



Fair Work
OMBUDSMAN

Pay Guide - Silviculture Award

[MA000040]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2015.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

The rates below include industry and special allowance.

Adult

Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Easter Saturday - not shiftworkers	Overtime - Monday to Saturday - first 2 hours - not shiftworkers	Overtime - Monday to Saturday - after 2 hours - not shiftworkers
Silviculture and afforestation worker grade 1	\$763.00	\$20.08	\$40.16	\$50.20	\$50.20	\$30.12	\$40.16
Silviculture and afforestation worker grade 2	\$791.40	\$20.83	\$41.66	\$52.08	\$52.08	\$31.25	\$41.66
Silviculture and afforestation worker grade 3	\$805.20	\$21.19	\$42.38	\$52.98	\$52.98	\$31.79	\$42.38
Silviculture and afforestation worker grade 4	\$823.80	\$21.68	\$43.36	\$54.20	\$54.20	\$32.52	\$43.36
Silviculture and afforestation worker grade 5	\$838.30	\$22.06	\$44.12	\$55.15	\$55.15	\$33.09	\$44.12
Silviculture and afforestation worker grade 6	\$844.90	\$22.23	\$44.46	\$55.58	\$55.58	\$33.35	\$44.46

Table 2 of 4

Classification	Call-out - Monday to Saturday - less than 2 hours worked - not shiftworkers	Call-out - Monday to Friday - more than 2 hours worked - first 2 hours - not shiftworkers	Call-out - Monday to Friday - more than 2 hours worked - after 2 hours - not shiftworkers	Call-out - Saturday - more than 2 hours worked - first 2 hours - not shiftworkers	Call-out - Saturday - more than 2 hours worked - after 2 hours - not shiftworkers	Call-out - Sunday - not shiftworkers	Call-out - public holiday - not shiftworkers
Silviculture and afforestation worker grade 1	\$30.12	\$20.08	\$40.16	\$30.12	\$40.16	\$40.16	\$50.20
Silviculture and afforestation worker grade 2	\$31.25	\$20.83	\$41.66	\$31.25	\$41.66	\$41.66	\$52.08
Silviculture and afforestation worker grade 3	\$31.79	\$21.19	\$42.38	\$31.79	\$42.38	\$42.38	\$52.98
Silviculture and afforestation worker grade 4	\$32.52	\$21.68	\$43.36	\$32.52	\$43.36	\$43.36	\$54.20
Silviculture and afforestation worker grade 5	\$33.09	\$22.06	\$44.12	\$33.09	\$44.12	\$44.12	\$55.15
Silviculture and afforestation worker grade 6	\$33.35	\$22.23	\$44.46	\$33.35	\$44.46	\$44.46	\$55.58

Table 3 of 4

Classification	Afternoon or night shift - Monday to Friday	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Saturday - shiftworkers	Call-out - shiftworkers	Call-out - public holiday - shiftworkers	Overtime - shiftworkers	Work on RDO - shiftworkers
Silviculture and afforestation worker grade 1	\$23.09	\$30.12	\$30.12	\$40.16	\$50.20	\$40.16	\$40.16
Silviculture and afforestation worker grade 2	\$23.95	\$31.25	\$31.25	\$41.66	\$52.08	\$41.66	\$41.66
Silviculture and afforestation worker grade 3	\$24.37	\$31.79	\$31.79	\$42.38	\$52.98	\$42.38	\$42.38
Silviculture and afforestation worker grade 4	\$24.93	\$32.52	\$32.52	\$43.36	\$54.20	\$43.36	\$43.36
Silviculture and afforestation worker grade 5	\$25.37	\$33.09	\$33.09	\$44.12	\$55.15	\$44.12	\$44.12
Silviculture and afforestation worker grade 6	\$25.56	\$33.35	\$33.35	\$44.46	\$55.58	\$44.46	\$44.46

Table 4 of 4

Classification	Less than 10 hour break between shifts	Delayed meal break	Bushfire fighting - Monday to Friday - after 8 hours - first 2 hours	Bushfire fighting - Monday to Friday - after 10 hours	Bushfire fighting - Saturday - first 2 hours	Bushfire fighting - Saturday - after 2 hours	Bushfire fighting - Sunday
Silviculture and afforestation worker grade 1	\$40.16	\$40.16	\$30.12	\$40.16	\$30.12	\$40.16	\$40.16
Silviculture and afforestation worker grade 2	\$41.66	\$41.66	\$31.25	\$41.66	\$31.25	\$41.66	\$41.66
Silviculture and afforestation worker grade 3	\$42.38	\$42.38	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38
Silviculture and afforestation worker grade 4	\$43.36	\$43.36	\$32.52	\$43.36	\$32.52	\$43.36	\$43.36
Silviculture and afforestation worker grade 5	\$44.12	\$44.12	\$33.09	\$44.12	\$33.09	\$44.12	\$44.12
Silviculture and afforestation worker grade 6	\$44.46	\$44.46	\$33.35	\$44.46	\$33.35	\$44.46	\$44.46

Casual

Table 1 of 4

Classification	Hourly pay rate	Sunday	Public holiday	Easter Saturday - not shiftworkers	Overtime - Monday to Saturday - first 2 hours - not shiftworkers	Overtime - Monday to Saturday - after 2 hours - not shiftworkers	Call-out - Monday to Saturday - less than 2 hours worked - not shiftworkers
Silviculture and afforestation worker grade 1	\$25.10	\$45.18	\$55.22	\$55.22	\$35.14	\$45.18	\$35.14
Silviculture and afforestation worker grade 2	\$26.04	\$46.87	\$57.28	\$57.28	\$36.45	\$46.87	\$36.45
Silviculture and afforestation worker grade 3	\$26.49	\$47.68	\$58.27	\$58.27	\$37.08	\$47.68	\$37.08
Silviculture and afforestation worker grade 4	\$27.10	\$48.78	\$59.62	\$59.62	\$37.94	\$48.78	\$37.94
Silviculture and afforestation worker grade 5	\$27.58	\$49.64	\$60.67	\$60.67	\$38.61	\$49.64	\$38.61
Silviculture and afforestation worker grade 6	\$27.79	\$50.02	\$61.13	\$61.13	\$38.90	\$50.02	\$38.90

Table 2 of 4

Classification	Call-out - Monday to Friday - more than 2 hours worked - first 2 hours - not shiftworkers	Call-out - Monday to Friday - more than 2 hours worked - after 2 hours - not shiftworkers	Call-out - Saturday - more than 2 hours worked - first 2 hours - not shiftworkers	Call-out - Saturday - more than 2 hours worked - after 2 hours - not shiftworkers	Call-out - Sunday - not shiftworkers	Call-out - public holiday - not shiftworkers	Afternoon or night shift - Monday to Friday
Silviculture and afforestation worker grade 1	\$25.10	\$45.18	\$35.14	\$45.18	\$45.18	\$55.22	\$28.11
Silviculture and afforestation worker grade 2	\$26.04	\$46.87	\$36.45	\$46.87	\$46.87	\$57.28	\$29.16
Silviculture and afforestation worker grade 3	\$26.49	\$47.68	\$37.08	\$47.68	\$47.68	\$58.27	\$29.67
Silviculture and afforestation worker grade 4	\$27.10	\$48.78	\$37.94	\$48.78	\$48.78	\$59.62	\$30.35
Silviculture and afforestation worker grade 5	\$27.58	\$49.64	\$38.61	\$49.64	\$49.64	\$60.67	\$30.88
Silviculture and afforestation worker grade 6	\$27.79	\$50.02	\$38.90	\$50.02	\$50.02	\$61.13	\$31.12

Table 3 of 4

Classification	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Saturday - shiftworkers	Call-out - shiftworkers	Call-out - public holiday - shiftworkers	Overtime - shiftworkers	Work on RDO - shiftworkers	Less than 10 hour break between shifts
Silviculture and afforestation worker grade 1	\$35.14	\$35.14	\$45.18	\$55.22	\$45.18	\$45.18	\$45.18
Silviculture and afforestation worker grade 2	\$36.45	\$36.45	\$46.87	\$57.28	\$46.87	\$46.87	\$46.87
Silviculture and afforestation worker grade 3	\$37.08	\$37.08	\$47.68	\$58.27	\$47.68	\$47.68	\$47.68
Silviculture and afforestation worker grade 4	\$37.94	\$37.94	\$48.78	\$59.62	\$48.78	\$48.78	\$48.78
Silviculture and afforestation worker grade 5	\$38.61	\$38.61	\$49.64	\$60.67	\$49.64	\$49.64	\$49.64
Silviculture and afforestation worker grade 6	\$38.90	\$38.90	\$50.02	\$61.13	\$50.02	\$50.02	\$50.02

Table 4 of 4

Classification	Delayed meal break	Bushfire fighting - Monday to Friday - after 8 hours - first 2 hours	Bushfire fighting - Monday to Friday - after 10 hours	Bushfire fighting - Saturday - first 2 hours	Bushfire fighting - Saturday - after 2 hours	Bushfire fighting - Sunday
Silviculture and afforestation worker grade 1	\$45.18	\$35.14	\$45.18	\$35.14	\$45.18	\$45.18
Silviculture and afforestation worker grade 2	\$46.87	\$36.45	\$46.87	\$36.45	\$46.87	\$46.87
Silviculture and afforestation worker grade 3	\$47.68	\$37.08	\$47.68	\$37.08	\$47.68	\$47.68
Silviculture and afforestation worker grade 4	\$48.78	\$37.94	\$48.78	\$37.94	\$48.78	\$48.78
Silviculture and afforestation worker grade 5	\$49.64	\$38.61	\$49.64	\$38.61	\$49.64	\$49.64
Silviculture and afforestation worker grade 6	\$50.02	\$38.90	\$50.02	\$38.90	\$50.02	\$50.02

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

Allowances	Rate
* Industry allowance (already included in the rate tables above)	\$0.76 per hour
Leading hand allowance - in charge of 1 person	\$0.48 in addition to the minimum hourly wage for the highest classification supervised, or the employee's own minimum hourly wage, whichever is higher
Leading hand allowance - in charge of 2-5 people	\$1.05 in addition to the minimum hourly wage for the highest classification supervised, or the employee's own minimum hourly wage, whichever is higher
Leading hand allowance - in charge of 6-10 people	\$1.33 in addition to the minimum hourly wage for the highest classification supervised, or the employee's own minimum hourly wage, whichever is higher
Leading hand allowance - in charge of more than 10 people	\$1.77 in addition to the minimum hourly wage for the highest classification supervised, or the employee's own minimum hourly wage, whichever is higher
Living away from home - board and lodging allowance	\$49.72 per day, with a maximum payment of \$347.90 per week of 7 days
Living away from home - camping allowance - free messing not provided	\$26.61 per day, with a maximum payment of \$186.52 per complete week
Living away from home - forward journey fares and meals allowance	reimbursement for the cost of a fare on the most common method of public transport to the job including any excess payment for transporting gear and \$12.65 for each meal taken while travelling
Living away from home - forward journey travel time allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) up to a maximum of 8 hours per day
Living away from home - return journey fares and meals allowance	reimbursement for the cost of a fare on the most common method of public transport to the job including any excess payment for transporting gear and \$12.65 for each meal taken while travelling
Living away from home - return journey travel time allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) up to a maximum of 8 hours per day
Living away from home - rest and recreation allowance	reimbursement for the cost of a bus or air fare to return home after the first 2 months of continuous service away from home and then after each additional 3 months
Living away from home - weekend return home allowance	\$25.46 per occasion
Meal allowance - overtime	\$12.65 for a meal
* Special allowance (already included in the rate tables above)	\$0.20 per hour
Transport allowance - metropolitan radial areas allowance	\$11.94 per day
Transport allowance - distant jobs	\$11.94 per day

Allowances	Rate
Transport allowance - country radial areas	\$11.94 per day
Travelling outside radial areas allowance	\$11.94 per day plus payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for travel from designated boundary to the job and return to the boundary
Travelling outside and between radial areas - expense reimbursement	\$0.78 per km
Transfer during work hours allowance - using own vehicle	payment for travel time plus \$0.78 per km
Transfer during work hours allowance - using public transport	payment for travel time and reasonable fares for the most convenient public transport between sites
Transfer during work hours allowance - employer provides transport	payment for travel time

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at www.fairwork.gov.au/our-commitment-to-you.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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