# Pay Guide - Marine Tourism and Charter Vessels Award

# [MA000093]

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

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

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## Disclaimer

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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

| **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 | $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 |
| 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

| **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 | $25.70 | $38.55 | $28.91 | $28.91 |
| Non-overnight charter employees - Crew level 2 | $28.16 | $42.24 | $31.68 | $31.68 |

### Non-overnight charter employees - Casual - 18 years

Table 1 of 2

| **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 | $20.09 | $36.16 | $52.23 | $30.13 | $40.18 |
| Non-overnight charter employees - Crew level 2 | $22.00 | $39.60 | $57.20 | $33.00 | $44.00 |

Table 2 of 2

| **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 | $32.14 | $48.21 | $36.16 | $36.16 |
| Non-overnight charter employees - Crew level 2 | $35.20 | $52.80 | $39.60 | $39.60 |

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

Table 1 of 2

| **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 |