

# Pay Guide - Marine Tourism and Charter Vessels Award

## [MA000093]

Published 29 November 2022

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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<br/>- other than Christmas<br/>day</b> | <b>Overtime - public holiday<br/>- Christmas day</b> | <b>Less than 8 hour break<br/>between shifts -<br/>changeover of roster or<br/>by agreement</b> | <b>Less than 10 hour break<br/>between shifts</b> |
|---------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Non-overnight charter<br>employees - Crew level 1 | \$25.70                                                             | \$38.55                                              | \$28.91                                                                                         | \$28.91                                           |
| Non-overnight charter<br>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 -<br/>ordinary hours -<br/>other than<br/>Christmas day</b> | <b>Public holiday -<br/>ordinary hours -<br/>Christmas day</b> | <b>Overtime - first 2<br/>hours</b> | <b>Overtime - after 2<br/>hours</b> |
|---------------------------------------------------|------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------|-------------------------------------|
| Non-overnight charter<br>employees - Crew level 1 | \$20.09                | \$36.16                                                                       | \$52.23                                                        | \$30.13                             | \$40.18                             |
| Non-overnight charter<br>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<br/>- other than Christmas<br/>day</b> | <b>Overtime - public holiday<br/>- Christmas day</b> | <b>Less than 8 hour break<br/>between shifts -<br/>changeover of roster or<br/>by agreement</b> | <b>Less than 10 hour break<br/>between shifts</b> |
|---------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Non-overnight charter<br>employees - Crew level 1 | \$32.14                                                             | \$48.21                                              | \$36.16                                                                                         | \$36.16                                           |
| Non-overnight charter<br>employees - Crew level 2 | \$35.20                                                             | \$52.80                                              | \$39.60                                                                                         | \$39.60                                           |



## Non-overnight charter employees - Casual - 19 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 | \$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

| 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 | \$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                                                                           |