

Key Differences between Ocean Master AWA and the NSW and ACT Awards

In summary, the key differences are:

- no provision for any wage increases over the 3 year life of the AWA;
- no guarantee of promotion through the 6 classification levels. Potentially, an employee could remain on the level 1 (introductory) rate for the duration of their employment.
- When measured against the 2004 rates in the NSW and ACT Awards, the Grade 2 classification rate is \$75.80 LESS than the Award rates. However, when factoring in the requirement to work 40 hours per week (effectively 2 hours of unpaid overtime per week), the difference in base weekly rates becomes \$117.31
- The full time weekly rate is based on a 40 hour working week.
- Ordinary hours from 9am to 9pm any day.
- Junior rates are less than the Award.
- There is no provision for casual employment.
- Part time employees do not receive the benefit of Annual Leave.
- Overtime is paid at a flat time and one half.
- Most public holidays are paid at time and one half.
- The AWA lacks a number of standard allowances.
- Rest pauses applicable only after 5 hours worked.