

Appendix 1 to ASA Submission – Salaries and other remuneration in Maritime Industry Modern Awards, Enterprise Agreements and the ITF Uniform Total Crew Cost Collective Agreement

Applicable instrument	Occupation	Wage	Overtime	Total Wage	Leave ratio	Types of allowances	Superannuation (employer contribution)
ITF Total Crew Cost Agreement	Master	\$34,368US	\$25,525US	\$59,892US	7 days per month	Leave subsistence, shorthand manning, subsistence, war zone, crews effect, medical	
	Chief Engineer	\$31,236US	\$23,196US	\$54,432US	7days per month	as above	
	Bosun (integrated rating)/ chief cook	\$11,388US	\$8,460US	\$19,848US	7 days per month	as above	
Seagoing Industry Modern Award (Dry cargo over 39,000 tonnes)	Master	\$68,259	\$25,829	\$94,080	1:0.926	Tanker, handling/securing cargo, disturbance of sleep, vessels wrecked or stranded, study, meal and accommodation, travel, conveyance, medical expenses, passports/travel document expenses, industrial clothing	Superannuation guarantee
	Chief Engineer	\$67,124	\$25,400	\$92,524	1:0.926	Tanker, handling/securing cargo, disturbance of sleep, vessels wrecked or stranded, study, meal and accommodation, travel, conveyance, medical expenses, passports/travel document expenses, industrial clothing	Superannuation guarantee
	Chief Integrated Rating/ Chief Cook	\$46,880	\$17, 710	\$64,510	1:0.926	Tanker, handling/securing cargo, disturbance of sleep, vessels wrecked or stranded, study, meal and accommodation, travel, conveyance, medical expenses, passports/travel document expenses, industrial clothing	Superannuation guarantee

	Integrated Rating	\$42,421	\$16,052	\$58,473	1:0.926	Tanker, handling/securing cargo, disturbance of sleep, vessels wrecked or stranded, study, meal and accommodation, travel, conveyance, medical expenses, passports/travel document expenses, industrial clothing	Superannuation guarantee
Maritime Offshore Oil and Gas Modern Award (Supply vessels)	Master	\$54,984	\$34,594	\$89,583	1:1.153	Meal and accommodation, foreign port conditions, travel, industrial and protective clothing, vessel wrecked or stranded, damage to personal effects, study, living away from home, medicals and passports, shared accommodation, floating production facilities, personal accident insurance, personal illness insurance	Superannuation guarantee
	Chief Engineer	\$54,019	\$33,954	\$87,973	1:1.153	Meal and accommodation, foreign port conditions, travel, industrial and protective clothing, vessel wrecked or stranded, damage to personal effects, study, living away from home, medicals and passports, shared accommodation, floating production facilities, personal accident insurance, personal illness insurance	Superannuation guarantee
	Integrated Rating	\$40,997	\$25,258	\$66,255	1:1.153	Meal and accommodation, foreign port conditions, travel, industrial and protective clothing, vessel wrecked or stranded, damage to personal effects, study, living away from home, medicals and passports, shared accommodation, floating production facilities, personal accident insurance, personal illness insurance	Superannuation guarantee

Marine Towage Modern Award (1850 tonnage/power units)	Master	\$54,631.20	Depends on hours worked	\$76,483 annualised salary at least +40%	1:0.85	Nominated voyage, cyclone, emergency maintenance, area and post-based, industrial and protective clothing, meal, telephone, loss of personal effects, insurance, victualling and accommodation, travel, district, medical and passport, multiple tow, cooking	Superannuation guarantee
	Chief Engineer	\$54,631.20	Depends on hours worked	\$76,483.69 annualised salary at least +40%	1:0.85	Nominated voyage, cyclone, emergency maintenance, area and post-based, industrial and protective clothing, meal, telephone, loss of personal effects, insurance, victualling and accommodation, travel, district, medical and passport, multiple tow, cooking	Superannuation guarantee
	Rating	\$38,006.80	Depends on hours worked	\$53,209.52 annualised salary at least +40%	1:0.85	Nominated voyage, cyclone, emergency maintenance, area and post-based, industrial and protective clothing, meal, telephone, loss of personal effects, insurance, victualling and accommodation, travel, district, medical and passport, multiple tow, cooking	Superannuation guarantee
Blue Water Enterprise Agreements - Cargo Fleet 39,000 (example)	Master	\$182,723		\$182,723	1:1 (minus 1 day)	Sailing shorthanded, pilotage duties, private health, travel, casual loading, reimbursement for AMSA medical, cost of Visa, study leave, paid maternity leave, loss of certificate of competency (CoC) payment, victualling, accommodation, uniforms and industrial clothing, qualification allowance, vessels wrecked or stranded, personal effects, leave for consultation, conveyance	15.7% (choice of fund) - other arrangements for defined benefits and accumulation fund
	Chief Engineer	\$183,542		\$183,547	1:1	Sailing shorthanded, private health, travel, casual loading, reimbursement for AMSA medical, cost of Visa, study leave, paid maternity leave, loss of CoC payment, victualling, accommodation, uniforms and industrial clothing, vessels wrecked or stranded, personal effects	15.3% (choice of fund) other arrangements apply for defined benefits and accumulation fund

	Chief Integrated Rating	\$106,956		\$106,956	1:1	Shorthand, transport/travel, personnel effects,, medical appointments, meals during travel, paternity/maternity leave, industrial clothing, relocation allowance, vessels wrecked or stranded, cargo handling, tanker allowance, leave for consultation meetings, visas/passports etc, personal effects, victualling allowance	13%
	Integrated Rating	95,389		95,389	as for Chief IR above	as for Chief IR above	as for Chief IR above
Offshore Enterprise Agreements (Supply Vessels) (example)	Master	\$207,354		\$207,354	1:1.153	Victualling and accommodation, foreign port conditions, hard lying, travelling, construction project bonus, protective industrial clothing, communications	14.50%
	Chief Engineer	\$201,307		\$201,307	1:1.153	Victualling and accommodation, foreign port, shared accommodation, stand by, health insurance, air conditioning, water, carriage of extra personnel, construction project bonus, late crew change, communications	13% (plus an additional amount for salary continuance insurance and additional arrangements for employee contributions to an accumulation fund)
	Chief Integrated Rating/ Chief Cook	\$128,601		\$128,601	1:1.153	Victualling and accommodation, foreign port, carriage of extra personnel, construction project bonus, travelling, vessels wrecked or stranded, damage to personal effects, protective and industrial clothing, medicals and passport, private health cover, bedding and other utensils, amenities	13% (plus additional amount for salary continuance insurance)
	Integrated Rating	122,447		122,447	as for Chief IR above	as for Chief IR above	as for Chief IR above

Towage Enterprise Agreements (example from Port of Melbourne)	Master	\$195,928		\$195,928	1:1	MSIC card, revalidation, study leave, clothing, travel, mobile phone, nominated voyages, outside work, salvage work, emergency maintenance, extended hours, cyclone, accident pay, compensation for loss of CoC	15%
	Chief Engineer	\$195,928		\$195,928	1:1	MSIC card, revalidation, study leave, clothing, travel, mobile phone, nominated voyages, outside work, salvage work, emergency maintenance, extended hours, cyclone, accident pay, compensation for loss of CoC.	15%
	Integrated Rating	\$141,303		\$141,303	1:1	MSIC card, revalidation, study leave, clothing, travel, mobile phone, nominated voyages, outside work, salvage work, emergency maintenance, extended hours, cyclone, accident pay, compensation for loss of CoC.	15%
	Cook	NA	NA	NA	NA	NA	NA

Notes

1. The rates shown in this Appendix are provided to demonstrate the relationship between international minimum rates and conditions in International Transport Workers federation (ITF) uniform total crew cost collective agreements and rates in Australian modern Awards (as updated on 1 July 2014) awards and Australian enterprise agreements.
2. The ITF total crew cost agreement forms the basis for collective agreements for many foreign shipping operations.
3. There are usually different schedules that apply to different vessels in both Awards and Enterprise Agreements. The above attempts to compare as far as practicable comparative vessel operations as between the Award and Enterprise Agreement. There are numerous scheduled but for the purpose of this comparison only one per instrument has been extracted.
4. In towage there is usually different rates applied depending on the location of the port, and there are also likely to be different allowances applicable.

5. The enterprise agreement provisions are drawn from a sample of enterprise agreements in the respective sectors, namely, Blue Water, Offshore Support and Marine Towage. The range of allowances varies slightly between the enterprise agreements. The base salary in some agreements is inclusive of allowances. The amounts shown are therefore indicative and are intended to provide an approximation to demonstrate the terms and conditions of workers in the industry compared with international agreements and the Australian award safety net.