



Australian Maritime Safety Authority

Determination under section 55 of the Australian Maritime Safety Authority Act 1990

I, Michael Kinley, Chief Executive Officer of the Australian Maritime Safety Authority, make the following Determination under section 55 of the *Australian Maritime Safety Authority Act 1990*.

Dated 17 April 2020



Michael Kinley

Chief Executive Officer

1. Citation

The Determination may be cited as *AMSA Remuneration Determination 2020-2021*.

2. Authority

This Determination is made under section 55 of the *Australian Maritime Safety Authority Act*.

3. Application

This Determination:

- a) applies to all current and future Employees who are both:
 - i. covered by the Enterprise Agreement or would become covered by the Enterprise Agreement in future if it did not expire; and
 - ii. not employed by AMSA under a common law employment contract;
- b) supplements the Enterprise Agreement; and
- c) revokes and replaces *AMSA Remuneration Determination 2019-2021* made on 15 March 2019.

4. Definitions

In this Determination:

AMSA means the Australian Maritime Safety Authority.

AMSA Act means the *Australian Maritime Safety Authority Act 1990* (Cth).

Employee has the same meaning as “officer” in the AMSA Act.



Enterprise Agreement means the enterprise agreement approved by the Fair Work Commission on 3 June 2016 in accordance with section 185 of the *Fair Work Act 2009* (Cth) and known as– *Australian Maritime Safety Authority Enterprise Agreement 2016-2019* (AG2016/3155).

FW Act means the *Fair Work Act 2009* (Cth).

5. Purpose

The purpose of this Determination is to implement the decision of the Australian Government to place a six month deferral on wage increases for Commonwealth public sector employees in response to the exceptional economic circumstances created by the COVID-19 pandemic, and to provide Employees with a revised entitlement to increases in annual base salary and allowances (as specified below at 7(b)).

6. Period of operation and scope

This determination commences on 17 April 2020 and continues in force until whichever of the following occurs first:

- a) a replacement enterprise agreement for the Enterprise Agreement commences operation in accordance with the FW Act; or
- b) it is replaced by another determination made under section 55 of the AMSA Act that applies to Employees and expressly revokes this Determination.

7. Annual base salary and allowance increases

- a) Employees will receive an increase to their annual base salary payable under the Enterprise Agreement to a total of 6.0% over three years as follows:
 - i. 2.0% from 10 June 2019 (which has already been applied under *AMSA Remuneration Determination 2019-2021*);
 - ii. 2.0% from 10 December 2020; and
 - iii. 2.0% from 10 June 2021.
- b) Increases to allowances included in the Enterprise Agreement of first aid, fire warden, health and safety, foreign language, workplace harassment officer, on-call, Pilbara, camping and off-shore will be in line with increases to annual base salary as set out in clause 7(a) of this Determination.
- c) All annual base salary and allowance increases are set out in **Schedule 1** of this Determination.

8. Entitlements under Commonwealth laws not affected by this determination

This Determination operates in conjunction with all relevant Commonwealth Acts (including regulations and instruments made under those Acts).



Schedule 1

General Classification				
AMSA Level	2018 10-Jun-18 1.7%	2019 10-Jun-19 2.0%	2020 10-Dec-20 2.0%	2021 10-Jun-21 2.0%
1.1	\$49,143	\$50,126	\$51,129	\$52,152
1.2	\$50,617	\$51,629	\$52,662	\$53,715
1.3	\$52,137	\$53,180	\$54,244	\$55,329
1.4	\$53,701	\$54,775	\$55,871	\$56,988
2.1	\$55,620	\$56,732	\$57,867	\$59,024
2.2	\$57,289	\$58,435	\$59,604	\$60,796
2.3	\$59,007	\$60,187	\$61,391	\$62,619
2.4	\$60,777	\$61,993	\$63,233	\$64,498
2.5	\$62,600	\$63,852	\$65,129	\$66,432
3.1	\$63,355	\$64,622	\$65,914	\$67,232
3.2	\$65,257	\$66,562	\$67,893	\$69,251
3.3	\$67,214	\$68,558	\$69,929	\$71,328
3.4	\$69,230	\$70,615	\$72,027	\$73,468
3.5	\$71,306	\$72,732	\$74,187	\$75,671
4.1	\$73,097	\$74,559	\$76,050	\$77,571
4.2	\$75,290	\$76,796	\$78,332	\$79,899
4.3	\$77,549	\$79,100	\$80,682	\$82,296
4.4	\$79,875	\$81,473	\$83,102	\$84,764
4.5	\$82,272	\$83,917	\$85,595	\$87,307
4.6	\$84,741	\$86,436	\$88,165	\$89,928
5.1	\$85,058	\$86,759	\$88,494	\$90,264
5.2	\$87,609	\$89,361	\$91,148	\$92,971
5.3	\$90,237	\$92,042	\$93,883	\$95,761
5.4	\$92,946	\$94,805	\$96,701	\$98,635
5.5	\$95,733	\$97,648	\$99,601	\$101,593
5.6	\$98,606	\$100,578	\$102,590	\$104,642
5.7	\$101,563	\$103,594	\$105,666	\$107,779
6.1	\$103,756	\$105,831	\$107,948	\$110,107
6.2	\$106,869	\$109,006	\$111,186	\$113,410
6.3	\$110,075	\$112,277	\$114,523	\$116,813
6.4	\$113,377	\$115,645	\$117,958	\$120,317
6.5	\$116,778	\$119,114	\$121,496	\$123,926
6.6	\$120,282	\$122,688	\$125,142	\$127,645
6.7	\$121,006	\$123,426	\$125,895	\$128,413
7.1	\$124,636	\$127,129	\$129,672	\$132,265
7.2	\$128,375	\$130,943	\$133,562	\$136,233
7.3	\$132,226	\$134,871	\$137,568	\$140,319
7.4	\$136,194	\$138,918	\$141,696	\$144,530
7.5	\$140,280	\$143,086	\$145,948	\$148,867
7.6	\$144,487	\$147,377	\$150,325	\$153,332
8.1	\$150,498	\$153,508	\$156,578	\$159,710
8.2	\$155,013	\$158,113	\$161,275	\$164,501
8.3	\$159,663	\$162,856	\$166,113	\$169,435
8.4	\$164,454	\$167,743	\$171,098	\$174,520



Trainee Search and Rescue Officers, Search and Rescue Officers and Senior Search and Rescue Officers												
Classification	2018 Base Salary 1.7%	2018 Shift Allowance 36%	2018 Total Salary 10-Jun-18	2019 Base Salary 2.0%	2019 Shift Allowance 36%	2019 Total Salary*** 10-Jun-19	2020 Base Salary 2.0%	2020 Shift Allowance 36%	2020 Total Salary*** 10-Dec-20	2021 Base Salary 2.0%	2021 Shift Allowance 36%	2021 Total Salary*** 10-Jun-21
Training (Entry)	\$91,703	\$0	\$91,703	\$93,537	\$0	\$93,537	\$95,408	\$0	\$95,408	\$97,316	\$0	\$97,316
SARO 1	\$93,521	\$33,668	\$127,189	\$95,391	\$34,341	\$129,732	\$97,299	\$35,028	\$132,327	\$99,245	\$35,728	\$134,973
SARO 2	\$100,425	\$36,153	\$136,578	\$102,434	\$36,876	\$139,310	\$104,483	\$37,614	\$142,097	\$106,573	\$38,366	\$144,939
SARO 3	\$103,383	\$37,218	\$140,601	\$105,451	\$37,962	\$143,413	\$107,560	\$38,722	\$146,282	\$109,711	\$39,496	\$149,207
SARO 4	\$105,575	\$38,007	\$143,582	\$107,687	\$38,767	\$146,454	\$109,841	\$39,543	\$149,384	\$112,038	\$40,334	\$152,372
SSARO 5	\$123,238	\$44,366	\$167,604	\$125,703	\$45,253	\$170,956	\$128,217	\$46,158	\$174,375	\$130,781	\$47,081	\$177,862
SSARO 6	\$126,867	\$45,672	\$172,539	\$129,404	\$46,585	\$175,989	\$131,992	\$47,517	\$179,509	\$134,632	\$48,468	\$183,100
SSARO 7	\$130,607	\$47,019	\$177,626	\$133,219	\$47,959	\$181,178	\$135,883	\$48,918	\$184,801	\$138,601	\$49,896	\$188,497

SARO Key: ***(Base Salary + 2.0% + 36% Shift Allowance)

ARC Chiefs												
Classification	2018 Base Salary 1.7%	2018 Shift Allowance 24%	2018 Total Salary 10-Jun-18	2019 Base Salary 2.0%	2019 Shift Allowance 24%	2019 Total Salary*** 10-Jun-19	2020 Base Salary 2.0%	2020 Shift Allowance 24%	2020 Total Salary*** 10-Dec-20	2021 Base Salary 2.0%	2021 Shift Allowance 24%	2021 Total Salary*** 10-Jun-21
Chief 1	\$137,818	\$33,076	\$170,894	\$140,574	\$33,738	\$174,312	\$143,385	\$34,412	\$177,797	\$146,253	\$35,101	\$181,354
Chief 2	\$141,903	\$34,057	\$175,960	\$144,741	\$34,738	\$179,479	\$147,636	\$35,433	\$183,069	\$150,589	\$36,141	\$186,730
Chief 3	\$146,112	\$35,067	\$181,179	\$149,034	\$35,768	\$184,802	\$152,015	\$36,484	\$188,499	\$155,055	\$37,213	\$192,268

ARC Chiefs Key: ***(Base Salary + 2.0% + 24% Shift Allowance)



Surveyors				
Classification	2018 10-Jun-18 1.7%	2019 10-Jun-19 2.0%	2020 10-Dec-20 2.0%	2021 10-Jun-21 2.0%
Entry Level Port Marine Surveyor	\$124,641	\$127,134	\$129,677	\$132,271
Port Marine Surveyor Level 1	\$135,435	\$138,144	\$140,907	\$143,725
Port Marine Surveyor Level 2	\$138,673	\$141,446	\$144,275	\$147,161
Senior Port Marine Surveyor	\$146,228	\$149,153	\$152,136	\$155,179



Allowances				
Payment	2018 10-Jun-18 Amount 1.7%	2019 10-Jun-19 Amount 2.0%	2020 10-Dec-20 Amount 2.0%	2021 10-Jun-21 Amount 2.0%
First Aid - Rate 1*	\$521.68		\$542.75	\$553.61
First Aid – Rate 2*	\$638.90	\$651.68	\$664.71	\$678.00
First Aid – Rate 3*	\$783.68	\$799.35	\$815.34	\$831.65
Fire Warden, Health and Safety Representative and Workplace Harassment Officer*	\$489.51	\$499.30	\$509.29	\$519.48
Foreign Language – Rate 1*	\$1,068.64	\$1,090.01	\$1,111.81	\$1,134.05
Foreign Language – Rate 2*	\$2,135.01	\$2,177.71	\$2,221.26	\$2,265.69
On-call Allowance - per week	\$547.18	\$558.12	\$569.28	\$580.67
Pilbara Allowance*	\$10,943.67	\$11,162.54	\$11,385.79	\$11,613.51
Camping Allowance - per night	\$131.33	\$133.96	\$136.64	\$139.37
Off-Shore (at-sea) Allowance - per night	\$131.33	\$133.96	\$136.64	\$139.37
Discretionary Allowance	Variable	Variable	Variable	Variable

* These amounts are annualised payments to be included as part of salary