

## Pay Guide - Silviculture Award 2010

[MA000040]

Published 27 June 2019

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2019.

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

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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	\$859.40	\$22.62	\$45.24	\$56.55	\$56.55	\$33.93	\$45.24
Silviculture and afforestation worker grade 2	\$891.40	\$23.46	\$46.92	\$58.65	\$58.65	\$35.19	\$46.92
Silviculture and afforestation worker grade 3	\$906.80	\$23.86	\$47.72	\$59.65	\$59.65	\$35.79	\$47.72
Silviculture and afforestation worker grade 4	\$927.90	\$24.42	\$48.84	\$61.05	\$61.05	\$36.63	\$48.84
Silviculture and afforestation worker grade 5	\$944.20	\$24.85	\$49.70	\$62.13	\$62.13	\$37.28	\$49.70
Silviculture and afforestation worker grade 6	\$951.70	\$25.04	\$50.08	\$62.60	\$62.60	\$37.56	\$50.08

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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	\$33.93	\$22.62	\$45.24	\$33.93	\$45.24	\$45.24	\$56.55
Silviculture and afforestation worker grade 2	\$35.19	\$23.46	\$46.92	\$35.19	\$46.92	\$46.92	\$58.65
Silviculture and afforestation worker grade 3	\$35.79	\$23.86	\$47.72	\$35.79	\$47.72	\$47.72	\$59.65

<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 4	\$36.63	\$24.42	\$48.84	\$36.63	\$48.84	\$48.84	\$61.05
Silviculture and afforestation worker grade 5	\$37.28	\$24.85	\$49.70	\$37.28	\$49.70	\$49.70	\$62.13
Silviculture and afforestation worker grade 6	\$37.56	\$25.04	\$50.08	\$37.56	\$50.08	\$50.08	\$62.60

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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	\$26.01	\$33.93	\$33.93	\$45.24	\$56.55	\$45.24	\$45.24
Silviculture and afforestation worker grade 2	\$26.98	\$35.19	\$35.19	\$46.92	\$58.65	\$46.92	\$46.92
Silviculture and afforestation worker grade 3	\$27.44	\$35.79	\$35.79	\$47.72	\$59.65	\$47.72	\$47.72
Silviculture and afforestation worker grade 4	\$28.08	\$36.63	\$36.63	\$48.84	\$61.05	\$48.84	\$48.84
Silviculture and afforestation worker grade 5	\$28.58	\$37.28	\$37.28	\$49.70	\$62.13	\$49.70	\$49.70
Silviculture and afforestation worker grade 6	\$28.80	\$37.56	\$37.56	\$50.08	\$62.60	\$50.08	\$50.08

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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	\$45.24	\$45.24	\$33.93	\$45.24	\$33.93	\$45.24	\$45.24
Silviculture and afforestation worker grade 2	\$46.92	\$46.92	\$35.19	\$46.92	\$35.19	\$46.92	\$46.92
Silviculture and afforestation worker grade 3	\$47.72	\$47.72	\$35.79	\$47.72	\$35.79	\$47.72	\$47.72
Silviculture and afforestation worker grade 4	\$48.84	\$48.84	\$36.63	\$48.84	\$36.63	\$48.84	\$48.84
Silviculture and afforestation worker grade 5	\$49.70	\$49.70	\$37.28	\$49.70	\$37.28	\$49.70	\$49.70
Silviculture and afforestation worker grade 6	\$50.08	\$50.08	\$37.56	\$50.08	\$37.56	\$50.08	\$50.08

## 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	\$28.28	\$50.90	\$62.21	\$62.21	\$39.59	\$50.90	\$39.59
Silviculture and afforestation worker grade 2	\$29.33	\$52.79	\$64.52	\$64.52	\$41.06	\$52.79	\$41.06
Silviculture and afforestation worker grade 3	\$29.83	\$53.69	\$65.62	\$65.62	\$41.76	\$53.69	\$41.76
Silviculture and afforestation worker grade 4	\$30.53	\$54.95	\$67.16	\$67.16	\$42.74	\$54.95	\$42.74
Silviculture and afforestation worker grade 5	\$31.06	\$55.91	\$68.34	\$68.34	\$43.49	\$55.91	\$43.49
Silviculture and afforestation worker grade 6	\$31.30	\$56.34	\$68.86	\$68.86	\$43.82	\$56.34	\$43.82

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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	\$28.28	\$50.90	\$39.59	\$50.90	\$50.90	\$62.21	\$31.67
Silviculture and afforestation worker grade 2	\$29.33	\$52.79	\$41.06	\$52.79	\$52.79	\$64.52	\$32.84
Silviculture and afforestation worker grade 3	\$29.83	\$53.69	\$41.76	\$53.69	\$53.69	\$65.62	\$33.40

<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 4	\$30.53	\$54.95	\$42.74	\$54.95	\$54.95	\$67.16	\$34.19
Silviculture and afforestation worker grade 5	\$31.06	\$55.91	\$43.49	\$55.91	\$55.91	\$68.34	\$34.79
Silviculture and afforestation worker grade 6	\$31.30	\$56.34	\$43.82	\$56.34	\$56.34	\$68.86	\$35.06

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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	\$39.59	\$39.59	\$50.90	\$62.21	\$50.90	\$50.90	\$50.90
Silviculture and afforestation worker grade 2	\$41.06	\$41.06	\$52.79	\$64.52	\$52.79	\$52.79	\$52.79
Silviculture and afforestation worker grade 3	\$41.76	\$41.76	\$53.69	\$65.62	\$53.69	\$53.69	\$53.69
Silviculture and afforestation worker grade 4	\$42.74	\$42.74	\$54.95	\$67.16	\$54.95	\$54.95	\$54.95
Silviculture and afforestation worker grade 5	\$43.49	\$43.49	\$55.91	\$68.34	\$55.91	\$55.91	\$55.91
Silviculture and afforestation worker grade 6	\$43.82	\$43.82	\$56.34	\$68.86	\$56.34	\$56.34	\$56.34

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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	\$50.90	\$39.59	\$50.90	\$39.59	\$50.90	\$50.90
Silviculture and afforestation worker grade 2	\$52.79	\$41.06	\$52.79	\$41.06	\$52.79	\$52.79
Silviculture and afforestation worker grade 3	\$53.69	\$41.76	\$53.69	\$41.76	\$53.69	\$53.69
Silviculture and afforestation worker grade 4	\$54.95	\$42.74	\$54.95	\$42.74	\$54.95	\$54.95
Silviculture and afforestation worker grade 5	\$55.91	\$43.49	\$55.91	\$43.49	\$55.91	\$55.91
Silviculture and afforestation worker grade 6	\$56.34	\$43.82	\$56.34	\$43.82	\$56.34	\$56.34

## 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)	\$0.85 per hour
Leading hand allowance - in charge of 1 person	\$0.55 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	\$1.21 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	\$1.54 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	\$2.05 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	\$52.31 per day, with a maximum payment of \$366.05 per week of 7 days
Living away from home - camping allowance - free messing not provided	\$28.00 per day, with a maximum payment of \$196.25 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 \$13.76 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 allowance) 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 \$13.76 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 allowance) 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	\$13.76 for a meal
* Special allowance (already included in the rate tables above)	\$0.20 per hour
Stand-by - bushfire emergencies	payment at 50% of the minimum hourly rate
Transport allowance - metropolitan radial areas	\$11.94 per day



<b>Allowances</b>	<b>Rate</b>
Transport allowance - metropolitan radial areas - directed to pick up and drop off	\$11.94 per day plus payment for time spent travelling at the appropriate hourly rate
Transport allowance - distant jobs	\$11.94 per day
Transport allowance - distant jobs - directed to pick up and drop off	\$11.94 per day plus payment for time spent travelling at the appropriate hourly rate
Transport allowance - country radial areas	\$11.94 per day
Transport allowance - country radial areas - directed to pick up and drop off	\$11.94 per day plus payment for time spent travelling at the appropriate hourly rate
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 radial areas allowance - directed to pick up and drop off	\$11.94 per day plus payment for time spent travelling at the appropriate hourly rate
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.

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