

## Pay Guide - Ports, Harbours and Enclosed Water Vessels Award 2010

[MA000052]

Published 28 June 2018

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

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

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

## Rates of pay

### Adult

### Full-time & part-time

Table 1 of 2

| Classification                 | Weekly pay rate | Hourly pay rate | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday | Working through a meal break | Afternoon shift | Permanent night shift |
|--------------------------------|-----------------|-----------------|-------------------------|-----------------------|----------------|------------------------------|-----------------|-----------------------|
| Master                         | \$980.90        | \$25.81         | \$38.72                 | \$51.62               | \$64.53        | \$51.62                      | \$29.68         | \$33.55               |
| Mate                           | \$934.20        | \$24.58         | \$36.87                 | \$49.16               | \$61.45        | \$49.16                      | \$28.27         | \$31.95               |
| Engineer                       | \$934.20        | \$24.58         | \$36.87                 | \$49.16               | \$61.45        | \$49.16                      | \$28.27         | \$31.95               |
| General purpose hand           | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Deckhand                       | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Greaser                        | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Passenger attendant            | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Turnstile attendant            | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Boating attendant              | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Host                           | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Fireman                        | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Trimmer                        | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Linesman                       | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Cook                           | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Sailor                         | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Able seaman                    | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Leading hand                   | \$884.10        | \$23.27         | \$34.91                 | \$46.54               | \$58.18        | \$46.54                      | \$26.76         | \$30.25               |
| Shipkeeper                     | \$810.50        | \$21.33         | \$32.00                 | \$42.66               | \$53.33        | \$42.66                      | \$24.53         | \$27.73               |
| Crane driver (under 20 tonnes) | \$824.90        | \$21.71         | \$32.57                 | \$43.42               | \$54.28        | \$43.42                      | \$24.97         | \$28.22               |
| Crane driver (over 20 tonnes)  | \$908.20        | \$23.90         | \$35.85                 | \$47.80               | \$59.75        | \$47.80                      | \$27.49         | \$31.07               |

**Table 2 of 2**

| <b>Classification</b>          | <b>Night shift</b> | <b>Overtime - Monday to Friday - first 3 hours</b> | <b>Overtime - Monday to Friday - after 3 hours</b> | <b>Overtime - Saturday</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> | <b>Less than 10 hours break after 18 hours work</b> |
|--------------------------------|--------------------|--|--|----------------------------|--------------------------|----------------------------------|---|
| Master                         | \$29.68            | \$38.72  | \$51.62  | \$38.72                    | \$51.62                  | \$64.53                          | \$51.62   |
| Mate                           | \$28.27            | \$36.87  | \$49.16  | \$36.87                    | \$49.16                  | \$61.45                          | \$49.16   |
| Engineer                       | \$28.27            | \$36.87  | \$49.16  | \$36.87                    | \$49.16                  | \$61.45                          | \$49.16   |
| General purpose hand           | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Deckhand                       | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Greaser                        | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Passenger attendant            | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Turnstile attendant            | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Boating attendant              | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Host                           | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Fireman                        | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Trimmer                        | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Linesman                       | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Cook                           | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Sailor                         | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Able seaman                    | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Leading hand                   | \$26.76            | \$34.91  | \$46.54  | \$34.91                    | \$46.54                  | \$58.18                          | \$46.54   |
| Shipkeeper                     | \$24.53            | \$32.00  | \$42.66  | \$32.00                    | \$42.66                  | \$53.33                          | \$42.66   |
| Crane driver (under 20 tonnes) | \$24.97            | \$32.57  | \$43.42  | \$32.57                    | \$43.42                  | \$54.28                          | \$43.42   |
| Crane driver (over 20 tonnes)  | \$27.49            | \$35.85  | \$47.80  | \$35.85                    | \$47.80                  | \$59.75                          | \$47.80   |

## Casual

| Classification                 | Hourly pay rate | Afternoon shift | Permanent night shift | Night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours | Overtime - Saturday | Overtime - Sunday | Overtime - public holiday |
|--------------------------------|-----------------|-----------------|-----------------------|-------------|---|---|---------------------|-------------------|---------------------------|
| Master                         | \$32.26         | \$36.13         | \$40.01               | \$36.13     | \$38.72                                     | \$51.62                                     | \$38.72             | \$51.62           | \$64.53                   |
| Mate                           | \$30.73         | \$34.41         | \$38.10               | \$34.41     | \$36.87                                     | \$49.16                                     | \$36.87             | \$49.16           | \$61.45                   |
| Engineer                       | \$30.73         | \$34.41         | \$38.10               | \$34.41     | \$36.87                                     | \$49.16                                     | \$36.87             | \$49.16           | \$61.45                   |
| General purpose hand           | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Deckhand                       | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Greaser                        | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Passenger attendant            | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Turnstile attendant            | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Boating attendant              | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Host                           | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Fireman                        | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Trimmer                        | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Linesman                       | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Cook                           | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Sailor                         | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Able seaman                    | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Leading hand                   | \$29.09         | \$32.58         | \$36.07               | \$32.58     | \$34.91                                     | \$46.54                                     | \$34.91             | \$46.54           | \$58.18                   |
| Shipkeeper                     | \$26.66         | \$29.86         | \$33.06               | \$29.86     | \$32.00                                     | \$42.66                                     | \$32.00             | \$42.66           | \$53.33                   |
| Crane driver (under 20 tonnes) | \$27.14         | \$30.39         | \$33.65               | \$30.39     | \$32.57                                     | \$43.42                                     | \$32.57             | \$43.42           | \$54.28                   |
| Crane driver (over 20 tonnes)  | \$29.88         | \$33.46         | \$37.05               | \$33.46     | \$35.85                                     | \$47.80                                     | \$35.85             | \$47.80           | \$59.75                   |

## Allowances

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

| Allowances  | Rate  |
|---|---|
| Bilge allowance   | \$0.97 per hour   |
| Charge hands allowance  | \$0.76 per hour up to a maximum of \$28.82 per week   |
| Charge hands allowance  | \$1.13 per hour up to a maximum of \$42.88 per week   |
| Chipping hammers, wire brushing or sandblasting machine allowance   | \$0.09 per hour   |
| Dirty work allowance working alongside vessels in discharging alumina, petroleum, coke, sulphur, anhydrous ammonia and all phosphates                                     | \$1.59 per hour   |
| Dirty work allowance  | \$0.62 per hour   |
| Distant work - working away from usual workplace - travelling time allowance  | payment at the minimum hourly rate per hour, up to a maximum of an ordinary days pay in any 24 hour period                      |
| Distant work - workplace away from usual workplace - travel fares reimbursement   | reimbursement for the cost of travel fares in excess of normal travel fares   |
| Distant work - working away from usual workplace - temporary transfer allowance - per week of 7 days - including casuals  | \$497.13 per week   |
| Distant work - working away from usual workplace - temporary transfer allowance - broken part of a week - less than 7 days - including casuals                            | reimbursement of all living expenses up to a maximum of \$70.73 per day   |
| Duties outside normal work - diving allowance   | \$4.86 per day  |
| Dual capacity allowance - Certificate of Competency as a Marine Motor Engineer - considered part of rate for overtime calculations  | \$5.13 per day or part day when required to use the certificate   |
| Excess travelling time - travel to or from a starting or finishing point other than regular start or finish point   | payment at the minimum hourly rate of pay for excess travel time, with payment for at least 30 minutes and not more than 1 hour |
| First aid allowance   | \$0.40 per hour up to a maximum of \$15.03 per week   |
| General expenses  | reimbursement of any expenses reasonably incurred   |
| Living away from home allowance   | reimbursement for the cost of meals and accommodation   |
| Loading and unloading vessels allowance - 1-6 nights overnight cruises  | \$17.77 per trip  |
| Loading and unloading vessels allowance - more than 6 nights overnight cruises  | \$26.52 per trip  |
| Loading and unloading vessels allowance - transporting passengers and cargo between the mainland and island resorts - not day cruise - per week of 5 working days or less | \$5.29 per day up to a maximum of \$26.43 per week (of 5 days)  |

| <b>Allowances</b>   | <b>Rate</b>  |
|---|--|
| Loading and unloading vessels allowance - transporting passengers and cargo between the mainland and island resorts - not day cruise - per week of more than 5 working days | \$5.29 per day (up to a maximum of \$26.43 per week) for the first 5 days and \$5.39 per day for the 6th and 7th day                               |
| Loading and unloading vessels allowance - transporting only cargo between the mainland and island resorts - not day cruise  | \$46.24 per trip   |
| Loss or damage of personal belongings allowance   | compensation for the damage or loss up to a maximum of \$1,859.26  |
| Meal allowance - overtime   | \$16.62 for a meal   |
| * Non self-propelled bunker barges towing allowance - Masters   | \$2.39 per day or part day when required to do such work   |
| Slipway allowance - only junior employees   | \$0.71 per hour  |
| Starting, finishing or call out work between 11pm & 6am - transport not provided  | payment at the minimum hourly rate of pay for time spent travelling to or from home, with payment for at least 30 minutes and not more than 1 hour |
| Starting, finishing or call out work between 11pm & 6am - transport not provided - using own vehicle  | \$0.78 per km  |
| Stranded, wrecked or on fire ship allowance   | \$15.12 per hour   |
| * Towing or carrying explosives allowance   | \$2.56 per day or part day when required to do such work   |
| Towing vessel beyond limits of harbour, river or bay  | 25% of the employee's normal wage for each day with a minimum payment for four hours   |
| Travelling expenses reimbursement   | reimbursement of all reasonable out of pocket expenses   |
| Travelling to another port - Monday to Saturday   | payment at the minimum hourly rate of pay for a maximum of 8 hours per day   |
| Travelling to another port - Sundays and public holidays  | payment at the minimum hourly rate of pay + 50% for a maximum of 8 hours per day   |
| Travelling allowance - Different start and finish locations   | overtime rates for excess travel time & payment for reasonable travelling expenses   |
| Uniform allowance   | \$0.47 per hour up to a maximum of \$17.77 per week  |
| Unloading and loading garbage or ashes allowance  | \$0.62 per hour  |
| Vehicle allowance - travel to or from a starting or finishing point other than regular start or finish point  | \$0.78 per km for the excess distance travelled  |
| Waiting orders - telephone allowance - off-duty employee, phone not provided by employer  | \$3.71 per call  |
| Waiting orders - telephone allowance - not required to have telephone installed   | \$145.96 per year plus annual rental   |
| Waiting orders - telephone allowance - required to have telephone installed   | \$145.96 per year plus annual rental and reimbursement for the installation fee  |
| Wet work allowance  | \$0.27 per hour  |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.