

AMOU Executive Council 2025 Year in Review



2025 Year in Review

Hello members,

Welcome to the year in review for 2025.

Each year as I review the past 12 months, I can't believe how much we achieve as a small union. Our Industrial Officers are the most professional, hard working unionists in the country. We welcomed new staff in 2025 including opening an office in Cairns, my highlight for 2025, to better service members of FNQLD.

Our new website is live, we will continue to build this to better serve membership.

We also welcomed 3 Executive Council members, making a complete EC to end the year.

The delegate training was carried out through the year, this is an important part of the future for AMOU and our members. Having trained delegates in the industry is integral to create a link between members and staff for communication and resolving issues quickly. Well done to all members who were a part of the training, we still have a couple of training sessions to run in 2026.

Unfortunately, another year has passed without a single ship on the coast for the Strategic Fleet. It hasn't deterred our lobbying and pressure on government to bring this to life. As frustrating as it is, we will continue to fight the good fight into 2026. On a positive note, the \$16.9 million for training has been committed and is out to tender. I have attended a number of roundtables with Industry Skills Australia and committee meetings to ensure the funding is appropriately shared.

We continued to build relationships with our international affiliates through the year. I attended the Cyprus ITF Maritime Roundtable with Jarrod Moran following up with a strategic meeting with Kevin Rudd in Washington.

We have built a critical workforce with MUA and AIMPE to maintain a combined union approach for our industry to thrive into the future.

Vale Captain Bruce Dann, who crossed the bar on 21st November 2025. Capt Dann served on the Federal Council of the Merchant Services Guild and the beginning of AMOU. Thank you to Captain Murray Doyle for the attached Vale.

To all members and staff, I wish you all a Merry Christmas and a Happy New Year. We have staff available over the holidays, reach out to me if you can't get a hold of your normal Industrial Officer who may be on leave, I will get you in touch with someone available.

Stay safe and cherish your loved ones over the festive season.

Matt Jepson

President

[Australian Maritime Officers Union](#)

February 2025

The AMOU's Executive Council (EC) met in Sydney over 17–18 February, addressing elections, finances, staff, membership growth, and operational and political matters. ACTU President Michele O'Neil presented on the significant workers' rights wins achieved under the current ALP government. The process to fill three vacant delegate positions concluded on 17 February; the Private Port Services Delegate and Towage Delegate positions were unopposed, while the Offshore Energy Delegate position received five nominations, necessitating a member vote. Industrial Officers Dan White and Jengis Osman successfully completed their 6-month probation in the Sydney office. A temporary joint AMOU/AIMPE Industrial Representation role commenced on 17 February, with Queensland Industrial Officer Chris Claydon covering selected workplaces where both unions have joint Enterprise Agreements. In political matters, the AMOU expressed frustration over delays in the announcement of successful tenderers for the Strategic Fleet Pilot Program. Industrially, the AMOU was pursuing action in the Federal Court to secure the Multipurpose Aviation Operation and Training Allowance (MATV Allowance) for members on Teekay Stoker, Besant, and Sycamore vessels, with a mediation session scheduled for 26 February. The AMOU was also preparing a response to Svitzer and RTM vessels' proposals to install safety cameras, raising concerns about privacy and sound recording.

March 2025

March saw significant progress in key appointments and training. The Federal Government announced an investment of \$16.9 million to support seafarer training and sea time for up to 20 trainee seafarers each year for four years, following years of lobbying. The Offshore Energy Delegate ballot opened on 17 March, with voting closing on 14 April. The AMOU officially welcomed Jarrod Healy as the Towage Industry Delegate and Terry Johnston as the Private Port Services Delegate. The Executive Council approved advertisements for a new Industrial Officer in Fremantle and an expression of interest for an Industrial Officer to be based in the new Cairns Office. A second Maritime Skills Crisis Workshop took place on 17 March, organized jointly by the three maritime unions, MIAL, and AREEA, resulting in a statement that identified the urgent need for centralized coordination of RTO placement and sea time and better data collection. Industrially, Port of Portland Pilots reached an in-principle agreement on a four-year rollover EA, including salary increases, but the issue of maintaining the even time roster clause remained unsettled.

May 2025

The month was characterised by organisational expansion and the filling of the last vacant position on the Executive Council. Tracey Ellis resigned as Industrial Officer (Qld), leading to a strategic "rethink of our Queensland staff arrangements" and the decision to open a Cairns office. The AMOU employed two new Industrial Officers: Renee Ker for the new Cairns Office (a local with experience in diving and tourism) and Brendan Reeve for the Fremantle Office (bringing extensive union experience from the ETU). The election for the Offshore Energy Delegate was declared, with Wayne Lewis elected to the position. Ryan Thornton was appointed National Councillor following Brent Hills' mid-April resignation. This meant the AMOU achieved a fully constituted Executive Council. Politically, following the ALP's re-election, Minister Catherine King was reappointed as Minister for Transport, which the AMOU hoped would lead to immediate action on the Strategic Fleet pilot vessels, with an announcement expected soon. The Teekay MATV Allowance dispute progressed after a second Court Mediation, resulting in a revised and significantly increased offer that was put to members.

June 2025

The Executive Council met in Sydney over 23–24 June to discuss finances, staffing, and political matters. A staff meeting followed on 25 June, allowing new Industrial Officers Renee Ker and Brendan Reeve to interact with EC members and attend a history presentation from former AMOU leaders. The AMOU confirmed it had a full contingent of Industrial Staff following the recent new employments. The union made further submissions regarding the review of the Shipping Registration Act and Coastal Trading Act discussion papers. The ITF Week of Action took place from 16–21 June, focusing on vessel inspections and the exploitation of foreign crew on the Australian coast. In industrial bargaining, negotiations for the Teekay DMSS Fleetwide Agreement stalled after the pay offer was rejected by unions.

July 2025

The amalgamation of the NSW Port Authority EA was approved by the FWC on 24 July, a "mammoth task" that secured members a one-off \$1,000 Cost of Living payment and backpay. Due to stalled negotiations for the Teekay DMSS Fleetwide Agreement, the AMOU lodged its application for Protected Action with the FWC on 24 July. The AMOU expressed grave concern over the pending expiry of the ABFC *Ocean Shield* contract in

early August and wrote a joint letter to the Minister for Home Affairs seeking urgent clarity on the vessel's future. The union held Delegates Training in Cairns from 9–11 July, led by Amy Conwell and supported by AIMPE and ACTU staff.

August 2025

The new AMOU Cairns Office officially opened on 18 August, with the ribbon cut by Life Member Kerry Bullock. AMOU leaders attended Parliament House in Canberra from 26–27 August, holding a joint information session with the other two maritime unions to discuss the Strategic Fleet and other priorities with Ministers and MPs, though no announcement on the pilot program occurred,,. The Svitzer Darwin PoPs dispute was heard in the FWC over 12/13 August, with the Commissioner noting the berthing infrastructure was "third world" and ordering a trial 4-week roster, while committing Svitzer to infrastructure upgrades. The AMOU advised that it had obtained historical evidence supporting its claim of exclusive coverage of Deck Officers in the offshore oil and gas industry, challenging the AWU's eligibility. The union began preparing a new, more user-friendly website, expected to go live soon.

September 2025

President Matt Jepson attended the 4th ITF Maritime Roundtable in Limassol, Cyprus (15–18 September), discussing global issues like AI, safety, and linking the Strategic Fleet to military sealift command models. The Midwest Ports Maintenance & Operations EA was approved, providing members with a \$4,500 commencement bonus. The AMOU finalized an 18-month rollover EA with TasPorts Towage in just two meetings, with voting scheduled to open on 1 October. The AMOU continued with the AWU demarcation challenge, sending a memo to all members outlining the historical agreement that excludes the AWU from covering Deck Officers in the hydrocarbons sector. Delegates Training was held in Adelaide from 2–4 September, led by Amy Conwell.

October 2025

The AMOU focused heavily on political advocacy and legal challenges. Executive Officer Jarrod Moran travelled to the US to meet with Australian Ambassador Dr. Kevin Rudd, advocating for the cost of the Strategic Fleet to be included in Australia's defence budget to enhance sovereign capability. While in Washington, Moran visited the Maritime Trades Department (AFL-CIO), leading to discussions about establishing a similar policy co-ordination office in Australia for the maritime unions. The AWU demarcation challenge

was formally heard in the FWC via a case management conference on 24 October, with a full hearing scheduled for 17 December 2025. AMOU and AIMPE leaders spoke at the MUA National Council meeting, reinforcing the message of maritime union solidarity and that we fight better together than against each other. The long-running Teekay MATV Allowance dispute was formally finalised, with deeds signed and payments commencing to members named in the court application.

November 2025

The new, user-friendly AMOU website went live. The Transport Minister's Office announced that applications for the \$16.9 million Maritime Skills and Training Initiative (MSTI) grants would open on 24 November, aimed at funding sea time for up to 20 trainees/cadets annually. NSW Industrial Officer Jengis Osman announced he would be moving on at the end of the year, which prompted the EC to plan a review of staff portfolios to manage workload. The Executive Council met on 25–26 November. In the Transdev Sydney Ferries leave dispute, the Fair Work Ombudsman sided with the AMOU on the matter of the 12-day personal leave entitlement and the inclusion of Leisure Leave for remediation, a significant win that could almost double some members' backpay. The AMOU and AIMPE held Delegates Training in Brisbane (11–13 November). The three maritime unions planned to be in Canberra in early November to discuss the Strategic Fleet pilot program and maritime skills with Ministers and Departmental staff.

Workplace / Operator	Status and Key Issues (2025)
Svitzer Darwin	A protracted dispute arose over the company's attempt to change the roster from a 6-week to a 4-week swing, citing fatigue concerns. The FWC Commissioner, after a site visit, ordered a trial 4-week roster but described the berthing infrastructure as "third world". Svitzer committed to upgrading bollards and reinstalling stairs.
Svitzer Sydney	The Svitzer PoPs (Port Operating Procedures) agreement was signed without filing a dispute, a rare occurrence. Members secured a fixed roster, a swing crew, and three additional full-time crews.

Svitzer WA (Fremantle/Kwinana)	A POPs review occurred, with the company proposing changes that members see as an "attack on their conditions," including not replacing vacated positions and running the two sites as one POPs.
Svitzer WA (Onslow)	After the company refused to upgrade the internet on the live-in vessel <i>Svitzer Edwina</i> , the AMOU filed in the FWC, resulting in the Commissioner telling Svitzer to fix the issue. The vessel eventually received a Starlink system.
Svitzer National	The AMOU participated in the review of Svitzer's Surveillance Policy, successfully having the proposal for audio recording in the wheelhouse withdrawn following legal objection. The policy still includes video surveillance, was implemented in stages.
Smit Lamnalco / Boluda (Gladstone)	The replacement agreement was approved by the FWC in November, following an over 90% "Yes" vote, which improved relativities and fatigue provisions.
Smit Lamnalco (Port Botany)	A dispute over the crewing model (4 tug – 5 crew operation) and the company's attempt to insert Cross Hire Arrangements into the Port Work Practice (PWP), were firmly rejected by the union.
Engage Marine (Cairns/Mourilyan)	The transfer of operations from Svitzer was smooth. The Cairns/Mourilyan EA was approved in November, providing significant salary increases.
Engage Marine (Townsville)	An earlier EA offer was rejected by over 80% of members. Disputes continued due to unresolved fatigue issues and the company's "head in the sand approach," leading the AMOU to warn that protected action may be necessary.
Port Lincoln Tugs (PLT)	The three maritime unions sent a combined log of claims, most of which were denied, negotiations started in September.

<p>Teekay DMSS Fleetwide EA</p>	<p>Negotiations commenced in April. Key gains secured include a significant pay increase (flat wage rate regardless of swing length), superannuation uplift to 15%, and the inclusion of FWC dispute arbitration. Negotiations stalled when the company pay offer was rejected, leading all three unions to lodge applications for Protected Action. The company refused to include <i>Mercator</i> and <i>Ocean Shield</i> in the Fleetwide NERR.</p>
<p>Teekay MATV Allowance Dispute</p>	<p>The Federal Court action regarding the Multipurpose Aviation Operation and Training Allowance for <i>Stoker, Besant, and Sycamore</i> crew was settled following mediation in May. The overwhelming majority of members accepted a "revised and significantly increased offer," resulting in payments after Union and Individual Deeds were signed.</p>
<p>Teekay ABFC Ocean Shield</p>	<p>The EA expired on 30 June 2025. The union successfully advocated for a confirmed contract extension until mid-January 2026. Teekay is now prepared to include the vessel in the FleetWide EA rather than a mirrored separate EA.</p>
<p>Sea1 (Greenfields EA)</p>	<p>Sea1 moved to direct employment. Bargaining was complicated by the AWU Demarcation Challenge; Sea1 opened negotiations with an inferior AWU draft EA. The AMOU successfully negotiated the inclusion of job security clauses, Long Service Leave (LSL), and reduction of maximum working hours back to 14 hours. The AWU signed off prematurely, ending negotiation.</p>
<p>MODEC (Pyrenees Venture FPSO)</p>	<p>Deck Officers achieved significant gains in their 2025 EA, including correcting salary relativities and achieving redundancy enhancements. The AMOU had earlier filed a scope order application in the FWC after MODEC</p>

	refused the proposal for a standalone agreement for Deck Officers.
Metro Mining / TSA	The AMOU initiated an organizing campaign after Metro Mining expanded into the marine sector. The AMOU is working with other unions to gain a Majority Support Determination (MSD) to work toward an EA for marine employees, with the vote expected to be complete by the end of the year.
CSL FOTB Officers	The AMOU and AIMPE presented a revised counter-offer to CSL, lowering the initial pay proposal to break deadlock. Key claims include annual increments of 3.5% or CPI (whichever is greater), acceptance of the FOTB Allowance, and a reduced claim for retention/early recall payment.
Transdev Sydney Ferries (TDSF)	An ongoing dispute concerned the unlawful deduction of members' leave on public holidays. Key differences included TDSF's refusal to include Maritime and Leisure Leave in remediation and their use of the 10-day NES personal leave entitlement instead of the 12-day EA entitlement. The Fair Work Ombudsman (FWO) sided with the AMOU on the 12-day personal leave entitlement and the inclusion of Leisure Leave, a significant win.
DP World Vessel Planners	The AMOU secured FWC approval for an EA after filing for an MSD and a protected action ballot. The agreement provides a significant initial wage increase for some planners from \$112,000 to \$150,000.
Maritime Safety Queensland (MSQ)	Bargaining for the Collective Agreement faced government wages policy limitations. A major union concern was the department's claim to overhaul the payment structure by removing all aggregated salary arrangements. The AMOU successfully secured a favorable FWC decision in the Leave balance dispute.

Sealink (Gladstone)	Following two unsuccessful ballots, the company provided a third offer with improved first-year pay increases (6% for Master 5s and 5% for others) but still refused to address superannuation claims. The third ballot was voted up, but by a small margin.
Pro Dive (FNQ)	The proposed EA was overwhelmingly voted down (75% NO vote among participants). Key issues included pay rates, public holiday conditions, and issues specific to dive instructors/supervisors. The MUA successfully applied to the FWC to be the default bargaining representative, and negotiation recommenced with the AMOU's new Industrial Officer, Renee Ker, taking the lead.
RiverCity Ferries	A dispute was lodged in the FWC over superannuation not being paid on leave loading. Earlier, consultation with the company resulted in commitments regarding the installation of wheelhouse cameras, including the withdrawal of audio recording and adjustment of camera placement.
P&O Maritime (MV Aburri)	Following two rejected offers, the unions filed for a Protected Action Ballot. Members held firm and engaged in work stoppages, securing a revised offer with an extra 1.75% salary increase for 2025 (total 24.25% across the agreement) and 15% superannuation.
Quicksilver/Great Adventures	The replacement agreement was voted up with an 80% Yes vote.
CSL Whyalla (SA)	The AMOU secured significant improvements via a variation ballot to the Absolute Bunker Barge EA, ensuring members received enhanced conditions (e.g., increased Tanker Allowance, increased Damage to Personal Effects compensation) negotiated by the MUA, leveraging the "Me Too" clause.

RV Ngerin (SA Government)	Negotiations were amicable but hampered by government delays in providing figures and gaining cabinet approval, leading the AMOU to discuss the prospect of protected action.
ASL Synergy (Singapore)	An AMOU inspection conducted by a qualified Deck Officer in June 2025 raised issues including a missing defibrillator, unmarked snap back zones, and non-English medical supplies.
Floatel Triumph (Mauritius)	An inspection in February 2025 raised minor concerns regarding overstocking and tidiness; the AMOU pursued review of asbestos and safety reports.
Go Matilda (Singapore)	An inspection in February 2025 highlighted several health and safety issues, including asbestos in gaskets, mold in ventilation, and lack of defibrillator testing.
Skandi Peregrino (Fremantle)	An inspection in February 2025 identified asbestos on board, missing water tests, and missing guards.



VALE

Captain Bruce Dann Roll No.7720

Offshore Delegate 1982- 1999

Captain Bruce Dann crossed the bar on 21st November 2025. Bruce commenced his seagoing career as an apprentice with BHP in 1967 and serving with them up to Second Mate until 1971. He then went overseas with British companies before returning to Australia in 1973 and joining British Phosphate Commission, rising up to Master on MV Cape Hawke until BPC was abolished in 1981. He went on to work in the offshore energy sector as Master with AOS & Farstad. Bruce was in high demand on specialist construction vessels and pioneered DP skills & training in Australia. Bruce was highly respected and liked by shipmates and colleagues ashore and was a wonderful mentor to new entrants to the industry. Bruce always had the member's interests at heart.

Murray Doyle Roll No.8480