

## Pay Guide - Silviculture Award 2010

**[MA000040]**

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email [PACTfeedback@fwo.gov.au](mailto:PACTfeedback@fwo.gov.au)

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

## Rates of pay

The rates below include industry and special allowance.

### Adult

### Full-time & part-time

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| 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 | \$744.60        | \$19.59         | \$39.18 | \$48.98        | \$48.98                            | \$29.39  | \$39.18  |
| Silviculture and afforestation worker grade 2 | \$772.30        | \$20.32         | \$40.64 | \$50.80        | \$50.80                            | \$30.48  | \$40.64  |
| Silviculture and afforestation worker grade 3 | \$785.80        | \$20.68         | \$41.36 | \$51.70        | \$51.70                            | \$31.02  | \$41.36  |
| Silviculture and afforestation worker grade 4 | \$803.90        | \$21.16         | \$42.32 | \$52.90        | \$52.90                            | \$31.74  | \$42.32  |
| Silviculture and afforestation worker grade 5 | \$818.10        | \$21.53         | \$43.06 | \$53.83        | \$53.83                            | \$32.30  | \$43.06  |
| Silviculture and afforestation worker grade 6 | \$824.40        | \$21.69         | \$43.38 | \$54.23        | \$54.23                            | \$32.54  | \$43.38  |

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| <b>Classification</b>                         | <b>Call-out - Monday to Saturday - less than 2 hours worked - not shiftworkers</b> | <b>Call-out - Monday to Friday - more than 2 hours worked - first 2 hours - not shiftworkers</b> | <b>Call-out - Monday to Friday - more than 2 hours worked - after 2 hours - not shiftworkers</b> | <b>Call-out - Saturday - more than 2 hours worked - first 2 hours - not shiftworkers</b> | <b>Call-out - Saturday - more than 2 hours worked - after 2 hours - not shiftworkers</b> | <b>Call-out - Sunday - not shiftworkers</b> | <b>Call-out - public holiday - not shiftworkers</b> |
|---|--|--|--|--|--|---|---|
| Silviculture and afforestation worker grade 1 | \$29.39  | \$19.59  | \$39.18  | \$29.39  | \$39.18  | \$39.18                                     | \$48.98   |
| Silviculture and afforestation worker grade 2 | \$30.48  | \$20.32  | \$40.64  | \$30.48  | \$40.64  | \$40.64                                     | \$50.80   |
| Silviculture and afforestation worker grade 3 | \$31.02  | \$20.68  | \$41.36  | \$31.02  | \$41.36  | \$41.36                                     | \$51.70   |
| Silviculture and afforestation worker grade 4 | \$31.74  | \$21.16  | \$42.32  | \$31.74  | \$42.32  | \$42.32                                     | \$52.90   |
| Silviculture and afforestation worker grade 5 | \$32.30  | \$21.53  | \$43.06  | \$32.30  | \$43.06  | \$43.06                                     | \$53.83   |
| Silviculture and afforestation worker grade 6 | \$32.54  | \$21.69  | \$43.38  | \$32.54  | \$43.38  | \$43.38                                     | \$54.23   |

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| <b>Classification</b>                         | <b>Afternoon or night shift - Monday to Friday</b> | <b>Afternoon or night shift - Monday to Friday - less than 5 successive shifts</b> | <b>Saturday - shiftworkers</b> | <b>Call-out - shiftworkers</b> | <b>Call-out - public holiday - shiftworkers</b> | <b>Overtime - shiftworkers</b> | <b>Work on RDO - shiftworkers</b> |
|---|--|--|--------------------------------|--------------------------------|---|--------------------------------|-----------------------------------|
| Silviculture and afforestation worker grade 1 | \$22.53  | \$29.39  | \$29.39                        | \$39.18                        | \$48.98   | \$39.18                        | \$39.18                           |
| Silviculture and afforestation worker grade 2 | \$23.37  | \$30.48  | \$30.48                        | \$40.64                        | \$50.80   | \$40.64                        | \$40.64                           |
| Silviculture and afforestation worker grade 3 | \$23.78  | \$31.02  | \$31.02                        | \$41.36                        | \$51.70   | \$41.36                        | \$41.36                           |
| Silviculture and afforestation worker grade 4 | \$24.33  | \$31.74  | \$31.74                        | \$42.32                        | \$52.90   | \$42.32                        | \$42.32                           |
| Silviculture and afforestation worker grade 5 | \$24.76  | \$32.30  | \$32.30                        | \$43.06                        | \$53.83   | \$43.06                        | \$43.06                           |
| Silviculture and afforestation worker grade 6 | \$24.94  | \$32.54  | \$32.54                        | \$43.38                        | \$54.23   | \$43.38                        | \$43.38                           |

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| <b>Classification</b>                         | <b>Less than 10 hour break between shifts</b> | <b>Delayed meal break</b> | <b>Bushfire fighting - Monday to Friday - after 8 hours - first 2 hours</b> | <b>Bushfire fighting - Monday to Friday - after 10 hours</b> | <b>Bushfire fighting - Saturday - first 2 hours</b> | <b>Bushfire fighting - Saturday - after 2 hours</b> | <b>Bushfire fighting - Sunday</b> |
|---|---|---------------------------|---|--|---|---|-----------------------------------|
| Silviculture and afforestation worker grade 1 | \$39.18                                       | \$39.18                   | \$29.39   | \$39.18  | \$29.39   | \$39.18   | \$39.18                           |
| Silviculture and afforestation worker grade 2 | \$40.64                                       | \$40.64                   | \$30.48   | \$40.64  | \$30.48   | \$40.64   | \$40.64                           |
| Silviculture and afforestation worker grade 3 | \$41.36                                       | \$41.36                   | \$31.02   | \$41.36  | \$31.02   | \$41.36   | \$41.36                           |
| Silviculture and afforestation worker grade 4 | \$42.32                                       | \$42.32                   | \$31.74   | \$42.32  | \$31.74   | \$42.32   | \$42.32                           |
| Silviculture and afforestation worker grade 5 | \$43.06                                       | \$43.06                   | \$32.30   | \$43.06  | \$32.30   | \$43.06   | \$43.06                           |
| Silviculture and afforestation worker grade 6 | \$43.38                                       | \$43.38                   | \$32.54   | \$43.38  | \$32.54   | \$43.38   | \$43.38                           |

## Casual

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| 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 | \$24.49         | \$44.08 | \$53.87        | \$53.87                            | \$34.28  | \$44.08  | \$34.28   |
| Silviculture and afforestation worker grade 2 | \$25.40         | \$45.72 | \$55.88        | \$55.88                            | \$35.56  | \$45.72  | \$35.56   |
| Silviculture and afforestation worker grade 3 | \$25.85         | \$46.53 | \$56.87        | \$56.87                            | \$36.19  | \$46.53  | \$36.19   |
| Silviculture and afforestation worker grade 4 | \$26.45         | \$47.61 | \$58.19        | \$58.19                            | \$37.03  | \$47.61  | \$37.03   |
| Silviculture and afforestation worker grade 5 | \$26.91         | \$48.44 | \$59.21        | \$59.21                            | \$37.68  | \$48.44  | \$37.68   |
| Silviculture and afforestation worker grade 6 | \$27.11         | \$48.80 | \$59.65        | \$59.65                            | \$37.96  | \$48.80  | \$37.96   |

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| <b>Classification</b>                         | <b>Call-out - Monday to Friday - more than 2 hours worked - first 2 hours - not shiftworkers</b> | <b>Call-out - Monday to Friday - more than 2 hours worked - after 2 hours - not shiftworkers</b> | <b>Call-out - Saturday - more than 2 hours worked - first 2 hours - not shiftworkers</b> | <b>Call-out - Saturday - more than 2 hours worked - after 2 hours - not shiftworkers</b> | <b>Call-out - Sunday - not shiftworkers</b> | <b>Call-out - public holiday - not shiftworkers</b> | <b>Afternoon or night shift - Monday to Friday</b> |
|---|--|--|--|--|---|---|--|
| Silviculture and afforestation worker grade 1 | \$24.49  | \$44.08  | \$34.28  | \$44.08  | \$44.08                                     | \$53.87   | \$27.43  |
| Silviculture and afforestation worker grade 2 | \$25.40  | \$45.72  | \$35.56  | \$45.72  | \$45.72                                     | \$55.88   | \$28.45  |
| Silviculture and afforestation worker grade 3 | \$25.85  | \$46.53  | \$36.19  | \$46.53  | \$46.53                                     | \$56.87   | \$28.95  |
| Silviculture and afforestation worker grade 4 | \$26.45  | \$47.61  | \$37.03  | \$47.61  | \$47.61                                     | \$58.19   | \$29.62  |
| Silviculture and afforestation worker grade 5 | \$26.91  | \$48.44  | \$37.68  | \$48.44  | \$48.44                                     | \$59.21   | \$30.14  |
| Silviculture and afforestation worker grade 6 | \$27.11  | \$48.80  | \$37.96  | \$48.80  | \$48.80                                     | \$59.65   | \$30.37  |

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| <b>Classification</b>                         | <b>Afternoon or night shift - Monday to Friday - less than 5 successive shifts</b> | <b>Saturday - shiftworkers</b> | <b>Call-out - shiftworkers</b> | <b>Call-out - public holiday - shiftworkers</b> | <b>Overtime - shiftworkers</b> | <b>Work on RDO - shiftworkers</b> | <b>Less than 10 hour break between shifts</b> |
|---|--|--------------------------------|--------------------------------|---|--------------------------------|-----------------------------------|---|
| Silviculture and afforestation worker grade 1 | \$34.28  | \$34.28                        | \$44.08                        | \$53.87   | \$44.08                        | \$44.08                           | \$44.08                                       |
| Silviculture and afforestation worker grade 2 | \$35.56  | \$35.56                        | \$45.72                        | \$55.88   | \$45.72                        | \$45.72                           | \$45.72                                       |
| Silviculture and afforestation worker grade 3 | \$36.19  | \$36.19                        | \$46.53                        | \$56.87   | \$46.53                        | \$46.53                           | \$46.53                                       |
| Silviculture and afforestation worker grade 4 | \$37.03  | \$37.03                        | \$47.61                        | \$58.19   | \$47.61                        | \$47.61                           | \$47.61                                       |
| Silviculture and afforestation worker grade 5 | \$37.68  | \$37.68                        | \$48.44                        | \$59.21   | \$48.44                        | \$48.44                           | \$48.44                                       |
| Silviculture and afforestation worker grade 6 | \$37.96  | \$37.96                        | \$48.80                        | \$59.65   | \$48.80                        | \$48.80                           | \$48.80                                       |



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| <b>Classification</b>                         | <b>Delayed meal break</b> | <b>Bushfire fighting - Monday to Friday - after 8 hours - first 2 hours</b> | <b>Bushfire fighting - Monday to Friday - after 10 hours</b> | <b>Bushfire fighting - Saturday - first 2 hours</b> | <b>Bushfire fighting - Saturday - after 2 hours</b> | <b>Bushfire fighting - Sunday</b> |
|---|---------------------------|---|--|---|---|-----------------------------------|
| Silviculture and afforestation worker grade 1 | \$44.08                   | \$34.28   | \$44.08  | \$34.28   | \$44.08   | \$44.08                           |
| Silviculture and afforestation worker grade 2 | \$45.72                   | \$35.56   | \$45.72  | \$35.56   | \$45.72   | \$45.72                           |
| Silviculture and afforestation worker grade 3 | \$46.53                   | \$36.19   | \$46.53  | \$36.19   | \$46.53   | \$46.53                           |
| Silviculture and afforestation worker grade 4 | \$47.61                   | \$37.03   | \$47.61  | \$37.03   | \$47.61   | \$47.61                           |
| Silviculture and afforestation worker grade 5 | \$48.44                   | \$37.68   | \$48.44  | \$37.68   | \$48.44   | \$48.44                           |
| Silviculture and afforestation worker grade 6 | \$48.80                   | \$37.96   | \$48.80  | \$37.96   | \$48.80   | \$48.80                           |

## 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)      | \$0.74 per hour   |
| Leading hand allowance - in charge of 1 person                        | \$0.47 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                   | \$47.26 per day, with a maximum payment of \$330.67 per week of 7 days  |
| Living away from home - camping allowance - free messing not provided | \$25.29 per day, with a maximum payment of \$177.28 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 \$12.39 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 \$12.39 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   | \$12.39 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                                | 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.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.