

### MARINE PILOTS - INFORMATION SHEET 2/2014

#### Proposed Classification Structure and Bargaining Issues

Issues raised by Pilots	Employer response / explanation
<p>1. The DPC proposed classification structure:</p> <ul style="list-style-type: none"> <li>• does not include competencies</li> <li>• does not clearly explain how pilots progress through the levels</li> <li>• does not include higher salary level (Bladin Point)</li> </ul>	<ul style="list-style-type: none"> <li>• The current Marine Pilot classification structure is underpinned by 'classification definitions' (that is, there are no 'competencies' in the agreement now) and these definitions have been revised in line with the proposed classification structure.</li> <li>• Progression through the new increment steps and levels will be subject to meeting endorsements and licence requirements as per the new progression descriptions, and subject to the approval of the CEO. Under the new structure with its enhanced career paths it could take less time to progress through levels.</li> <li>• The current agreement requirements and current training requirements for LNG shipping will continue to apply. There is no agreement or justification for a new higher salary or classification level for Bladin Point. Please refer to attachment A for graph of Wage Outcomes for Pilots against CPI.</li> </ul>
<p>2. No amended <i>Technical and Safety Standards for Pilotage and the Provision of Pilotage Services</i> (the Standards) have been provided.</p>	<p>The Standards prescribe the training requirements for Licence issue. The standards did not exist prior to current agreement and are not in the current agreement.</p>
<p>3. No follow up meeting on the training matrix involving the Harbour Master or General Manager.</p>	<p>The training requirements are not currently included in the agreement, and are not required in the new agreement. Consultation on the proposed new training matrix will continue, and the current training matrix provisions will remain in place until a new model is finalised. A number of meetings to discuss a new training matrix have occurred between the Harbour Master and Marine Pilot representatives. Discussions with pilots and other stakeholders will continue as the Harbourmaster continues the review of the standard. These discussions are separate from bargaining.</p>
<p>4. Term of agreement – pilots want a shorter term to address potential changes in competencies and licences arising from Inpex operations.</p>	<p>An offer for a shorter term agreement would only be considered if agreement is reached on:</p> <ol style="list-style-type: none"> <li>1. DPC's proposed classification structure;</li> <li>2. Removal of clause 19 minimum qualification requirements, or revised wording; and</li> <li>3. TOIL arrangements.</li> </ol>

## DPC Proposed Pilot Classification Structure

<b>WITHOUT PREJUDICE</b> Proposed Marine Pilot Salary Darwin Port Corporation										
					*Incorporates 3% per annum in accordance with offer for four year agreement					
<b>New structure</b>	<b>Title</b>	<b>Current</b>	<b>Increment</b>		<b>Current Salary \$</b>	<b>2014/15* \$</b>	<b>2015/16* \$</b>	<b>2016/17*\$</b>	<b>2017/18*</b>	<b>Progression Description</b>
Marine Pilot Level One	Marine Pilot in Training	MPL1	1.01	90%	202,403	208,475	214,729	221,171	227,806	Entry point: All pilots commence at this increment point and remain here until issued pilot licence for Port of Darwin
		MPL2	1.02	92.5%	208,025	214,266	220,694	227,315	234,134	Pilot licence restricted to less than 190M LOA not endorsed for all areas.
		MPL3	1.03	95%	213,647	220,056	226,658	233,458	240,462	Pilot licence restricted to less than 190M LOA endorsed for all areas
Marine Pilot Level Two	Marine Pilot	MPL4	2.01	100.0%	224,892	231,639	238,588	245,746	253,118	Marine Pilot licenced vessels over 190M LOA endorsed for at least one berth. May have size/ area restrictions other berths
			2.02	102.5%		237,430	244,553	251,889	259,446	Marine Pilot licenced vessels over 190M LOA endorsed for more than one berth. May have size/area restrictions other berths
			2.03	105%		243,221	250,517	258,033	265,774	Pilot licence for vessels over 190M LOA endorsed for all areas. No LNG Endorsement
Marine Pilot Level Three	Senior Marine Pilot		3.01	110%		254,803	262,447	270,320	278,430	LNG endorsement. Pilot licence restricted for areas and sizes.
			3.02	112.5%		260,594	268,411	276,464	284,758	LNG endorsement. Pilot licence restricted for areas and sizes.
		MPL5	3.03	115%	258,626	266,385	274,376	282,607	291,086	Unrestricted all vessels all areas including LNG.

## DPC Current and Proposed Classification Definitions

Current Agreement Classification Definitions	Proposed Agreement Classification Definitions
<p><b>Marine Pilot Level 1 (MPL1)</b> <span style="float: right;"><b>Trainee Marine Pilot</b></span></p> <p>A DPC employee undertaking training towards obtaining an initial, or reaccreditation of an expired or cancelled, marine pilotage licence for the Port of Darwin, in accordance with the <i>Marine Act</i> and the DPC Marine Pilot Training Plan</p>	<p><b>Marine Pilot Level 1 (MPL1)</b> <span style="float: right;"><b>Marine Pilot Trainee</b></span></p> <p>A DPC employee undertaking training towards obtaining an initial or reaccreditation of an expired or cancelled, or subsequent marine pilotage licence for vessels to 190m LOA for the Port of Darwin, in accordance the <i>Technical and Safety Standards for Pilotage and the Provision of Pilotage Services for the Port of Darwin and the Marine Act</i>.</p>
<p><b>Marine Pilot Level 2 (MPL2)</b> <span style="float: right;"><b>Restricted 1</b></span></p> <p>A DPC employee holding a marine pilotage licence for the Port of Darwin for vessels up to 140 metres length overall ("LOA") (or other requirement as determined by the Pilotage Authority) in accordance with the <i>Marine Act</i> and the DPC Marine Pilot Training Plan</p>	<p><b>Marine Pilot Level 2 (MPL2)</b> <span style="float: right;"><b>Marine Pilot</b></span></p> <p>A DPC employee holding a marine pilotage licence for the Port of Darwin for vessels in excess of 190 metres length overall ("LOA") (or other requirement as determined by the Pilotage Authority) in accordance with the accordance the <i>Technical and Safety Standards for Pilotage and the Provision of Pilotage Services for the Port of Darwin and the Marine Act</i>.</p>
<p><b>Marine Pilot Level 3 (MPL3)</b> <span style="float: right;"><b>Restricted 2</b></span></p> <p>A DPC employee holding a marine pilotage licence for the Port of Darwin for vessels up to 190 metres LOA (or other requirement as determined by the Pilotage Authority) in accordance with the <i>Marine Act</i> and the DPC Marine Pilot Training Plan.</p>	<p><b>Marine Pilot Level 3 (MPL3)</b> <span style="float: right;"><b>Senior Marine Pilots</b></span></p> <p>A DPC employee holding a marine pilotage licence who is also licensed to pilot a LNG vessel, (or other requirement as determined by the Pilotage Authority) in accordance the <i>Technical and Safety Standards for Pilotage and the Provision of Pilotage Services for the Port of Darwin and the Marine Act</i>.</p>
<p><b>Marine Pilot Level 4 (MPL4)</b></p> <p><b>Unrestricted excluding LNG</b> A DPC employee holding a marine pilotage licence, without restriction, excluding a licence to pilot a Liquid Natural Gas ("LNG") vessel, for the Port of Darwin in accordance with the <i>Marine Act</i> and the DPC Marine Pilot Training Plan; or</p> <p><b>Restricted 2 plus LNG</b> A DPC employee holding a marine pilotage licence at the "Restricted 2" licence level and who is also licensed to pilot a LNG vessel, for the Port of Darwin in accordance with the <i>Marine Act</i> and DPC Marine Pilot Training Plan.</p>	
<p><b>Marine Pilot Level 5 (MPL5)</b></p> <p><b>Unrestricted plus LNG</b> A DPC employee holding a marine pilotage licence at the "Unrestricted" licence level and who is also licensed to pilot a LNG vessel, for the Port of Darwin in accordance with the <i>Marine Act</i> and DPC Marine Pilot Training Plan.</p>	

## DPC Current and Proposed Marine Pilot Progression

Current Agreement Marine Pilot Progression	Proposed Agreement Marine Pilot Progression
Each marine pilot will be able to progress without restriction through the training/licensing matrix commencing at MPL1 through to MPL5.	Each marine pilot will be able to progress without restriction through the training/licensing matrix commencing at increment 1 of the MPL1 through to top increment of the MPL3. Progression will be based on achieving outcomes of the <i>Technical and Safety Standards for Pilotage and the Provision of Pilotage Services for the Port of Darwin</i> , meeting the requirements of Clause 20.2 and will be subject to the approval of the DPC CEO.

**DPC Marine Pilot Salary Increases v's Darwin CPI**

