

Pay Guide - Professional Diving Industry (Industrial) Award

[MA000108]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2025.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Offshore divers - Full-time

Classification	Weekly pay rate	Hourly pay rate
Diving superintendent	\$3,061.00	\$80.55
Diving supervisor	\$2,847.53	\$74.94
ADS operations - supervisor	\$2,847.53	\$74.94
Hyperbaric welder	\$2,748.17	\$72.32
Life support technician	\$2,581.48	\$67.93
OMB operations - senior operator	\$2,581.48	\$67.93
Systems maintenance technician	\$2,405.62	\$63.31
Diver	\$2,240.19	\$58.95
ADS operations - operator	\$2,240.19	\$58.95
Diver's attendant	\$1,930.86	\$50.81

Inshore divers - Full-time

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Public holiday
Diving supervisor	\$1,730.30	\$45.53	\$68.30	\$91.06	\$91.06	\$113.83
Hyperbaric welder	\$1,342.70	\$35.33	\$53.00	\$70.66	\$70.66	\$88.33
Diver	\$1,283.50	\$33.78	\$50.67	\$67.56	\$67.56	\$84.45
Diver's attendant	\$1,055.40	\$27.77	\$41.66	\$55.54	\$55.54	\$69.43

Offshore divers - Casual

Classification	Hourly pay rate
Diving superintendent	\$46.40
Diving supervisor	\$43.36
ADS operations - supervisor	\$43.36
Hyperbaric welder	\$41.85
Life support technician	\$39.68
OMB operations - senior operator	\$39.68
Systems maintenance technician	\$37.15
Diver	\$34.93
ADS operations - operator	\$34.93
Diver's attendant	\$30.54

Inshore divers - Casual

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours - Inshore divers	Overtime - Monday to Saturday - after 2 hours - Inshore divers	Overtime - Sunday - Inshore divers	Public holiday - Inshore divers
Diving supervisor	\$56.91	\$85.37	\$113.82	\$113.82	\$142.28
Hyperbaric welder	\$44.16	\$66.24	\$88.32	\$88.32	\$110.40
Diver	\$42.23	\$63.35	\$84.46	\$84.46	\$105.58
Diver's attendant	\$34.71	\$52.07	\$69.42	\$69.42	\$86.78

Allowances

Allowances	Rate
Offshore divers	
Clothing and equipment reimbursement	reimbursement for the cost of the clothing and equipment
Disability allowance - full-time	\$84.94 per on-duty day on a support vessel
Disability allowance - casual	\$100.76 per on-duty day on a support vessel
Diving allowance - not ADS operations - Diver	\$4.99 per metre or \$1.49 per foot, or equivalent pressure, with a minimum payment of \$74.50 per 12 hour period for a dive not using saturation techniques and a minimum payment of \$372.50 per 12 hour period for a dive using saturation techniques
Diving allowance - ADS operations - Senior operator (OMB operations) or Operator (ADS operations)	\$2.44 per metre or \$0.74 per foot, or equivalent pressure, with a minimum payment of \$185.00 per 12 hour period
Diving allowance - Diving superintendent, Diving supervisor or Supervisor - ADS operations	20% of the average diving allowance paid to Divers or Operators (ADS operations) under supervision
Diving allowance - Life support technician	15% of the average diving allowance paid to Divers or Operators (ADS operations) under supervision
Hyperbaric welding allowance - weld accepted by client	\$6.16 per linear millimetre
Hyperbaric welding allowance - requires repair prior to client acceptance	\$4.14 per linear millimetre
Insurance policy reimbursement	reimbursement for the cost of the policy
Living away from home allowance	\$75.66 per day or part thereof
Living away from home - accommodation and meals reimbursement	reimbursement for the cost of accommodation and meals
Loss of personal effects reimbursement	reimbursement for the cost of personal effects lost with a maximum payment of \$3,147.00
Medical examination reimbursement - at employer's request	reimbursement for the cost of attending the examination
Medical examination reimbursement - required by legislation	reimbursement for all costs associated with the examination
Non-destructive testing allowance	\$74.74 per day or part thereof
Wetsuit and safety footwear allowance - full-time	\$108.61 per calendar month
Wetsuit and safety footwear allowance - casual	\$8.75 per day
Inshore divers	
Annual medical exam reimbursement	reimbursement for the cost of an annual medical examination
Diving allowance - Diver	\$5.52 per metre or \$1.67 per foot, or equivalent pressure per day
Diving allowance - Diving supervisor	20% of the average diving allowance paid to divers under supervision

Allowances	Rate
Fares allowance - commences and finishes work within a 50 km radius of the General Post Office in the city or town in which the employer's business address is situated	\$14.64 per day and reimbursement for the cost of fares for all travel beyond the 50km boundary
Travelling time allowance - commences and finishes work beyond a 50 km radius of the General Post Office in the city or town in which the employer's business address is situated - not distant work	payment at the minimum hourly rate for all time spent travelling beyond the 50km boundary
Travelling time allowance - Monday to Saturday - distant work - sleeping berth not provided	payment at the minimum hourly rate with a maximum payment of 12 hours out of every 24 hours
Travelling time allowance - Monday to Saturday - distant work - sleeping berth provided	payment at the minimum hourly rate with a maximum payment of 8 hours out of every 24 hours
Travelling time allowance - Sundays and public holidays - distant work - sleeping berth not provided	payment at the minimum hourly rate + 50% with a maximum payment of 12 hours out of every 24 hours
Travelling time allowance - Sundays and public holidays - distant work - sleeping berth provided	payment at the minimum hourly rate + 50% with a maximum payment of 8 hours out of every 24 hours
Travelling expenses - distant work	\$9.34 to cover expenses of reaching home and transporting personal diving equipment
Accommodation allowance - distant work	\$69.73 per day up to a maximum of \$487.71 per week
Vehicle allowance - distant work	\$0.98 per km
Diving clothing and equipment allowance	\$7.08 each day the equipment is used
Hyperbaric welding allowance - weld accepted by client	\$6.29 per linear millimetre
Hyperbaric welding allowance - requires repair prior to client acceptance	\$4.24 per linear millimetre
Meal allowance	\$11.35 for a meal
Non-destructive testing allowance	\$83.56 per day or part thereof
Protective clothing and safety equipment reimbursement	reimbursement for the cost of all protective clothing and safety equipment
Safety footwear allowance - full-time	reimbursement for the cost of footwear
Safety footwear allowance - casual	\$2.53 per day