



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 2022.

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

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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	\$938.90	\$24.71	\$49.42	\$61.78	\$61.78	\$37.07	\$49.42
Silviculture and afforestation worker grade 2	\$972.20	\$25.58	\$51.16	\$63.95	\$63.95	\$38.37	\$51.16
Silviculture and afforestation worker grade 3	\$988.50	\$26.01	\$52.02	\$65.03	\$65.03	\$39.02	\$52.02
Silviculture and afforestation worker grade 4	\$1,011.50	\$26.62	\$53.24	\$66.55	\$66.55	\$39.93	\$53.24
Silviculture and afforestation worker grade 5	\$1,029.40	\$27.09	\$54.18	\$67.73	\$67.73	\$40.64	\$54.18
Silviculture and afforestation worker grade 6	\$1,037.40	\$27.30	\$54.60	\$68.25	\$68.25	\$40.95	\$54.60

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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	\$37.07	\$24.71	\$49.42	\$37.07	\$49.42	\$49.42	\$61.78
Silviculture and afforestation worker grade 2	\$38.37	\$25.58	\$51.16	\$38.37	\$51.16	\$51.16	\$63.95

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 3	\$39.02	\$26.01	\$52.02	\$39.02	\$52.02	\$52.02	\$65.03
Silviculture and afforestation worker grade 4	\$39.93	\$26.62	\$53.24	\$39.93	\$53.24	\$53.24	\$66.55
Silviculture and afforestation worker grade 5	\$40.64	\$27.09	\$54.18	\$40.64	\$54.18	\$54.18	\$67.73
Silviculture and afforestation worker grade 6	\$40.95	\$27.30	\$54.60	\$40.95	\$54.60	\$54.60	\$68.25

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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	\$28.42	\$37.07	\$37.07	\$49.42	\$61.78	\$49.42	\$49.42
Silviculture and afforestation worker grade 2	\$29.42	\$38.37	\$38.37	\$51.16	\$63.95	\$51.16	\$51.16
Silviculture and afforestation worker grade 3	\$29.91	\$39.02	\$39.02	\$52.02	\$65.03	\$52.02	\$52.02
Silviculture and afforestation worker grade 4	\$30.61	\$39.93	\$39.93	\$53.24	\$66.55	\$53.24	\$53.24
Silviculture and afforestation worker grade 5	\$31.15	\$40.64	\$40.64	\$54.18	\$67.73	\$54.18	\$54.18
Silviculture and afforestation worker grade 6	\$31.40	\$40.95	\$40.95	\$54.60	\$68.25	\$54.60	\$54.60

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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	\$49.42	200%	\$37.07	\$49.42	\$37.07	\$49.42	\$49.42
Silviculture and afforestation worker grade 2	\$51.16	200%	\$38.37	\$51.16	\$38.37	\$51.16	\$51.16
Silviculture and afforestation worker grade 3	\$52.02	200%	\$39.02	\$52.02	\$39.02	\$52.02	\$52.02
Silviculture and afforestation worker grade 4	\$53.24	200%	\$39.93	\$53.24	\$39.93	\$53.24	\$53.24
Silviculture and afforestation worker grade 5	\$54.18	200%	\$40.64	\$54.18	\$40.64	\$54.18	\$54.18
Silviculture and afforestation worker grade 6	\$54.60	200%	\$40.95	\$54.60	\$40.95	\$54.60	\$54.60

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	\$30.89	\$55.60	\$67.95	\$67.95	\$43.24	\$55.60	\$43.24
Silviculture and afforestation worker grade 2	\$31.98	\$57.56	\$70.35	\$70.35	\$44.77	\$57.56	\$44.77
Silviculture and afforestation worker grade 3	\$32.51	\$58.52	\$71.53	\$71.53	\$45.52	\$58.52	\$45.52
Silviculture and afforestation worker grade 4	\$33.28	\$59.90	\$73.21	\$73.21	\$46.59	\$59.90	\$46.59
Silviculture and afforestation worker grade 5	\$33.86	\$60.95	\$74.50	\$74.50	\$47.41	\$60.95	\$47.41
Silviculture and afforestation worker grade 6	\$34.13	\$61.43	\$75.08	\$75.08	\$47.78	\$61.43	\$47.78

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	\$30.89	\$55.60	\$43.24	\$55.60	\$55.60	\$67.95	\$34.59
Silviculture and afforestation worker grade 2	\$31.98	\$57.56	\$44.77	\$57.56	\$57.56	\$70.35	\$35.81
Silviculture and afforestation worker grade 3	\$32.51	\$58.52	\$45.52	\$58.52	\$58.52	\$71.53	\$36.41

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 4	\$33.28	\$59.90	\$46.59	\$59.90	\$59.90	\$73.21	\$37.27
Silviculture and afforestation worker grade 5	\$33.86	\$60.95	\$47.41	\$60.95	\$60.95	\$74.50	\$37.93
Silviculture and afforestation worker grade 6	\$34.13	\$61.43	\$47.78	\$61.43	\$61.43	\$75.08	\$38.22

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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	\$43.24	\$43.24	\$55.60	\$67.95	\$55.60	\$55.60	\$55.60
Silviculture and afforestation worker grade 2	\$44.77	\$44.77	\$57.56	\$70.35	\$57.56	\$57.56	\$57.56
Silviculture and afforestation worker grade 3	\$45.52	\$45.52	\$58.52	\$71.53	\$58.52	\$58.52	\$58.52
Silviculture and afforestation worker grade 4	\$46.59	\$46.59	\$59.90	\$73.21	\$59.90	\$59.90	\$59.90
Silviculture and afforestation worker grade 5	\$47.41	\$47.41	\$60.95	\$74.50	\$60.95	\$60.95	\$60.95
Silviculture and afforestation worker grade 6	\$47.78	\$47.78	\$61.43	\$75.08	\$61.43	\$61.43	\$61.43

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Classification	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	\$43.24	\$55.60	\$43.24	\$55.60	\$55.60
Silviculture and afforestation worker grade 2	\$44.77	\$57.56	\$44.77	\$57.56	\$57.56
Silviculture and afforestation worker grade 3	\$45.52	\$58.52	\$45.52	\$58.52	\$58.52
Silviculture and afforestation worker grade 4	\$46.59	\$59.90	\$46.59	\$59.90	\$59.90
Silviculture and afforestation worker grade 5	\$47.41	\$60.95	\$47.41	\$60.95	\$60.95
Silviculture and afforestation worker grade 6	\$47.78	\$61.43	\$47.78	\$61.43	\$61.43

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)	\$0.93 per hour
Leading hand allowance - in charge of 1 person	\$0.60 in addition to the employee's ordinary hourly rate or the ordinary hourly rate of the highest classification supervised, whichever is higher
Leading hand allowance - in charge of 2-5 people	\$1.32 in addition to the employee's ordinary hourly rate or the ordinary hourly rate of the highest classification supervised, whichever is higher
Leading hand allowance - in charge of 6-10 people	\$1.68 in addition to the employee's ordinary hourly rate or the ordinary hourly rate of the highest classification supervised, whichever is higher
Leading hand allowance - in charge of more than 10 people	\$2.24 in addition to the employee's ordinary hourly rate or the ordinary hourly rate of the highest classification supervised, whichever is higher
Living away from home - board and lodging allowance	\$58.24 per day, with a maximum payment of \$407.57 per week of 7 days
Living away from home - camping allowance - free messing not provided	\$31.17 per day, with a maximum payment of \$218.52 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 \$14.59 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 \$14.59 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	\$29.69 per occasion
Meal allowance - overtime	\$14.59 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	\$13.92 per day
Transport allowance - metropolitan radial areas - directed to pick up and drop off	\$13.92 per day plus payment for time spent travelling at the appropriate hourly rate

Allowances	Rate
Transport allowance - distant jobs	\$13.92 per day
Transport allowance - distant jobs - directed to pick up and drop off	\$13.92 per day plus payment for time spent travelling at the appropriate hourly rate
Transport allowance - country radial areas	\$13.92 per day
Transport allowance - country radial areas - directed to pick up and drop off	\$13.92 per day plus payment for time spent travelling at the appropriate hourly rate
Travelling outside radial areas allowance	\$13.92 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	\$13.92 per day plus payment for time spent travelling at the appropriate hourly rate
Travelling outside and between radial areas - expense reimbursement	\$0.91 per km
Transfer during work hours allowance - using own vehicle	payment for travel time plus \$0.91 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

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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.

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