# Pay Guide - Professional Diving Industry (Industrial) Award

# [MA000108]

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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 July 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/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Disclaimer

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

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

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Offshore divers - Full-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** |
| --- | --- | --- |
| Diving superintendent | $2,695.57 | $70.94 |
| Diving supervisor | $2,507.54 | $65.99 |
| ADS operations - supervisor | $2,507.54 | $65.99 |
| Hyperbaric welder | $2,420.28 | $63.69 |
| Life support technician | $2,273.32 | $59.82 |
| OMB operations - senior operator | $2,273.32 | $59.82 |
| Systems maintenance technician | $2,118.50 | $55.75 |
| Diver | $1,972.64 | $51.91 |
| ADS operations - operator | $1,972.64 | $51.91 |
| Diver's attendant | $1,700.40 | $44.75 |

### Inshore divers - Full-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Diving supervisor | $1,523.80 | $40.10 | $60.15 | $80.20 | $80.20 | $100.25 |
| Hyperbaric welder | $1,182.40 | $31.12 | $46.68 | $62.24 | $62.24 | $77.80 |
| Diver | $1,130.30 | $29.74 | $44.61 | $59.48 | $59.48 | $74.35 |
| Diver's attendant | $929.40 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

### Offshore divers - Casual

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Diving superintendent | $40.86 |
| Diving supervisor | $38.19 |
| ADS operations - supervisor | $38.19 |
| Hyperbaric welder | $36.86 |
| Life support technician | $34.95 |
| OMB operations - senior operator | $34.95 |
| Systems maintenance technician | $32.71 |
| Diver | $30.75 |
| ADS operations - operator | $30.75 |
| Diver's attendant | $26.89 |

### Inshore divers - Casual

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Diving supervisor | $50.13 | $75.20 | $100.26 | $100.26 | $125.33 |
| Hyperbaric welder | $38.90 | $58.35 | $77.80 | $77.80 | $97.25 |
| Diver | $37.18 | $55.77 | $74.36 | $74.36 | $92.95 |
| Diver's attendant | $30.58 | $45.87 | $61.16 | $61.16 | $76.45 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| **Offshore divers** |  |
| Clothing and equipment reimbursement | reimbursement for the cost of the clothing and equipment |
| Disability allowance - full-time | $74.79 per on-duty day on a support vessel |
| Disability allowance - casual | $88.72 per on-duty day on a support vessel |
| Diving allowance - not ADS operations - Diver | $4.39 per metre or $1.31 per foot, or equivalent pressure, with a minimum payment of $65.50 per 12 hour period for a dive not using saturation techniques and a minimum payment of $327.50 per 12 hour period for a dive using saturation techniques |
| Diving allowance - ADS operations - Senior operator (OMB operations) or Operator (ADS operations) | $2.15 per metre or $0.65 per foot, or equivalent pressure, with a minimum payment of $162.50 per 12 hour period |
| Diving allowance - Diving superintendent, Diving supervisor or Supervisor - ADS operations | 20% of the average diving allowance paid to Divers or Operators (ADS operations) under supervision |
| Diving allowance - Life support technician | 15% of the average diving allowance paid to Divers or Operators (ADS operations) under supervision |
| Hyperbaric welding allowance - weld accepted by client | $5.54 per linear millimetre |
| Hyperbaric welding allowance - requires repair prior to client acceptance | $3.73 per linear millimetre $3.65 |
| Insurance policy reimbursement | reimbursement for the cost of the policy |
| Living away from home allowance | $60.54 per day or part thereof |
| Living away from home - accommodation and meals reimbursement | reimbursement for the cost of accommodation and meals |
| Loss of personal effects reimbursement | reimbursement for the cost of personal effects lost with a maximum payment of $2,771.00 |
| Medical examination reimbursement - at employer’s request | reimbursement for the cost of attending the examination |
| Medical examination reimbursement - required by legislation | reimbursement for all costs associated with the examination |
| Non-destructive testing allowance - inshore divers | $65.82 per day or part thereof |
| Wetsuit and safety footwear allowance - full-time | $108.61 per calendar month |
| Wetsuit and safety footwear allowance - casual | $8.75 per day |
| **Inshore divers** |  |
| Annual medical exam reimbursement | reimbursement for the cost of an annual medical examination |
| Diving allowance - Diver | $4.86 per metre or $1.47 per foot, or equivalent pressure per day |
| Diving allowance - Diving supervisor | 20% of the average diving allowance paid to divers under supervision |
| Fares allowance - commences and finishes work within a 50 km radius of the General Post Office in the city or town in which the employer’s business address is situated | $13.56 per day and reimbursement for the cost of fares for all travel beyond the 50km boundary |
| Travelling time allowance - commences and finishes work beyond a 50 km radius of the General Post Office in the city or town in which the employer’s business address is situated - not distant work | payment at the minimum hourly rate for all time spent travelling beyond the 50km boundary |
| Travelling time allowance - Monday to Saturday - distant work - sleeping berth not provided | payment at the minimum hourly rate with a maximum payment of 12 hours out of every 24 hours |
| Travelling time allowance - Monday to Saturday - distant work - sleeping berth provided | payment at the minimum hourly rate with a maximum payment of 8 hours out of every 24 hours |
| Travelling time allowance - Sundays and public holidays - distant work - sleeping berth not provided | payment at the minimum hourly rate + 50% with a maximum payment of 12 hours out of every 24 hours |
| Travelling time allowance - Sundays and public holidays - distant work - sleeping berth provided | payment at the minimum hourly rate + 50% with a maximum payment of 8 hours out of every 24 hours |
| Travelling expenses - distant work | $7.47 to cover expenses of reaching home and transporting personal diving equipment |
| Accommodation allowance - distant work | $55.79 per day up to a maximum of $390.23 per week |
| Vehicle allowance - distant work | $0.91 per km |
| Diving clothing and equipment allowance | $7.08 each day the equipment is used |
| Hyperbaric welding allowance - weld accepted by client | $5.42 per linear millimetre |
| Hyperbaric welding allowance - requires repair prior to client acceptance | $3.65 per linear millimetre |
| Meal allowance | $9.63 for a meal |
| Non-destructive testing allowance | $73.58 per day or part thereof |
| Protective clothing and safety equipment reimbursement | reimbursement for the cost of all protective clothing and safety equipment |
| Safety footwear allowance - full-time | reimbursement for the cost of footwear |
| Safety footwear allowance - casual | $2.53 per day |