



Seafarers are a Key Strategic Resource in Australian Supply Chains

Seafaring is one of the toughest, most demanding and risky occupations in the Australian workforce.

Typically, an Australian seafarer:

- works 4-6 weeks on and 4-6 weeks off – not dissimilar to most fly-in fly-out workers in mining and remote construction; and
- shifts are generally 8-12 hours.

However the seafarer cannot leave the workplace after a shift finishes to visit friends, go shopping, see a movie, go to the club, engage in sport or hobbies. The life for the entire shift is isolated, remote and frugal – exacerbated by access to minimalist immediate facilities.

Seafarers are highly skilled:

- Masters are University graduates;
- Engineers hold Diploma equivalents;
- Ratings hold a minimum Certificate Level III; and
- Ratings hold 'add-on' licences in rigging, dogging, working in confined spaces, crane operations and specialist skill sets (covering knowledge such as carriage of dangerous cargoes).

Seafarers' unique skills, recognised by issue of internationally regulated occupational licenses:

- Must be revalidated every 5 years – requiring

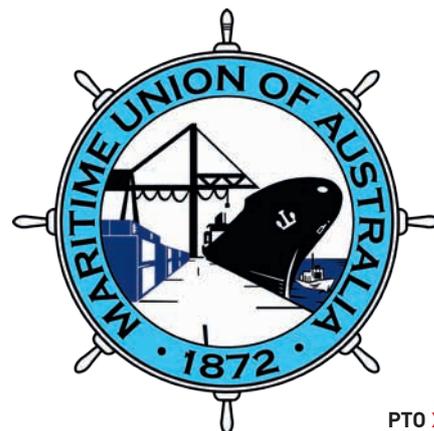
refresher training and assessment;

- Are not readily transferable – meaning seafarers cannot easily find comparable employment in other industries without retaining;
- Take years to acquire – with a Master requiring 10 years for ocean going control of a multimillion dollar vessel, and Rating training taking 18 months (given the internationally regulated 'sea time' requirements).

Ships are self-contained operations.

- They require a workforce which can maintain massive engines, air-conditioning units, water supply, sewerage treatment, waste disposal, electricity generation, food storage handling and preparation, plus deal with a wide range of (often unforeseen) medical care.
- Australian Crew levels, at around 17, are at the absolute minimum considered safe by the Regulator.
- Safe operations are paramount (any emergency at sea must be handled by the crew) – as rescue and emergency support is often days away.

Seafarers must be capable of working on a wide variety of ships – such as pilotage, towage, bunkering, trading ships, passenger ships, ferries, FPSOs, off-shore supply vessels and other off-shore support vessels, dredges, cruise ships, marine tourism vessels.



Seafarer Wages and Conditions v. Comparable Occupations



Seafarers are regularly disparaged – both in the media and by ill-informed politicians – in reference to their wages and conditions.



They are unfairly denigrated – typically as overpaid and work-shy – because their roster system provides more paid leave than many other occupations.



However the facts clearly demonstrate this 'knee-jerk' response is both incorrect and unwarranted.



FACT

SEAFARERS ARE REWARDED IN A MANNER COMPARABLE TO OTHER LIKE OCCUPATIONS.

OCCUPATION	QUALIFICATION LEVEL	ANNUAL WAGE	TYPICAL ROSTER	SUPER
INTEGRATED RATING ¹	Certificate Level III	\$94,112 (\$32.32/hr)	7 weeks on/7 weeks off 8 hrs/dayx7= 56 hours/week	14%
MINER (NON-TRADE) ²	Certificate Level III	\$101,399.23 (\$44.32/hr)	44-hour week	9.5%
CONSTRUCTION WORKER (non-trade) e.g. Trades Assistant, Storeperson ³	Certificate Level III	\$90,722.84 (\$48.46/hr)	36-hour week	9.5%

¹ Inco Ships and Maritime Union of Australia CSL Thevenard Enterprise Agreement 2012 (rates applying from October 2015)

² Central Queensland Services Pty Ltd T/A BHP Billiton Mitsubishi Alliance BMA Caval Ridge Mine Enterprise Agreement 2015

³ Fremantle Constructions Pty Ltd, Fremantle Constructions Pty Ltd Ichthys Onshore Construction Greenfields Agreement, 14 August 2013