

## SEPTEMBER 10 2009 VESSEL OPERATOR OFFER

### WITHOUT PREJUDICE

#### AMOU/AIMPE

##### Term

Agreement will have a nominal expiry date of 31 December 2012/30 June 2013

##### Salary Adjustments

Salary adjustments to be paid in the first pay period beginning on or after the dates below:

1 September 2009	1 January 2010	1 July 2010	1 July 2011	1 July 2012	1 July 2012
7%	2%	5.5%	5.5%	2.5%	5%

(Leave is accrued and paid at the rate that is actually earned i.e. 7 % will not apply to existing leave accruals. Leave balances will be adjusted to reflect the 7% salary increase)

(The above is subject to agreement being reached in September 2009. Each month agreement is delayed beyond September the commencement date of the proposed salary adjustments will move and the 1 July 2012 payment will be adjusted accordingly.)

##### Late Crew Change

Where a late crew change occurs as per the existing Agreement and a penalty payment becomes due, the penalty payment will commence from the second day of the over-cycle, being day 37 for five week swings and day 30 for four week swings, which is two days earlier than the existing entitlement. The final day of penalty payment will be the last duty day on the vessel.

The entitlement is reflected below and is proposed to commence from the first duty period commencing after the Agreement comes into effect. All the current exclusions remain.

##### Five-Week Cycle

Cycle Day	35	36	37	38	39
Days Over Cycle		Day 1	Day 2*	Day 3	Day 4*

##### Four-Week Cycle

Cycle Day	28	29	30	31	32
Days Over Cycle		Day 1	Day 2*	Day 3	Day 4*

##### Swing Off Day

As of 1 July 2010 an additional one day's pay (dead day) at the employee's normal rate of pay in full compensation for any work performed on each swing off day will be paid. Where the employee doesn't arrive home on their first day of paid leave they will receive a travel day.

(Note: the "on duty" period commences at 00:01 on the day the officer joins the vessel, the "off duty" period commences at 00:01 on the day the officer leaves the vessel)

The payment of swing off days as dead days is equivalent of an additional 5.2 days pay on a five week swing and 6.5 days pay for four week swings or an approximate salary increase of 1.6%.

### Study Leave

Employees undertaking approved study leave will receive 75% of their rank at the time of commencing study leave at the 100% rate while on study leave.

Where an employee terminates their employment during their study leave they are to repay to the employer all salary and study costs (i.e. accommodation, fees, superannuation contribution and allowances) received during the period of their study leave.

For those employees that terminate their employment within two years of completing employer sponsored study leave the employee will be required to reimburse the employer all salary and study costs paid in the following manner:

Termination of employment within:

- 6 months of completion of study leave 75%
- 12 months of completion of study leave 50%
- 18 months of completion of study leave 25%

If the employee terminates their employment after 24 months of completion of study leave no repayment of study leave costs and salary will be required.

The employer will undertake to maintain an employee's employment for a period of two years upon successful completion of approved study leave subject to termination based on poor performance or misconduct.

Accommodation allowances while on approved study leave/training will be adjusted by CPI.

### Offer of Permanency

An employer respondent to the Agreement may apply a condition of employment that an employee be deemed permanent after a continuous period of two years service or 12 months sea time which ever is the greater. All permanent benefits will apply where this option is exercised.

### Construction Payment

Employees engaged on Construction Projects (as defined) they will receive a construction payment of either:

- \$90.00 for each duty day engaged on the construction project or
- employees working on a *Specialist Vessel* (117%) on construction projects where non marine employees are also undertaking construction work on the same vessel a construction payment of \$130.00 for each duty day.