbursement for 2/3 of the cost of the uniform
Wrecked or stranded vessels allowance - special efforts	\$17.71 per hour for the time spent assisting