


PAY AND CONDITIONS GUIDE

Timber Industry Award 2010 [MA000071] ('modern award')
replacing terms and conditions in or derived from

Furniture And Furnishing Trades (State) Award [AN120222]
(‘pre-modern award’)

(NSW)

Effective from 01 January 2014.

Published 29 January 2014 

Background

This guide was developed by the Fair Work Ombudsman to assist employers and employees covered by this modern award, pre-modern award and pay scales derived from this pre-modern award to identify minimum wages, penalties, loadings and allowances.

Transitional arrangements

Modern awards commenced operation on 01 January 2010. However, minimum wage, loading and penalty entitlements commence from 01 July 2010. Almost all modern awards include provisions to ‘transition’ employers and employees from their pre-modern award to the modern award system.

This modern award includes transitional provisions that provide for the ‘phasing in’ of increases or decreases in minimum wages, penalties and loadings in the modern award in 5 increments over 4 years from 01 July 2010. All other terms and conditions in this modern award apply in full from 01 January 2010.

The rates in this guide are current from the first pay period on or after 01 July 2013. The rates set out in this guide will change from the first full period on or after 01 July each year to take account of Fair Work Australia’s annual wage review and transitional arrangements. The rates may also change as a result of a Fair Work Australia decision to vary the modern award or pay and condition entitlements of the modern award from time to time.

Transitional arrangements for Division 2B State awards

Division 2B State awards (other than Division 2B enterprise awards) terminate at the end of 31 December 2010 and, from 1 January 2011, employers and employees are covered by the relevant modern award. However, most modern awards provide that all the terms of Division 2B State awards continue to apply until the end of the full pay period which started before 1 February 2011.

The employers affected include sole traders, partnerships, other unincorporated entities and non-trading corporations in New South Wales, Queensland, South Australia and Tasmania who are covered by a Division 2B State award.

From the first full pay period starting on or after 1 February 2011, an employer who was covered by a Division 2B State award, must comply with all of the terms and conditions contained in their relevant modern award, and any transitional arrangements that apply. Transitional arrangements in most modern awards for Division 2B State award employers provide that from the first full pay period starting on or after 1 February 2011, they must pay at least the same minimum wage rates, penalties and loadings as national system employers who are transitioning from the equivalent NAPSA. There are some exceptions and special transitional arrangements that apply in certain situations. If you require help determining whether these exceptions or special transitional arrangements apply to you, please contact the Fair Work Infoline on 13 13 94.

Note: Modern awards are not intended to reduce an employee's take-home pay. An employee or his/her union can apply to Fair Work Australia for a take-home pay order to remedy any reduction in his/her overall take-home pay.

Who should use the guide?

Employees and employers who were entitled to terms and conditions in or derived from this pre-modern award and who are now covered by this modern award.

A guide that has an AP (Pre-reform award) code typically applies to employees employed by a constitutional corporation. Usually these are companies that engage in trading or financial activities. Private companies are often identified by the 'Pty Ltd' in their name. It applies to employers in those categories who were bound by the award immediately prior to 01 January 2010.

A guide that has an AN (Notional agreement preserving State awards) code also typically applies to employees employed by a constitutional corporation. However, unlike pre-reform awards these are notional federal agreements that were created on 27 March 2006. Generally, they preserved the terms and conditions of employment (not including wage rates) in state awards and/or state legislation that applied immediately before 27 March 2006 to employees of constitutional corporations in NSW, QLD, SA, WA and TAS where State award/laws applied to those employers prior to 27 March 2006.

A guide that has an AT code typically applies to employees employed by non-constitutional corporations immediately before 27 March 2007 where the employer was bound by a Federal award. These will be sole traders, partnerships, other unincorporated entities or non-trading/financial corporations.

The guide contains information from this modern award about:

- who the modern award covers;
- wage rates, including rates for casual employees, junior employees, trainees and apprentices;
- penalty rates for working at particular times or under particular arrangements;
- allowances; and
- other conditions of employment.

What if an agreement applies to employees covered by the modern award?

Minimum wage entitlements in a modern award override lesser wage entitlements in an agreement or contract of employment at all times, including agreements and contracts that were made before the commencement of the *Fair Work Act 2009*. All employees covered by the modern award must not be paid less than the rate of pay in the modern award.

However, the penalty rates and allowances in the modern award do not apply to agreement-covered employees, unless the agreement is read in conjunction with the modern award (e.g. a pre-reform certified agreement (a type of collective agreement made before 27 March 2006)).

If you require assistance with any provisions of this guide please contact the **Fair Work Infoline** on **13 13 94**.

Coverage

This industry award covers employers throughout Australia in the industry sectors described and to the work and persons performing such work as listed in the skill grade structures. Without limiting the scope of this award it applies to the following types of work in the forest and building products, manufacturing and merchandising, and pulp and paper sectors and persons performing such work or employed in connection with the following work, to the exclusion of any other modern award.

The following activities are arranged in industry sectors for ease of use. In reality each sector may overlap and include any or all activities from other sectors.

- **Harvesting and forestry management sector**
- **Milling and processing sector**
- **Panel products sector**
- **Manufacturing sector**
- **Merchandising and retailing sector**
- **Pulp and paper sector**

For further detail regarding these sectors refer the 1 January 2010 version of the award.

Reference to timber and/or wood in this award without in any way limiting the ordinary meaning of the words, will also include any artificial, laminated or manufactured material now in existence or hereafter coming into existence from whatever materials made or constructed or manufactured, which is or can be used in the place of wood or timber and worked in a similar manner as wood or timber.

This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.

Exclusions

The award does not cover employers and employees covered by the following awards:

- Silviculture Award 2010

- Graphic Arts, Printing and Publishing Award 2010
- Road, Transport and Distribution Award 2010
- Road Transport (Long Distance Operations) Award 2010.

The award does not cover an employee excluded from award coverage by the Act.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.

Wages

This modern award includes transitional arrangements that apply to minimum wage entitlements from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award wages commence in full).

The following wage tables set out base rates of pay for classifications under the modern award.

It also sets out how the modern award classification matches up with pre-modern award classification. If there is no classification match the employee may be covered by another pre-modern award, or another modern award, such as a modern award that covers the employee's occupation rather than the industry.

The base rates of pay in this guide include any applicable industry allowance. The base rates of pay also include any increase from Fair Work Australia's annual wage review. For more information about transitional arrangements for minimum wage entitlements, please visit www.fairwork.gov.au

Casual employees

The rates for casual employees set in the table below are minimum rates for **ordinary hours** only.

Please visit www.fairwork.gov.au for information about penalty entitlements for casual employees.

*Post 26 March 2006 employer

Wage rates for casual employees of employers that became part of the national system after 26 March 2006 do not include annual leave loading because those employees did not have a pre-modern award entitlement to annual leave loading.

Adult

The rates in this guide are current from the first pay period on or after 01 January 2014.

Full & Part Time

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Wood and timber furniture stream		
Timber furniture production employee, Level 1	Production employee level 1, Employee engaged in teasing upholstery	\$16.37
Timber furniture production employee, Level 2	Production employee level 2, Bedding maker - other	\$16.85
Timber furniture production employee, Level 3	Production employee level 3, Operator of quilting machine	\$17.49
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$16.10
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$16.37
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$16.66
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$17.05
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$17.42
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$16.37
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$16.66
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$17.05
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$17.42
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$16.66
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$17.05
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$17.42

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Timber furniture production employee, Level 4	Production employee level 4, Trade assistant (not a tradesperson) who uses tools of the trade	\$18.09
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$16.59
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$16.86
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$17.15
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$17.54
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$17.91
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$16.86
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$17.15
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$17.54
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$17.91
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$17.15
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$17.54
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$17.91
Timber furniture production employee, Level 4a	Production employee level 4, Trade assistant (not a tradesperson) who uses tools of the trade	\$18.34
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$16.84
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$17.11

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$17.40
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$17.79
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$18.16
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$17.11
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$17.40
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$17.79
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$18.16
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$17.40
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$17.79
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$18.16
Timber furniture tradesperson, Level 5	Furniture tradesperson level 1, Mattress making tradesperson	\$19.07
Timber furniture tradesperson, Level 6	Furniture tradesperson level 2	\$19.66
Timber furniture tradesperson, Level 7 (special class)	Furniture tradesperson level 3	\$20.80

Casual

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Wood and timber furniture stream			
Timber furniture production employee, Level 1	Production employee level 1, Employee engaged in teasing upholstery	\$20.63 (26%)	\$20.30 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Timber furniture production employee, Level 2	Production employee level 2, Bedding maker - other	\$21.23 (26%)	\$20.89 (24%)
Timber furniture production employee, Level 3	Production employee level 3, Operator of quilting machine	\$22.04 (26%)	\$21.69 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$20.28 (26%)	\$19.96 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$20.62 (26%)	\$20.30 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$21.00 (26%)	\$20.66 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$21.48 (26%)	\$21.14 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$21.95 (26%)	\$21.60 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$20.62 (26%)	\$20.30 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$21.00 (26%)	\$20.66 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$21.48 (26%)	\$21.14 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$21.95 (26%)	\$21.60 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$21.00 (26%)	\$20.66 (24%)
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$21.48 (26%)	\$21.14 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Timber furniture production employee, Level 3	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$21.95 (26%)	\$21.60 (24%)
Timber furniture production employee, Level 4	Production employee level 4, Trade assistant (not a tradesperson) who uses tools of the trade	\$22.80 (26%)	\$22.44 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$20.90 (26%)	\$20.57 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$21.24 (26%)	\$20.90 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$21.61 (26%)	\$21.27 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$22.10 (26%)	\$21.75 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$22.56 (26%)	\$22.21 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$21.24 (26%)	\$20.90 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$21.61 (26%)	\$21.27 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$22.10 (26%)	\$21.75 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$22.56 (26%)	\$22.21 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$21.61 (26%)	\$21.27 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$22.10 (26%)	\$21.75 (24%)
Timber furniture production employee, Level 4	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$22.56 (26%)	\$22.21 (24%)
Timber furniture production employee, Level 4a	Production employee level 4, Trade assistant (not a tradesperson) who uses tools of the trade	\$23.11 (26%)	\$22.75 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$21.21 (26%)	\$20.88 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$21.56 (26%)	\$21.21 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$21.93 (26%)	\$21.58 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$22.41 (26%)	\$22.06 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$22.88 (26%)	\$22.52 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$21.56 (26%)	\$21.21 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$21.93 (26%)	\$21.58 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$22.41 (26%)	\$22.06 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$22.88 (26%)	\$22.52 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$21.93 (26%)	\$21.58 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$22.41 (26%)	\$22.06 (24%)
Timber furniture production employee, Level 4a	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$22.88 (26%)	\$22.52 (24%)
Timber furniture tradesperson, Level 5	Furniture tradesperson level 1, Mattress making tradesperson	\$24.02 (26%)	\$23.64 (24%)
Timber furniture tradesperson, Level 6	Furniture tradesperson level 2	\$24.78 (26%)	\$24.38 (24%)
Timber furniture tradesperson, Level 7 (special class)	Furniture tradesperson level 3	\$26.21 (26%)	\$25.79 (24%)

Junior

The rates in this guide are current from the first pay period on or after 01 January 2014.

Full & Part Time

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
General timber stream and wood and timber furniture stream		
Level 2, At 16 years of age	Furniture and bedding manufacture, Under 16 years of age	\$6.68
Level 2, At 16 years of age	Furniture and bedding manufacture, At 16 years	\$6.91
Level 2, At 16 years of age	Blind manufacture, Under 16 years of age	\$6.89
Level 2, At 16 years of age	Blind manufacture, At 17 years and under	\$7.18
Level 2, At 16 years of age	Display making, General hand, Under 16 years of age	\$6.63
Level 2, At 16 years of age	Display making, General hand, At 16 years and under 17 years of age	\$6.87

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 16 years of age	Display making, Assistant display maker, Under 16 years of age	\$6.63
Level 2, At 16 years of age	Display making, Assistant display maker, At 16 years and under 17 years of age	\$6.87
Level 2, At 16 years of age	Display making, Display maker, Under 16 years of age	\$6.57
Level 2, At 16 years of age	Display making, Display maker, At 16 years and under 17 years of age	\$6.80
Level 2, At 16 years of age	Furnishing trades, Under 16 years of age	\$6.59
Level 2, At 16 years of age	Furnishing trades, At 16 years and under 17 years of age	\$6.83
Level 2, At 16 years of age	Picture frame makers, Under 16 years of age	\$6.54
Level 2, At 16 years of age	Picture frame makers, At 16 years and under 17 years of age	\$6.73
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$7.23
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$7.50
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$7.80
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$8.18
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$8.55
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$7.50
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$7.80
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$8.18
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$8.55

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$7.80
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$8.18
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$8.55
Level 2, At 17 years of age	Furniture and bedding manufacture, At 17 years	\$9.22
Level 2, At 17 years of age	Blind manufacture, At 17 years and under	\$9.27
Level 2, At 17 years of age	Blind manufacture, At 18 years and under	\$9.56
Level 2, At 17 years of age	Display making, General hand, At 17 years and under 18 years of age	\$9.19
Level 2, At 17 years of age	Display making, Assistant display maker, At 17 years and under 18 years of age	\$9.19
Level 2, At 17 years of age	Display making, Display maker, At 17 years and under 18 years of age	\$9.11
Level 2, At 17 years of age	Furnishing trades, At 17 years and under 18 years of age	\$9.15
Level 2, At 17 years of age	Picture frame makers, At 17 years and under 18 years of age	\$9.07
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$9.27
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$9.59
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$9.88
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$10.27
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$10.64
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$9.59
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$9.88

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$10.27
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$10.64
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$9.88
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$10.27
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$10.64
Level 2, At 18 years of age	Furniture and bedding manufacture, At 18 years	\$11.62
Level 2, At 18 years of age	Blind manufacture, At 18 years and under	\$11.65
Level 2, At 18 years of age	Blind manufacture, At 19 years and under	\$12.09
Level 2, At 18 years of age	Display making, General hand, At 18 years and under 19 years of age	\$11.57
Level 2, At 18 years of age	Display making, Assistant display maker, At 18 years and under 19 years of age	\$11.57
Level 2, At 18 years of age	Display making, Display maker, At 18 years and under 19 years of age	\$11.48
Level 2, At 18 years of age	Furnishing trades, At 18 years and under 19 years of age	\$11.53
Level 2, At 18 years of age	Picture frame makers, At 18 years and under 19 years of age	\$11.41
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$11.40
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$11.67
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$11.97
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$12.35
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$12.72

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$11.67
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$11.97
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$12.35
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$12.72
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$11.97
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$12.35
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$12.72
Level 2, At 19 years of age	Furniture and bedding manufacture, At 19 years	\$14.16
Level 2, At 19 years of age	Blind manufacture, At 19 years and under	\$14.17
Level 2, At 19 years of age	Blind manufacture, At 20 years and under	\$14.47
Level 2, At 19 years of age	Display making, General hand, At 19 years and under 20 years of age	\$14.09
Level 2, At 19 years of age	Display making, Assistant display maker, At 19 years and under 20 years of age	\$14.09
Level 2, At 19 years of age	Display making, Display maker, At 19 years and under 20 years of age	\$13.97
Level 2, At 19 years of age	Furnishing trades, At 19 years and under 20 years of age	\$14.02
Level 2, At 19 years of age	Picture frame makers, At 19 years and under 20 years of age	\$13.94
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$13.48
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$13.75
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$14.05

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$14.32
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$14.80
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$13.75
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$14.05
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$14.32
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$14.80
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$14.05
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$14.32
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$14.80
Level 2, At 20 years of age	Furniture and bedding manufacture, At 20 years	\$16.65
Level 2, At 20 years of age	Blind manufacture, At 20 years and under	\$16.55
Level 2, At 20 years of age	Display making, General hand, At 20 years and under 21 years of age	\$16.55
Level 2, At 20 years of age	Display making, Assistant display maker, At 20 years and under 21 years of age	\$16.55
Level 2, At 20 years of age	Display making, Display maker, At 20 years and under 21 years of age	\$16.41
Level 2, At 20 years of age	Furnishing trades, At 20 years and under 21 years of age	\$16.49
Level 2, At 20 years of age	Picture frame makers, At 20 years and under 21 years of age	\$16.41
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$15.57

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$15.84
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$16.14
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$16.52
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$16.85
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$15.84
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$16.14
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$16.52
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$16.85
Level 2, At 20 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$16.14
Level 2, At 20 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$16.52
Level 2, At 20 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$16.85

Casual

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
General timber stream and wood and timber furniture stream			
Level 2, At 16 years of age	Furniture and bedding manufacture, Under 16 years of age	\$8.41 (26%)	\$8.28 (24%)
Level 2, At 16 years of age	Furniture and bedding manufacture, At 16 years	\$8.70 (26%)	\$8.56 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Level 2, At 16 years of age	Blind manufacture, Under 16 years of age	\$8.68 (26%)	\$8.54 (24%)
Level 2, At 16 years of age	Blind manufacture, At 17 years and under	\$9.05 (26%)	\$8.90 (24%)
Level 2, At 16 years of age	Display making, General hand, Under 16 years of age	\$8.36 (26%)	\$8.22 (24%)
Level 2, At 16 years of age	Display making, General hand, At 16 years and under 17 years of age	\$8.65 (26%)	\$8.52 (24%)
Level 2, At 16 years of age	Display making, Assistant display maker, Under 16 years of age	\$8.36 (26%)	\$8.22 (24%)
Level 2, At 16 years of age	Display making, Assistant display maker, At 16 years and under 17 years of age	\$8.65 (26%)	\$8.52 (24%)
Level 2, At 16 years of age	Display making, Display maker, Under 16 years of age	\$8.28 (26%)	\$8.15 (24%)
Level 2, At 16 years of age	Display making, Display maker, At 16 years and under 17 years of age	\$8.57 (26%)	\$8.43 (24%)
Level 2, At 16 years of age	Furnishing trades, Under 16 years of age	\$8.30 (26%)	\$8.17 (24%)
Level 2, At 16 years of age	Furnishing trades, At 16 years and under 17 years of age	\$8.60 (26%)	\$8.47 (24%)
Level 2, At 16 years of age	Picture frame makers, Under 16 years of age	\$8.25 (26%)	\$8.12 (24%)
Level 2, At 16 years of age	Picture frame makers, At 16 years and under 17 years of age	\$8.49 (26%)	\$8.35 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$9.11 (26%)	\$8.96 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 10	\$9.45 (26%)	\$9.30 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
	school leaver, School leaver plus 2 years		
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$9.82 (26%)	\$9.67 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$10.31 (26%)	\$10.14 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$10.77 (26%)	\$10.60 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$9.45 (26%)	\$9.30 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$9.82 (26%)	\$9.67 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$10.31 (26%)	\$10.14 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$10.77 (26%)	\$10.60 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$9.82 (26%)	\$9.67 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$10.31 (26%)	\$10.14 (24%)
Level 2, At 16 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$10.77 (26%)	\$10.60 (24%)
Level 2, At 17 years of age	Furniture and bedding manufacture, At 17 years	\$11.62 (26%)	\$11.43 (24%)
Level 2, At 17 years of age	Blind manufacture, At 17 years and under	\$11.67 (26%)	\$11.49 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Level 2, At 17 years of age	Blind manufacture, At 18 years and under	\$12.05 (26%)	\$11.86 (24%)
Level 2, At 17 years of age	Display making, General hand, At 17 years and under 18 years of age	\$11.58 (26%)	\$11.39 (24%)
Level 2, At 17 years of age	Display making, Assistant display maker, At 17 years and under 18 years of age	\$11.58 (26%)	\$11.39 (24%)
Level 2, At 17 years of age	Display making, Display maker, At 17 years and under 18 years of age	\$11.47 (26%)	\$11.29 (24%)
Level 2, At 17 years of age	Furnishing trades, At 17 years and under 18 years of age	\$11.53 (26%)	\$11.34 (24%)
Level 2, At 17 years of age	Picture frame makers, At 17 years and under 18 years of age	\$11.43 (26%)	\$11.25 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$11.68 (26%)	\$11.49 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$12.08 (26%)	\$11.89 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$12.45 (26%)	\$12.25 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$12.93 (26%)	\$12.73 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$13.40 (26%)	\$13.19 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$12.08 (26%)	\$11.89 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 11	\$12.45 (26%)	\$12.25 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
	school leaver, School leaver plus 2 years		
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$12.93 (26%)	\$12.73 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$13.40 (26%)	\$13.19 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$12.45 (26%)	\$12.25 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$12.93 (26%)	\$12.73 (24%)
Level 2, At 17 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$13.40 (26%)	\$13.19 (24%)
Level 2, At 18 years of age	Furniture and bedding manufacture, At 18 years	\$14.64 (26%)	\$14.41 (24%)
Level 2, At 18 years of age	Blind manufacture, At 18 years and under	\$14.67 (26%)	\$14.44 (24%)
Level 2, At 18 years of age	Blind manufacture, At 19 years and under	\$15.23 (26%)	\$14.99 (24%)
Level 2, At 18 years of age	Display making, General hand, At 18 years and under 19 years of age	\$14.58 (26%)	\$14.35 (24%)
Level 2, At 18 years of age	Display making, Assistant display maker, At 18 years and under 19 years of age	\$14.58 (26%)	\$14.35 (24%)
Level 2, At 18 years of age	Display making, Display maker, At 18 years and under 19 years of age	\$14.46 (26%)	\$14.23 (24%)
Level 2, At 18 years of age	Furnishing trades, At 18 years and under 19 years of age	\$14.53 (26%)	\$14.29 (24%)
Level 2, At 18 years of age	Picture frame makers, At 18 years	\$14.38 (26%)	\$14.15 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
	and under 19 years of age		
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$14.36 (26%)	\$14.13 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$14.70 (26%)	\$14.47 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$15.08 (26%)	\$14.84 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$15.56 (26%)	\$15.31 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$16.03 (26%)	\$15.77 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$14.70 (26%)	\$14.47 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$15.08 (26%)	\$14.84 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$15.56 (26%)	\$15.31 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$16.03 (26%)	\$15.77 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$15.08 (26%)	\$14.84 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$15.56 (26%)	\$15.31 (24%)
Level 2, At 18 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$16.03 (26%)	\$15.77 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Level 2, At 19 years of age	Furniture and bedding manufacture, At 19 years	\$17.85 (26%)	\$17.56 (24%)
Level 2, At 19 years of age	Blind manufacture, At 19 years and under	\$17.86 (26%)	\$17.57 (24%)
Level 2, At 19 years of age	Blind manufacture, At 20 years and under	\$18.23 (26%)	\$17.94 (24%)
Level 2, At 19 years of age	Display making, General hand, At 19 years and under 20 years of age	\$17.76 (26%)	\$17.48 (24%)
Level 2, At 19 years of age	Display making, Assistant display maker, At 19 years and under 20 years of age	\$17.76 (26%)	\$17.48 (24%)
Level 2, At 19 years of age	Display making, Display maker, At 19 years and under 20 years of age	\$17.61 (26%)	\$17.33 (24%)
Level 2, At 19 years of age	Furnishing trades, At 19 years and under 20 years of age	\$17.67 (26%)	\$17.39 (24%)
Level 2, At 19 years of age	Picture frame makers, At 19 years and under 20 years of age	\$17.57 (26%)	\$17.29 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$16.99 (26%)	\$16.72 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$17.33 (26%)	\$17.06 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$17.70 (26%)	\$17.42 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$18.04 (26%)	\$17.76 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$18.65 (26%)	\$18.36 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$17.33 (26%)	\$17.06 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$17.70 (26%)	\$17.42 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$18.04 (26%)	\$17.76 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$18.65 (26%)	\$18.36 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$17.70 (26%)	\$17.42 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 2 years	\$18.04 (26%)	\$17.76 (24%)
Level 2, At 19 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$18.65 (26%)	\$18.36 (24%)
Level 2, At 20 years of age	Furniture and bedding manufacture, At 20 years	\$20.98 (26%)	\$20.65 (24%)
Level 2, At 20 years of age	Blind manufacture, At 20 years and under	\$20.86 (26%)	\$20.53 (24%)
Level 2, At 20 years of age	Display making, General hand, At 20 years and under 21 years of age	\$20.85 (26%)	\$20.52 (24%)
Level 2, At 20 years of age	Display making, Assistant display maker, At 20 years and under 21 years of age	\$20.85 (26%)	\$20.52 (24%)
Level 2, At 20 years of age	Display making, Display maker, At 20 years and under 21 years of age	\$20.67 (26%)	\$20.35 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Level 2, At 20 years of age	Furnishing trades, At 20 years and under 21 years of age	\$20.78 (26%)	\$20.45 (24%)
Level 2, At 20 years of age	Picture frame makers, At 20 years and under 21 years of age	\$20.67 (26%)	\$20.35 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 1 year	\$19.61 (26%)	\$19.30 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 2 years	\$19.96 (26%)	\$19.64 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 3 years	\$20.33 (26%)	\$20.01 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 4 years	\$20.81 (26%)	\$20.48 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 10 school leaver, School leaver plus 5 years	\$21.23 (26%)	\$20.89 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 1 year	\$19.96 (26%)	\$19.64 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 2 years	\$20.33 (26%)	\$20.01 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 3 years	\$20.81 (26%)	\$20.48 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 11 school leaver, School leaver plus 4 years	\$21.23 (26%)	\$20.89 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 1 year	\$20.33 (26%)	\$20.01 (24%)
Level 2, At 20 years of age	Exit from traineeships, Year 12	\$20.81 (26%)	\$20.48 (24%)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
	school leaver, School leaver plus 2 years		
Level 2, At 20 years of age	Exit from traineeships, Year 12 school leaver, School leaver plus 3 years	\$21.23 (26%)	\$20.89 (24%)

Piecework Definition

A pieceworker will mean an employee who is not a weekly employee but who is engaged to work away from the employer's mill, yard or other place of business in or in connection with felling, snagging, hauling or other obtaining of logs, billets, chips or other timber at rates of remuneration depending only on the amount of work performed, irrespective of the hours or times concerned.

Remuneration

The remuneration payable to a pieceworker will be fixed by agreement at rates which would enable an employee of average capacity to earn, for an ordinary week's work, not less than 25% above the appropriate weekly base rate.

Apprentice

The rates in this guide are current from the first pay period on or after 01 January 2014.

Full Time

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Other than saw doctor apprentices, starting apprenticeship before 1/1/2014		
First year	Indentured apprentices - 21 and under, 1st year	\$9.43
First year	Trainee apprentices - 21 and under, 1st year	\$9.62
Second year	Indentured apprentices - 21 and under, 2nd year	\$11.28
Second year	Trainee apprentices - 21 and under, 2nd year	\$11.53
Other than saw doctor apprentices		
Third year	Indentured apprentices - 21 and under, 3rd year	\$14.10
Third year	Trainee apprentices - 21 and under, 3rd year	\$14.20
Fourth year	Indentured apprentices - 21 and under, 4th year	\$16.92

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Fourth year	Trainee apprentices - 21 and under, 4th year	\$16.98
Other than saw doctor apprentices, apprenticeship starting on or after 1/1/2014		
Work performed on or after 1/1/2014, Did not complete year 12, First year	Indentured apprentices - 21 and under, 1st year	\$9.43
Work performed on or after 1/1/2014, Did not complete year 12, First year	Trainee apprentices - 21 and under, 1st year	\$9.62
Work performed on or after 1/1/2014, Completed year 12, First year	Indentured apprentices - 21 and under, 1st year	\$10.39
Work performed on or after 1/1/2014, Completed year 12, First year	Trainee apprentices - 21 and under, 1st year	\$10.57
Work performed on or after 1/1/2014, Completed year 12, Second year	Indentured apprentices - 21 and under, 2nd year	\$12.24
Work performed on or after 1/1/2014, Completed year 12, Second year	Trainee apprentices - 21 and under, 2nd year	\$12.48
Other than saw doctor apprentices, apprenticeship starting on or after 1/1/2014		
Work performed on or after 1/1/2014, Did not complete year 12, Second year	Indentured apprentices - 21 and under, 2nd year	\$11.28
Work performed on or after 1/1/2014, Did not complete year 12, Second year	Trainee apprentices - 21 and under, 2nd year	\$11.53
Adult apprenticeship in the wood and timber furniture stream, starting on or after 1/1/2014		
Work performed on or after 1/1/2014, First year	Indentured adult apprentice, 1st year	\$15.92
Work performed on or after 1/1/2014, First year	Trainee adult apprentices , 1st year	\$15.92
Work performed on or after 1/1/2014, Second year	Indentured adult apprentice, 2nd year	\$16.84
Work performed on or after 1/1/2014, Second year	Trainee adult apprentices , 2nd year	\$16.84
Work performed on or after 1/1/2014, Third year	Indentured adult apprentice, 3rd year	\$17.81
Work performed on or after 1/1/2014, Third year	Trainee adult apprentices , 3rd year	\$17.81

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Work performed on or after 1/1/2014, Fourth year	Indentured adult apprentice, 4th year	\$18.78
Work performed on or after 1/1/2014, Fourth year	Trainee adult apprentices , 4th year	\$18.78

Where an apprentice is under the age of 21 years on the expiry of the apprenticeship, the apprentice will be paid at not less than the adult rate prescribed for the skill level on which the employee is employed.

Trainee

This modern award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 19 of the modern award.

For detail of supported wage provisions see the 1 January 2010 version of the instrument

Penalties and Loadings (other than casual or part-time loadings for ordinary hours)

Where an employee had an entitlement to a loading/penalty rate before 01 January 2010 that is exactly the same as the modern award loading/penalty entitlement the modern award loading/penalty applies in full from 01 January 2010.

Transitional arrangements

This modern award includes transitional arrangements that apply to loading/penalty entitlements where there is a difference in modern award and pre-modern award loading/penalty entitlements. Transitional arrangements apply from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award loadings/penalties apply in full).

Different arrangements apply depending on whether the entitlements are "equivalent" or not.

- A pre-modern award loading/penalty will be "equivalent" to a modern award entitlement where the loading/penalty applies:
 - for the same purpose (e.g. Saturday penalty);
 - for the same time periods; and
 - in the same way#.
- #A pre-modern award and modern award loading/penalty applies in the same way if the entitlements are both:
 - paid at the same frequency, such as per hour or per shift; and
 - paid as a percentage of the same amount (e.g. both penalties are paid as a percentage of the employee's classification rate, rather than as a percentage of a different amount or paid as a flat dollar amount).

Casual loadings and penalties also need to interact with each other in the same way in the pre-modern award and modern award to be equivalent (e.g. the loading and penalty rate are calculated on the base hourly rate in both instruments).

Equivalent entitlements

If the pre-modern award loading/penalty rate is “equivalent” to the modern award loading/penalty rate the penalty rate is calculated as follows:

1. The difference between the two loading/penalty rates is referred to as a “transitional percentage”. The transitional percentage stays the same every year.
2. A proportion of the transitional percentage is calculated each year as follows:

First full pay period on or after	Proportion of transitional percentage
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

3. Where the modern award loading/penalty is higher, the penalty rate is obtained by subtracting the proportion of the transitional percentage.

Example:

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is higher.

1/01/2010	1/07/2014	1/07/2010
Pre-modern award penalty	Modern award penalty	Penalty rate (phased)
25%	50%	30%
50%	75%	55%
50%	100%	60%
75%	100%	80%

4. Where the modern award loading/penalty is lower, the penalty rate is obtained by adding the proportion of the transitional percentage.

Example:

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is lower.

1/01/2010	1/07/2014	1/07/2010
Pre-modern award penalty	Modern award penalty	Penalty rate (phased)
50%	25%	45%
75%	50%	70%
100%	50%	90%
100%	75%	95%

Entitlements that are not equivalent

If pre-modern award and modern award penalty rates are not "equivalent", the following approach applies:

1. Loadings/penalty rates from a modern award are phased in from zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

First full pay period on or after	Percent of modern award loading/penalty
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

2. Pre-modern award loadings/penalty rates are phased out to zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

First full pay period on or after	Percent of pre-modern award loading/penalty
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

Please note that a pre-modern award penalty rate can be 'phased out' at the same time that a modern award penalty is 'phasing in' (i.e. where different entitlements apply in the same time period). This means that two different rates may apply for the same time period.

Example:

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are not equivalent.

1/01/2014 Modern award penalty	1/07/2010 Penalty rate (phased) (20.00%)
10.00%	2.00%
20.00%	4.00%
25.00%	5.00%
50.00%	10.00%
75.00%	15.00%
100.00%	20.00%
120.00%	24.00%
125.00%	25.00%
130.00%	26.00%
150.00%	30.00%

1/01/2010 Pre-modern award penalty	1/07/2010 Penalty rate (phased) (80.00%)
10.00%	8.00%
20.00%	16.00%
25.00%	20.00%
50.00%	40.00%
75.00%	60.00%
100.00%	80.00%
120.00%	96.00%
125.00%	100.00%
130.00%	104.00%
150.00%	120.00%

New entitlements

Where an employee did not have a particular loading/penalty entitlement before 01 January 2010, the modern award loading/penalty is phased in from zero as a new entitlement from the first pay period on or after 01 July 2010 by multiplying the penalty rate by the following percentage:

First full pay period on or after	Percent of modern award loading/penalty
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

Example:

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements in the modern award are new.

1/07/2014	1/07/2010
Modern award penalty	Penalty rate (phased)
25%	5%
50%	10%
75%	15%
100%	20%

For more information about transitional arrangements for loading/penalty entitlements please visit www.fairwork.gov.au and/or contact the **Fair Work Infoline** on **13 13 94** for advice and assistance.

Allowances

Allowances in modern awards apply in full from 01 January 2010 (although the rates may change from time to time).

All states covered by this instrument Full Time, Part Time, Casual

Clause	Allowance Type	Description	Effective Date	Rate
13.3(k)	Camping allowance	<p>Fire fighting- employees required by the employer to fight bushfires</p> <p>An employee required to camp will be paid a camping allowance for each working day on which the employee camps.</p>	1/07/2013	\$24.2400 per day. Maximum payment of \$169.73 per week.
13.3(p)(ii)	Stand-by allowance	<p>Fire fighting</p> <p>An employee on stand-by will be paid an allowance per hour. Provided that if the employee is called upon to perform fire fighting work on any day that the employee is on stand-by, the employee will be paid for all time worked at the appropriate prescribed rate in addition to any entitlement for stand-by performed on that day.</p> <p>1.0116% of the standard rate as from 1/7/2010</p>	1/07/2013	\$7.3290 per hour. (38.44%)
21.3	Charred timber	<p>Charred timber</p> <p>Employees handling or cutting charred timber will be paid a daily allowance when the disabilities associated with handling or cutting such timber are unusually dirty or objectionable.</p> <p>(0.7% per week x 38 = 26.6% per hour)</p>	1/07/2013	\$5.0715 daily (26.60%)

Clause	Allowance Type	Description	Effective Date	Rate
21.4	Leading hand allowance	A leading hand supervising two to six employees.	1/07/2013	\$0.6292 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.30%)
21.4	Leading hand allowance	In addition to the Minimum wages, a leading hand supervising more than six employees 5.1% of the standard rate in addition to their ordinary rate of pay.	1/07/2013	\$0.9724 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.10%)
21.5(a)	Vehicle allowance	An employee who, uses the employee's own motor vehicle on the employer's business will be paid a motor vehicle allowance.	1/07/2013	\$0.7600 per kilometre
21.5(b)	Vehicle allowance	Where the employee's own motor vehicle is used with the approval of the employer for travelling to and from a job away from the usual place of work the employee will be paid a motor vehicle allowance for the distance by which the trip exceeds the distance that the employee normally travels in going to and from the usual place of work.	1/07/2013	\$0.7600 per kilometre

Clause	Allowance Type	Description	Effective Date	Rate
21.6(a)	Meal allowance	<p>An employee required to work overtime for two hours or more without being notified the day before will either be supplied with a meal by the employer or paid an allowance for the first meal and for each subsequent meal after each further four hours' overtime but such payment need not be made to employees living in the same locality as their place of employment who can reasonably return home for meals.</p> <p>Unless the employer advises an employee on the previous day that the amount of overtime to be worked will necessitate a second or subsequent meal the employer will provide such second and/or subsequent meals or make payment instead as above prescribed.</p> <p>If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised the employee will be paid as above prescribed for the meal or meals provided.</p>	1/07/2013	\$12.9800 per meal
21.7	Camping allowance	An employee who is required by the employer to camp will be paid a camping allowance for each working day on which the employee camps.	1/07/2013	\$24.2400 per day. Maximum payment of \$169.73 per week.
21.9(a)(i)	Tool allowance	<p>The following class of employees supplying their own tools (except dogs and cramps of all descriptions, augers of all sizes, bits not normally used in brace, and all hammers except claw hammers, all of which will be supplied by the employer), will receive a tool allowance:</p> <p>- Millwright.</p> <p>(\$4.72 / 38 = 0.124210)</p>	1/07/2010	<p>\$0.1242 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).</p>

Clause	Allowance Type	Description	Effective Date	Rate
21.9(a)(ii)	Tool allowance	<p>The following class of employees supplying their own tools (except dogs and cramps of all descriptions, augers of all sizes, bits not normally used in brace, and all hammers except claw hammers, all of which will be supplied by the employer), will receive a tool allowance:</p> <p>- Utility person.</p> <p>(\$3.65 / 38 = 0.96052)</p>	1/07/2010	<p>\$0.0961 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).</p>
21.9(b)(i)	Tool allowance	<p>Furnishing employees</p> <p>Where an employee provides tools of trade necessary for the performance of their duties as required by the employer, such tools will be insured by the employer against loss by theft or fire.</p>	1/07/2010	\$712.6300 per occasion
21.9(b)(ii)	Tool allowance	<p>Furnishing employees</p> <p>Tradespersons will be paid an allowance for supplying and maintaining tools ordinarily required for the performance of their work as a tradesperson.</p> <p>(\$14.38 / 38 = 0.378421)</p>	1/07/2010	<p>\$0.3784 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).</p>
21.10	Cleaning allowance	<p>Cleaning of boilers and associated equipment</p> <p>An employee engaged in cleaning and/or scraping work inside an incinerator or kiln, the gas or water space of any boiler, flue</p>	1/07/2013	\$1.4490 per hour (7.60%)

Clause	Allowance Type	Description	Effective Date	Rate
		<p>or economizer, cleaning inside enclosed hot wells and/or associated hot water storage tanks, evaporators, de-aerators or precipitators, and/or in removing and cleaning caps on headers of a water-tube boiler will be paid an allowance whilst so employed.</p> <p>(0.2% per week x 38 = 7.6% per hour)</p>		
21.11	Repair work	<p>Repairs inside boilers and associated equipment</p> <p>An employee engaged on alterations and/or repairs inside an incinerator or lime-kiln, the gas or water space of any boiler, flue, precipitator or economizer will be paid an extra hourly allowance whilst so employed.</p> <p>(0.15% per week x 38 = 5.7% per hour)</p>	1/07/2013	\$1.0868 per hour (5.70%)
21.12(a)	Driver - additional payments	<p>Additional amounts—engine drivers/firemen</p> <p>An engine driver or fireman engaged specified below will be paid:</p> <ul style="list-style-type: none"> - In charge of a plant - provided that except as to dragline excavators and tractors these additional rates will not be cumulative to the extent of increasing the minimum rate of an employee above the classification Level 5. 	1/07/2013	<p>\$0.8008 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.20%)</p>
21.12(c)	Driver - additional payments	<p>Additional amounts—engine drivers/firemen</p> <p>if a cleaner, greaser or oiler sometimes under supervision of an engine driver, stops or starts an engine.</p>	1/07/2013	<p>\$0.8008 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It</p>

Clause	Allowance Type	Description	Effective Date	Rate
				should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.20%)
21.12(d)	Driver - additional payments	<p>Additional amounts—engine drivers/firemen</p> <p>An engine driver or fireman engaged as specified below:</p> <p>-Where two or more fork lifts or cranes are engaged on any one lift, will be paid an allowance for each day so occupied.</p> <p>(0.4% per week x 38 = 15.2% per hour)</p>	1/07/2013	\$2.8980 each day (15.20%)
21.13	First aid allowance	Where an employee holds a certificate as a first aid attendant, an allowance will be paid each week in which three days or more have been worked. This amount will be payable in addition to any amounts paid for annual leave, personal leave and public holidays provided that this allowance will not be subject to any premium or penalty additions.	1/07/2013	<p>\$0.3813 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.00%)</p>
21.14	Dirty work allowance	<p>An employee performing work is of an unusually dirty or offensive nature will, whilst so engaged, be paid an allowance. Provided that only one payment will be made in respect of the work during any one day or shift.</p> <p>(0.33% per week x 38 = 12.54% per hour)</p>	4/09/2013	\$2.3909 per day (12.54%)

Clause	Allowance Type	Description	Effective Date	Rate
21.14	Dirty work allowance	An employee performing work is of an unusually dirty or offensive nature will, whilst so engaged, be paid an allowance. Provided that only one payment will be made in respect of the work during any one day or shift. (0.25% per week x 38 = 9.5% per hour)	1/07/2013 - 3/09/2013	\$1.8113 per day (9.50%)
21.15(a)	Wet work allowance	An employee working in any place where clothing or boots become saturated, whether by water, oil or otherwise, will receive an allowance whilst so engaged. Provided that this will not be payable to an employee who is provided with suitable and effective protective clothing and/or footwear by the employer. Provided further that an employee who becomes entitled to this extra rate will be paid such extra rate for the part of the day or shift as they are required to work in wet clothing or boots. (0.06% per week x 38 = 2.28% per hour)	1/07/2013	\$0.4347 per hour engaged (2.28%)
21.16(a)	Hot work allowance	An employee working for more than one hour: - in the shade in a place where the temperature is between 46° C and 54°C will be paid an extra hourly allowance whilst so employed. (0.06% per week x 38 = 2.28% per hour)	1/07/2013	\$0.4347 per hour as engaged (2.28%)
21.16(b)	Hot work allowance	An employee working for more than one hour: in a place where the temperature exceeds 54°C, will be paid an extra hourly allowance whilst so employed.	1/07/2013	\$0.7245 per hour (3.80%)

Clause	Allowance Type	Description	Effective Date	Rate
		<p>Where such work continues for more than one hour in a place where the temperature exceeds 54°C the employee will also be entitled to 15 minutes rest after every one hour's work without deduction of pay.</p> <p>(0.1% per week x 38 = 3.8% per hour)</p>		
21.17(a)	Cold work disability allowance	<p>An employee who works for more than one hour in a place where the temperature is below 0°C will be paid an extra hourly allowance whilst so employed.</p> <p>Where such work continues for more than two hours, the employee will also be entitled to a rest period of 20 minutes, after every two hours of work, without deduction of pay.</p> <p>(0.06% per week x 38 = 2.28% per hour)</p>	1/07/2013	\$0.4347 per hour (2.28%)
21.18	Confined spaces allowance	<p>An employee working in a confined space (e.g. a compartment space) or where the dimensions necessitate the employee to work in a stooped or cramped position or work without proper ventilation will be paid an allowance per hour or part thereof.</p> <p>(0.08% per week x 38 = 3.04% per hour)</p>	1/07/2013	\$0.5796 per hour (3.04%)
21.19	Forest work	<p>All purpose allowance expressed as per week.</p> <p>All employees (other than pieceworkers) working in forests will be paid an allowance which will be treated as part of the ordinary wage for the purposes of this award. This allowance compensates for all disabilities encountered in this type of work (including difficult terrain and dense undergrowth) whilst so engaged.</p>	1/07/2013	<p>\$0.6101 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38</p>

Clause	Allowance Type	Description	Effective Date	Rate
				hours per week). (3.20%)
21.20	Height allowance	<p>An employee who is required to work:</p> <ul style="list-style-type: none"> - at a height of or over nine metres directly above the nearest horizontal plane - on a suspended scaffold or boatswain's chair at any height <p>will be paid an extra flat daily rate for each day or shift or part thereof, whilst so employed. Only one such payment will be paid to an employee in respect of work during any one day or shift.</p> <p>(0.2% per week x 38 = 7.6% per hour) This amount is paid per day or shift, as the case may be.</p>	1/07/2013	\$1.4490 per day/shift (7.60%)
21.25	Driver - additional payments	<p>Driving a Low Loader When driving a low loader for each additional complete tonne over 43 tonnes GCM an extra 0.17% of the Standard Rate will be payable (as part of the weekly rate for all purposes)</p> <p>(0.17% x 38 = 6.46%)</p>	1/07/2013	\$1.2317 per tonne over 43 tonne (6.46%)

Pieceworker reimbursement

All pieceworkers will be reimbursed for all costs at a minimum rate of 9.6% of the standard rate.

Other Conditions

The following conditions in the modern award apply in full from 1 January 2010. Please note that the below table is a summary of commonly applicable entitlements in the modern award, there may be other entitlements in the modern award that are relevant to particular employers or employees. Please refer to the modern award for full details.

Note: The National Employment Standards (**NES**) operate together with modern awards to provide minimum conditions of employment for employers and employees in the national system. The NES sets out ten minimum statutory entitlements that apply to all employees, including leave and termination of employment entitlements.

For more information about the NES, please visit www.fairwork.gov.au

All states covered by this instrument

Clause	Conditions Type	Description
8	Award flexibility (Instrument)	<p>An employer and an individual employee may agree to vary the following terms of this award to meet the genuine needs of the employer and the individual employee with respect to:</p> <ul style="list-style-type: none"> - arrangements for when work is performed - overtime rates - penalty rates - allowances - leave loading. <p>Other conditions concerning award flexibility are contained within the Fair Work Act 2009.</p>
9	Consultation (Instrument)	<p>The award contains information on the employer's responsibility to consult regarding major workplace change including the:</p> <ul style="list-style-type: none"> - duty to notify, and - duty to discuss change.
10	Dispute resolution (Instrument)	The award sets out a dispute resolution procedure for dealing with disputes in relation to a matter under the award or the National Employment Standards (NES).
11	Training conditions	Dispute resolution procedure training leave

Clause	Conditions Type	Description
	(Instrument)	<p>An eligible employee representative who will be involved in dispute resolution will be allowed to be trained to assist the employee to settle disputes. The employee must arrange for suitable training and apply in writing with a minimum of six weeks notice (or less amount by agreement) for up to five days leave with pay each calendar year, non-cumulative.</p> <p>The notice to the employer must include details of the type, content and duration of the course to be attended. The employer must have a reasonable opportunity to:</p> <ul style="list-style-type: none"> - consult with the eligible employee representative and/or the training provider regarding dispute resolution training - participate in the development of the dispute resolution training course. <p>Leave of absence granted will count as service for all purposes.</p> <p>The time of taking leave will be arranged so as to minimise any adverse effect on the employer's operations.</p> <p>For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure.</p>
12.2	Casual conditions (Instrument)	<p>A casual employee will be paid per hour 1/38th of the award rate applicable for the work performed plus a loading of 25% of the applicable rate of pay.</p> <p>A casual employee who works in excess of the ordinary hours fixed for weekly employees on any day will be paid at the appropriate overtime rate, based on their ordinary rate of pay (including the loading provided for casuals).</p> <p>A casual employee engaged for a part of any day will be entitled to a minimum of four hours' pay per day whether the casual employee is required to work for four hours or not.</p>

Clause	Conditions Type	Description
12.3	Casual conditions (Instrument)	<p>Casual conversion to full-time or part-time employment—Wood and Timber Furniture Stream</p> <p>A casual employee, other than an irregular casual employee, employed in the Wood and Timber Furniture Stream of this Award and who has been engaged by a particular employer for a sequence of periods of employment of six months, has the right to elect to have their contract of employment converted to full-time or part-time employment if the employment is to continue beyond the conversion process. Every employer of such an employee must give the employee notice in writing of these provisions within four weeks of the employee having attained such period of six months. The employee retains their right of election if the employer fails to comply.</p> <p>Any such casual employee who does not, within four weeks of receiving written notice, elect to convert their contract of employment to full-time or part-time employment is deemed to have elected against any such conversion.</p> <p>Any casual employee who has a right to elect, on receiving notice, or after the expiry of the time for giving such notice, may give four weeks notice in writing to the employer that they seek to elect to convert their contract of employment to full-time or part-time employment, and within four weeks of receiving such notice the employer must consent to or refuse the election but must not unreasonably so refuse.</p> <p>Once a casual employee has elected to become and been converted to a full-time or part-time employee, the employee may only revert to casual employment by written agreement with the employer.</p> <p>If a casual employee has elected to become and been converted to full-time or part-time employment, the employer and employee must discuss and agree on:</p> <ul style="list-style-type: none"> - which form of employment the employee will convert to, being full-time or part-time, and If it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked, as set out in part time conditions - An employee who has worked on a full-time basis throughout the period of casual employment has the right to elect to convert their contract of employment to full-time employment and an employee who has worked on a part-time basis during the period of casual employment has the right to elect to convert their contract of employment to part-time employment, on the basis of the same number of hours and times of work as previously worked, unless other arrangements are agreed between the employer and employee. - Following such agreement being reached, the employee converts to full-time or part-time employment. <p>Where an employer refuses an election to convert, the reasons for doing so must be fully stated to and discussed with the employee concerned and a genuine attempt made to reach agreement.</p> <p>By agreement between the employer and the majority of the employees in a section or sections of the workplace, or with the casual employee concerned, the employer may apply the qualifying period as 12</p>

Clause	Conditions Type	Description
		<p>months instead of 6, but only in respect of a currently engaged individual employee or group of employees. Any such agreement reached must be kept by the employer as a time and wages record. Any such agreement reached with an individual employee may only be reached within the two months prior to the period of six months.</p> <p>An irregular casual employee is one who has been engaged to perform work on an occasional or non-systematic or irregular basis. An employee must not be engaged and re-engaged to avoid any obligation under this award.</p>
12.4	Part-time conditions (Instrument)	<p>An employee may be engaged to work on a part-time basis involving a regular pattern of hours which will average less than 38 hours per week.</p> <p>Before commencing part-time employment, the employee and employer must agree upon the hours to be worked by the employee, the days upon which they will be worked and the starting and finishing times for the work.</p> <p>The terms of the part-time work agreement, or any agreed variation to it, will be in writing and retained by the employer. A copy of the agreement and any variation to it will be provided to the employee.</p> <p>An employer is required to roster a regular part-time employee for a minimum of three consecutive hours on any shift.</p> <p>A part-time employee will be paid for each hour worked 1/38th of the weekly award wage prescribed by this award for the grade of work performed.</p> <p>A part-time employee who works in excess of the daily hours fixed by agreement between the employer and the employee will be paid overtime.</p> <p>All of the provisions of this award will apply to a part-time employee.</p>
12.5	Piecework (Instrument)	<p>Piecework - General Timber Stream</p> <p>The conditions of work for Pieceworkers, including:</p> <ul style="list-style-type: none"> - chainsaw and other additional costs

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> - clauses that apply to pieceworkers - shifting haulers - sleepers - loading and turning - measurement of logs - subsistence allowance - royalty payment - payslips - base rate of pay - pieceworker reimbursement <p>are outlined in the award.</p>
12.6	Payment by results (Instrument)	<p>Wood and Timber Furniture Stream</p> <p>An employer may remunerate an employee, engaged under the classifications in the Wood and Timber Furniture Stream, under any system of payment by results based on rates which would enable a worker of average capacity working under conditions to earn at least 12.5% in excess of the appropriate weekly rate prescribed by this award for an adult employee.</p> <p>An employee remunerated in this manner shall, if ready, willing and available to work during the ordinary hours of the week, receive at least the weekly rate prescribed by this award for the class of work being performed.</p> <p>All employees working under a system of payment by results and doing the same operation in a factory or workshop whether they are adults, apprentices or juniors shall be paid the same by results rate.</p> <p>The base rate of pay in relation to entitlements under the National Employment Standards for an employee on a piecework rate is the minimum wage for the employee's classification level.</p> <p>The full rate of pay in relation to entitlements under the National Employment Standards for an employee on a piecework rate is the minimum wage for the employee's classification level plus a loading of 12.5%.</p>
12.7	Apprentice conditions	Apprentices

Clause	Conditions Type	Description
	(Instrument)	<p>Supervision and training</p> <p>Each apprentice will have appropriate enterprise level arrangements to meet the apprentices' training requirements and adequate access to and supervision from tradespersons.</p> <p>Apprenticeship committees</p> <p>Apprenticeship arrangements not covered by this award will be as per the requirements of the appropriate State/Territory authority or commission. This includes form and registration of indenture. Apprenticeship arrangements may also be determined by agreement by the industry training advisory body at a national level or between the Industrial parties by establishing a committee at a state level in conjunction with the appropriate state authority or commission.</p> <p>Period of apprenticeship</p> <p>The term of apprenticeship is determined by the rate by which an apprentice gains the required competence. Four years is a general guide but an apprenticeship will end once an apprentice displays the competency required.</p>
13	Fire fighting (Instrument)	<p>Employees who are required to fight bushfires will be employed in accordance with the Conditions of fire fighting.</p> <p>Where relevant State/Territory legislation determines conditions for employees under the control of a State/Territory forest authority, conditions will be in accordance with that legislation.</p>
13.3	Fire fighting (Instrument)	<p>Conditions of fire fighting</p> <p>Retention of classification</p> <p>An employee will retain the classification upon which they were employed immediately prior to the outbreak of a bushfire, provided that the employer may during any period of bushfire fighting operations specifically assign an employee to another classification for which a higher wage rate is prescribed.</p> <p>Normal hours of work</p>

Clause	Conditions Type	Description
		<p>The weekly total of hours at ordinary time will not exceed an average of 38 per week.</p> <p>Work periods</p> <p>The minimum work period will be eight consecutive hours and will be deemed to have been worked on the day on which the greater part of the work period has occurred. A work period can only be terminated by a rest period of a minimum of eight hours.</p> <p>Rest period</p> <p>Except during the prescribed emergency period, an employee will receive a minimum rest period of eight consecutive hours off duty between two successive work periods. If an employee is required to remain on duty in excess of 16 hours, the employee will at the conclusion of the work period be entitled to be paid eight hours at ordinary rates as a paid rest period. After a rest period of a minimum of eight hours a new work period will be deemed to commence. If a rest period exceeds 16 hours the new work period is deemed to commence at the expiration of the first 16 hours of such rest period.</p> <p>Payment for time spent travelling</p> <p>All time spent to and from a bushfire will be deemed to be time worked.</p> <p>Meal intervals</p> <p>All meal intervals not exceeding 45 minutes' duration will be counted as time worked.</p> <p>Meals</p> <p>The employee will be reimbursed the cost of three meals per day. Where an employee is required to work at night the employee will be reimbursed the cost of suitable provisions at reasonable intervals. This allowance will not apply where the employer provides the usual three meals per day and provides suitable provisions at reasonable intervals.</p> <p>Camping facilities allowance</p>

Clause	Conditions Type	Description
		<p>When camped, the employer will reimburse any reasonable amount spent for adequate sleeping and messing facilities.</p> <p>This allowance does not apply where the employer provides adequate sleeping and messing facilities.</p> <p>Footwear and clothing</p> <p>An employee engaged in fire fighting will be reimbursed for safety footwear and clothing.</p> <p>Hourly employees</p> <p>Hourly employees will be paid at 1/38th of the prescribed weekly rate per hour.</p> <p>Resumption of normal duties</p> <p>Each employee will be entitled upon the cessation of such work and prior to the resumption of normal duties to a clear break of eight hours without loss of pay for recognised working time occurring during such break; provided that this provision will not apply to any bush fire fighting operations commenced and completed between the hours of 7.00 am and 3.00 pm.</p> <p>Stand-by</p> <p>Stand-by, except for the times when daylight savings is in force, means all times between 10.00 am and 6.00 pm on a Saturday, Sunday or public holiday during which period an employee will be available either at home or at a mutually agreed place, in readiness for an immediate call to work. Whenever an employee is advised of the requirement for stand-by, payment for stand-by will be made unless the employee is notified by 3.00 pm on the last normal working day on which the employee worked that the employee is not required to be on stand-by. Provided that where an employee is advised of the requirement for stand-by on a weekend, a minimum payment of one day stand-by will be made.</p> <p>When daylight savings is in force, an employee may be placed on stand-by, on any normal weekday, Monday to Friday inclusive, at the end of the normal working day.</p> <p>Notificaton of the requirement for stand-by will be made before the end of the work day and/or departure from the workplace. Payment will be made from the normal time of cessation of work at the 'Stand-by' rates.</p>

Clause	Conditions Type	Description
14.2	Termination of employment - notice of termination by an employee (Instrument)	The notice of termination required to be given by an employee is the same as an employer except there is no requirement to give additional notice based on age. If an employee fails to give the required notice the employer may withhold from any monies due on termination, the difference between the amount of notice required and the amount of notice actually given.
14.3	Termination of employment - job search entitlement (Instrument)	Where an employer has given notice of termination to an employee, an employee must be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off is to be taken at times that are convenient to the employee after consultation with the employer.
14.4	Transport of employees (Instrument)	<p>Transport of employees on termination of employment</p> <p>Where means of transport to the bush or bush sawmills is provided, on the termination of service of an employee, the employee, the employee's family and goods and chattels will be transported within 48 hours of receipt by the employer of notice that such transport is required, and the employee will be reimbursed the cost of such transport if not provided by the employer. An employee will not be entitled to free transport on a route along which the public is regularly transported for payment, on the other hand the employee will not be charged a rate on such route in excess of that regularly charged to the public.</p>
15.2	Redundancy - transfer to lower paid duties (Instrument)	Where an employee is transferred to lower paid duties by reason of redundancy, the same period of notice must be given as the employee would have been entitled to if the employment had been terminated. Alternatively, the employer may choose to pay the employee the difference between the former ordinary time rate of pay and the new ordinary time rate of pay for the number of weeks of notice still owing.
15.3	Redundancy - employee leaving during notice period (Instrument)	An employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The employee is entitled to receive the benefits and payments they would have received had they remained in employment until the expiry of the notice, but is not entitled to payment instead of notice.
15.4	Redundancy - job search entitlement (Instrument)	<p>An employee given notice of termination in circumstances of redundancy must be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.</p> <p>If the employee has been allowed paid leave for more than one day, the employee must, by request, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose a statutory declaration is sufficient.</p>

Clause	Conditions Type	Description
15.5	Redundancy - transitional provisions (Instrument)	<p>An employee whose employment is terminated by an employer is entitled to redundancy pay in accordance with terms of a NAPSA:</p> <ul style="list-style-type: none"> - that would have applied to the employee immediately prior to 1 January 2010, if the employee had at that time been in their current circumstances of employment and no agreement-based transitional instrument or enterprise agreement had applied to the employee; and - that would have entitled the employee to redundancy pay in excess of the employee's entitlement to redundancy pay, if any, under the NES. <p>The employee's entitlement to redundancy pay under the NAPSA is limited to the amount of redundancy pay which exceeds the employee's entitlement to redundancy pay, if any, under the NES.</p> <p>This clause does not operate to diminish an employee's entitlement to redundancy pay under any other instrument.</p> <p>This clause ceases to operate on 31 December 2014.</p>
15.6	Redundancy (Instrument)	<p>Small employer</p> <p>The information on redundancy provisions for small employers including:</p> <ul style="list-style-type: none"> - the application of the Act and related awards - the redundancy payment based on the period of service <p>are outlined in the award.</p> <p>Such provisions do not apply to weekly piecework employees.</p>
17.8	Apprentice conditions (Instrument)	<p>Adjustment of rates for apprentices and juniors</p> <p>Rates will be calculated in multiples of \$0.05, amounts of \$0.02 cents or less being taken to the lower multiple and amounts in excess of \$0.02 being taken to the higher multiple.</p>
17.9	Actual rate of pay (Instrument)	<p>Means the total amount an employee would normally receive for performing 38 hours of ordinary work. Such rate will exclude overtime, penalty rates, allowances, shift allowances, special rates, fares and travelling time allowance, and any other ancillary payments of a like nature. This definition will not include</p>

Clause	Conditions Type	Description
		production bonuses and other methods of payment by results which by their basis of calculation already produce the results intended by this clause.
17.10	Piecework (Instrument)	<p>Piecework and incentive work</p> <p>The total minimum award rate will not apply to employees remunerated under any system or method of payment by results.</p> <p>The weekly rates will be the base rate in which the employee is engaged.</p>
18	Training conditions (Instrument)	<p>Training and skill development</p> <p>Where it is agreed that additional training should be undertaken by an employee, that training may be either on or off the job. If it is during ordinary hours, the employee will not suffer any loss of pay. The employer must not unreasonably withhold paid training leave. This will not prevent the employer and employee(s) agreeing to paid leave for other relevant training. Any entitlement to payment for training undertaken in accordance with this clause is subject to prior approval by the employer before the training commences.</p> <p>Any costs associated with standard fees for prescribed courses and prescribed textbooks (excluding those textbooks which are available in the employer's technical library) incurred in connection with the undertaking of training will be reimbursed by the employer upon production of evidence of such expenditure. Provided that reimbursement may be on an annual basis subject to the presentation of reports of satisfactory progress.</p> <p>Travel costs incurred by an employee undertaking training which exceed those normally incurred in travelling to and from work will be reimbursed by the employer.</p>
21.1	Expenses (Instrument)	<p>Adjustment of expense related allowances</p> <p>At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.</p>

Clause	Conditions Type	Description
		The details of the applicable index figure are outlined in the award.
21.8	Away from home/usual place of employment (Instrument)	<p>Work away from usual place of employment</p> <p>An employee who on any day or from day to day is required to work at a job away from the employee's usual place of work will attend for work at such place at the usual starting time and will be reimbursed for any fares reasonably incurred in excess of those normally incurred in travelling between the employee's home and usual place of work.</p>
21.21	Damage to clothing, tools and other items (Instrument)	<p>Compensation must be made for damage sustained where in the course of the work clothing, tools, spectacles, hearing aids and dentures are damaged or destroyed by fire or corrosive substance. Provided that the employer's liability will be limited to tools of trade as are ordinarily required for the employee's duties. Provided further that this will not apply to an employee who is entitled to compensation under any workers compensation or any other Act for these items.</p>
21.22	Protective clothing, footwear and covering allowance (Instrument)	<p>Allowance for the supply of clothing</p> <ul style="list-style-type: none"> - Where an employee is required to wear protective clothing and equipment covered by this award; the employee must be reimbursed for the cost of purchasing such clothing and equipment. - The provisions of this clause do not apply where the employer pays for the clothing and equipment. - Before any clothing is provided, the employee may be required to sign a document undertaking that on termination of employment, the clothing and/or equipment will be returned to the employer. - The employer may observe a probationary period of three months' employment before the issue of protective clothing. The issue of this clothing and/or equipment will be considered to be the initial issue and further issues to be on the anniversary of appointment or on a wear and tear basis. - The wearing of protective clothing and/or equipment will be a condition of employment, except in special cases where individual physical disabilities preclude wearing a standard issue. <p>Allowance for the supply of safety footwear</p>

Clause	Conditions Type	Description
		<p>- The employer will reimburse employees the cost of one pair of safety boots/shoes to each employee and thereafter on a replacement basis, the cost of such footwear. These provisions do not apply where the above protective footwear is provided by the employer.</p> <p>- These terms will not apply in circumstances whereby the relevant legislation or applicable safety standard the nature of work performed by the employee does not warrant the wearing of safety footwear.</p> <p>Case hardened glasses</p> <p>An employee who requires prescription lenses to be case hardened, will be reimbursed.</p> <p>Protective gloves</p> <p>Where an employee is performing manual tasks, such as the handling of timber, metal, cable or other materials, the employer will reimburse the cost of protective gloves. These provisions do not apply where the gloves are provided by the employer.</p> <p>Special transport of injured</p> <p>If an employee is injured and requires medical attention that cannot be provided on the employer's premises, the employer will reimburse the cost of transporting such employee to the nearest hospital or doctor at which or by whom the employee is to be treated, if such transport is not provided by the employer.</p>
23.2(d)	Travelling time (Instrument)	<p>Travelling time and conditions—bushworkers other than pieceworkers</p> <p>Each employee in the bush will have a fixed starting place which will be the existing starting place.</p> <p>New starting places in the bush will be fixed by agreement between the employer and the employees, as per 'Dispute Resolution'.</p> <p>When an employee has a fixed starting point in the bush the employee will be paid at ordinary rates for all time occupied in travelling between the starting place and the workplace and for all the time in excess of half an hour back from the work to the starting point.</p>

Clause	Conditions Type	Description
21.24	Expenses (Instrument)	<p>Travelling expenses The following apply to weekly employees:</p> <p>Change of residence An employee:</p> <ul style="list-style-type: none"> - engaged in one locality to work in another - sent, other than at the employee's own request, from the usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence <p>will be reimbursed, whilst travelling between such localities, for expenses for a period not exceeding three months, or in cases where the employee is in the process of buying a place of residence in the new locality for a period not exceeding six months. Provided that such reimbursement of expenses will cease after the employee has taken up permanent residence at the new location.</p> <p>Expenses while on distant work</p> <p>An employee sent from the usual locality to another and required to remain away from the employee's usual residence will whilst travelling between such localities be reimbursed expenses whilst absent from the usual locality.</p> <p>Definition of expenses</p> <p>Expenses for the purpose of this clause means:</p> <ul style="list-style-type: none"> - all fares reasonably incurred - reasonable expenses incurred whilst travelling will include the meal allowance - an allowance to cover the cost incurred for reasonable board and lodging.
22	District allowance (Instrument)	An employee in the Northern Territory or Western Australia is entitled to payment of a district allowance in accordance with the terms of an award or NAPSA under the Workplace Relations Act 1996 that would have applied to the employee immediately prior to 1 January 2010, if the employee had at that time been in

Clause	Conditions Type	Description
		<p>their current circumstances of employment and no agreement - based transitional instrument or enterprise agreement had applied to the employee, and that would have entitled the employee to payment of a district allowance.</p> <p>This clause ceases to operate on 31 December 2014.</p>
23	Accident pay (Instrument)	<p>An employee is entitled to accident pay in accordance with the terms of:</p> <ul style="list-style-type: none"> - a NAPSA that would have applied to the employee immediately prior to 1 January 2010 or an award made under the Workplace Relations Act 1996 (Cth) that would have applied to the employee immediately prior to 27 March 2006, if the employee had at that time been in their current circumstances of employment and no agreement-based transitional instrument or enterprise agreement had applied to the employee, and - that would have entitled the employee to accident pay in excess of the employee's entitlement to accident pay, if any, under any other instrument. <p>The employee's entitlement to accident pay under the NAPSA or award is limited to the amount of accident pay which exceeds the employee's entitlement to accident pay, if any, under any other instrument.</p> <p>This clause does not reduce an employee's entitlement to accident pay under any other instrument and ceases to operate on 31 December 2014.</p>
24	Higher duties (Instrument)	<p>An employee engaged for more than two hours during one day or shift on duties carrying a higher rate than the ordinary classification of that employee, will be paid the higher rate for such day or shift. If engaged for two hours or less during one day or shift the employee will be paid the higher rate for the time so worked.</p> <p>The work carrying a higher rate need not be performed during a continuous period but will be based on the aggregate of the time worked during a particular day or shift.</p> <p>Where an employee is transferred, without having received at least seven days' written notice, to a grade of work carrying a lower minimum rate of wage, the employee will be paid during such seven days or any less time so employed, the rate of wage the employee was receiving for the work usually performed.</p>

Clause	Conditions Type	Description
25.1	Payment of wages (Instrument)	<p>Period of payment</p> <p>Wages must be paid weekly or fortnightly, either:</p> <ul style="list-style-type: none"> - according to the actual ordinary hours worked each week or fortnight - according to the average number of ordinary hours worked each week or fortnight. <p>By agreement between the employer and the majority of employees, wages may be paid three weekly, four weekly or monthly. Agreement in this respect may also be reached between the employer and an individual employee.</p>
25.2	Method of payment (Instrument)	Wages must be paid by cash, cheque or electronic funds transfer into the employee's bank or other recognised financial institution account.
25.3	Method of payment (Instrument)	<p>Payment of wages on termination</p> <p>Upon termination of employment after the prescribed period of notice of termination has been given or where the period of notice is dispensed with in accordance with the provisions of 'Redundancy', all monies which are legally due must be paid to the employee at the usual place of payment within 15 minutes of the ceasing time on the day of termination of the employment. Provided that if the usual place of payment be at the work in the bush, then such payment must be made within 30 minutes of the usual ceasing time on the day of the termination at the usual place of payment.</p> <p>Should the employment be otherwise terminated the employer may retain any monies legally due to the employee no later than the expiration of the pay period.</p>
25.4	Method of payment (Instrument)	<p>Day off coinciding with pay day</p> <p>Where an employee is paid wages by cash or cheque and the employee is to take a day off on a day which coincides with pay day, due to the arrangement of hours, such employee must be paid no later than the working day immediately following pay day. However, if the employer is able to make suitable arrangements, wages may be paid on the preceding working day.</p>
25.5	Method of payment	Wages to be paid during working hours

Clause	Conditions Type	Description
	(Instrument)	<p>Where an employee is paid wages by cash or cheque such wages are to be paid during ordinary working hours.</p> <p>If an employee is paid wages by cash and is kept waiting for their wages on pay day after the usual time for ceasing work, the employee is to be paid at overtime rates for the period they are kept waiting.</p>
25.6	Absences from duty under an averaging system (Instrument)	<p>Where an employee's ordinary hours in a week are greater or less than 38 hours and such employee's pay is averaged to avoid fluctuating wage payments, the following is to apply:</p> <ul style="list-style-type: none"> - the employee will accrue a credit for each day they work ordinary hours in excess of the daily average - the employee will not accrue a credit for each day of absence, other than on annual leave, long service leave, public holidays, paid personal/carer's leave, workers compensation, paid compassionate leave, paid training leave or jury service - an employee absent for part of a day, other than on the afore mentioned leave, accrues a proportion of the credit for the day, based on the proportion of the working day that the employee was in attendance.
26	Superannuation (Instrument)	<p>The award contains information on:</p> <ul style="list-style-type: none"> - the employers responsibility to make superannuation contributions to a superannuation fund - the ability for an employee to authorise their employer to pay on their behalf contributions to a superannuation fund - the employers responsibility to make superannuation contributions to another superannuation fund that is chosen by the employee.
27.2	Hours of work (Instrument)	<p>Ordinary hours of work—day workers</p> <p>Ordinary hours of work will be worked between the hours of 6.30 am and 6.00 pm Monday to Friday in one of the following manners:</p> <ul style="list-style-type: none"> - 38 hours within a work cycle of one week - 76 hours within a work cycle of two weeks

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> - 114 hours within a work cycle of three weeks - 152 hours within a work cycle of four weeks. <p>Different methods of implementation of a 38 hour week may apply to various groups or sections of employees in the establishment concerned.</p> <p>Where agreement exists the ordinary hours of work can be worked on any day of the week, Saturday and Sunday inclusive.</p>
27.3	Hours of work (Instrument)	<p>Ordinary hours of work—shiftwork</p> <p>The ordinary hours of work will not exceed an average of 38 hours per week. Different methods of working shifts may apply to various groups or sections of employees in the establishment concerned.</p> <p>Where agreement exists, ordinary hours can be worked on any day of the week, Saturday and Sunday inclusive.</p>
27.4	Hours of work (Instrument)	<p>Definitions</p> <ul style="list-style-type: none"> - Afternoon shift means any shift finishing after 6.00 pm and at or before midnight. - Night shift means any shift finishing subsequent to midnight and at or before 8.00 am - Rostered shift means a shift of which the employee concerned has had at least 48 hours' notice. - Continuous work means work carried on with consecutive shifts of persons throughout the 24 hours of each of at least six consecutive days without interruptions except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.
27.6(c)	Saturday and Sunday work (Instrument)	<p>Sunday allowance—Pulp and Paper Stream</p> <p>An employee who works not less than eight hours on a Sunday outside the employee's ordinary hours of work and has worked not less than eight hours on either of the immediately preceding two Sundays</p>

Clause	Conditions Type	Description
		outside such ordinary hours will be paid in respect of the first-mentioned Sunday a special allowance of four hours' pay at ordinary time.
27.8	Hours of work (Instrument)	<p>Hours for watchpersons</p> <p>A watchperson may be employed on the basis of 152 hours in a four week cycle provided that not more than 48 hours may be worked in any one week or 80 hours in a fortnight without payment for overtime.</p>
27.9	Rostering (Instrument)	<p>Rostered days, or shifts, off</p> <p>Notwithstanding provisions elsewhere in the award, the employer and the majority of employees may agree to establish a system of rostered days off to provide that:</p> <ul style="list-style-type: none"> - An employee may elect, with the consent of the employer, to take a rostered day, or shift, off at any time. - An employee may elect, with the consent of the employer, to take rostered days, or shifts, off in part day amounts. - An employee may elect, with the consent of the employer, to accrue some or all rostered days off for the purpose of creating a bank to be drawn upon at times mutually agreed or subject to reasonable notice by the employee or the employer. <p>This is subject to the employer informing each union which has members at the particular enterprise of its intention to introduce an enterprise system of rostered day off flexibility, and providing a reasonable opportunity for the union to participate in negotiations.</p> <p>Once this decision is taken its terms must be set out in the time and wages records.</p> <p>An employer must record rostered day off arrangements in the time and wages record each time this provision is used.</p>
27.10	Rostering (Instrument)	<p>Notice of rostered days, or shifts, off</p>

Clause	Conditions Type	Description
		In cases where, because of the arrangement of the ordinary hours of work, an employee is entitled to a rostered day, or shift, off during the work cycle, such employee must be advised at least four weeks in advance of the day, or shift, to be taken off by written notice posted by the employer on the notice board.
27.11	Rostering (Instrument)	<p>Flexibility in relation to rostered days, or shifts, off</p> <p>By agreement, rostered days or shifts off may be accumulated up to a maximum of five days or shifts, and will be entitled to be taken in a manner agreed between employer and employee prior to the first of such days accumulating.</p>
27.12	Rostering (Instrument)	<p>Rostered days or shifts off—substitute days or shifts</p> <p>Rostered day off not to coincide with public holiday</p> <ul style="list-style-type: none"> - In cases where, by the arrangement of the ordinary hours of work, the employee is entitled to a day, or shift, off during the work cycle, the weekday to be taken off must not coincide with a public holiday. - If a public holiday is prescribed after an employee on shiftwork has been given notice of a rostered shift off and the public holiday falls on such shift the employer will allow the employee to take an alternative shift off instead. - An employee working continuous shiftwork who by the arrangement of ordinary hours is entitled to a rostered shift off, which falls on a public holiday, will at the discretion of the employer, be paid for that day one fifth the ordinary weekly rate of pay or have an additional day added to the annual leave entitlement. This provision will not apply when the public holiday on which the employee is rostered off falls on a Saturday or Sunday. <p>Substitute days</p> <ul style="list-style-type: none"> - An employer and employees may by agreement as in the facilitative provisions of this award, substitute the day to be taken off during a work cycle for another day. - An apprentice who is required to attend trade school on a rostered day off will be entitled to a substitute day as soon as practicable.

Clause	Conditions Type	Description
		<p>Work on a rostered day, or shift, off</p> <p>- Unless a rostered day off is substituted for another day off, work performed on the rostered day off will be paid in accordance with 'Overtime, Saturday, Sunday and public holiday payments—day work and shiftwork'.</p>
27.13	Rostering (Instrument)	<p>Rostered days off and averaging of pay</p> <p>For enterprises implementing a system of rostered days off based on a nineteen day month or in an enterprise where rostered days off based on a nineteen day month exist the following system of averaging pay will apply:</p> <p>- Averaging of pay over four weeks for all ordinary hours worked so that in the week during which an employee takes a rostered day off there is no reduction in pay.</p> <p>- Under this system each person works eight ordinary hours of work each day for 19 days in any four week cycle. An amount of pay equivalent to 0.4 hours of pay is held over for each day an employee is at work or absent from work on paid leave. This amount will be used to pay for the rostered day off during the week the employee takes a rostered day off.</p>
28.1	Shiftwork (Instrument)	<p>Twelve hour shifts</p> <p>The working of a continuous 12 hour shift is subject to:</p> <ul style="list-style-type: none"> - proper health monitoring procedures being introduced - suitable roster arrangements being made - proper supervision being provided - adequate breaks being provided - an adequate trial or review process being implemented through the consultative process at the workplace.

Clause	Conditions Type	Description
28.4	Shiftwork (Instrument)	<p>Termination of shift</p> <p>A shiftworker must be given seven days' notice of the cessation of the shiftwork. If such notice is not given the appropriate shift allowances set out in this award will apply to ordinary time worked until such seven days' notice would have expired.</p>
28.5	Daylight saving (Instrument)	<p>Notwithstanding anything contained in this award, in any area where, by reason of the legislation of a State, summer time is prescribed as being in advance of the standard time of that State the length of any shift:</p> <ul style="list-style-type: none"> - commencing before the time prescribed by the relevant legislation for the commencement of a summer time period - commencing on or before the time prescribed by such legislation for the termination of a summer time period, <p>will be deemed to be the number of hours represented by the difference between the time recorded by the clock at the beginning of the shift and the time so recorded at the end, the time of the clock to be set at the time fixed pursuant to the relevant State legislation.</p> <p>- The expression standard time and summer time will bear the same meaning as prescribed by the relevant State legislation.</p>
28.6	Shiftwork (Instrument)	<p>Substitute shift</p> <p>An employer and the majority of employees may by agreement substitute the shift employees concerned are to take off during a work cycle for another shift without incurring a penalty.</p>
29.1	Breaks - meal (Instrument)	<p>Breaks—day workers and shiftworkers</p> <p>Alteration of meal breaks</p> <p>In any establishment where the ordinary hours of work are worked on the basis of four days of eight ordinary hours each and one day of six ordinary hours in a weekly work cycle, by agreement between the employer and the majority of employees concerned the six ordinary hour day may be worked without a lunch break.</p>

Clause	Conditions Type	Description
29.3	Breaks - meal (Instrument)	<p>Time for taking meal breaks</p> <p>One hour or such other time as may be agreed upon will be allowed for a lunch break provided that an employee must not be required to work more than five ordinary hours without a break for a meal.</p>
29.4	Crib break (Instrument)	<p>Crib time</p> <p>Outside ordinary hours</p> <ul style="list-style-type: none"> - An employee working overtime will be allowed a crib time of 20 minutes without deduction of pay after each 4.5 consecutive hours of overtime worked, or in the case of a worker in the pulp and paper stream four consecutive hours of overtime worked, if the employee continues to work after such crib time. - Unless the period of overtime is two hours or less, an employee must be allowed a meal break of 20 minutes, or in the case of a worker in the pulp and paper stream, 30 minutes before starting overtime after working ordinary hours, which will be paid for at ordinary rates. - It may be agreed to vary this provision to meet the circumstances of the work in hand; provided that the employer will not be required to make any payment in respect of any time allowed in excess of 20 minutes, or 30 minutes in the case of a worker in the pulp and paper stream. <p>Saturdays</p> <ul style="list-style-type: none"> - An employee working overtime on a Saturday will be allowed a crib time of 20 minutes without deduction of pay after each 4.5 hours of overtime worked, or in the case of a worker in the pulp and paper stream four consecutive hours of overtime worked, if the employee continues work after such crib time. - Where a day worker on a five day week is required to work overtime on a Saturday the first prescribed crib time will, if occurring between 10.00 am and 1.00 pm, be paid at ordinary rates. <p>Sundays and public holidays</p> <p>An employee working on a Sunday or public holiday will be allowed a crib time of 20 minutes, or in the case of an employee in the pulp and paper stream 30 minutes, without deduction of pay after each four</p>

Clause	Conditions Type	Description
		<p>and a half hours of work, or in the case of a worker in the pulp and paper stream, four consecutive hours worked, if the employee continues work after such crib time. Provided that where a day worker is required to work on a Sunday or public holiday the first prescribed crib time will, if occurring between 10.00 am and 1.00 pm, be paid at ordinary rates.</p> <p>Where a shift roster provides for continuous shifts over 24 hours of the day a 20 minute paid crib break will be allowed to shiftworkers where each shift which will be counted as time worked. The time and method of taking such crib will be agreed upon so as to meet the needs of the establishment.</p>
29.6	Breaks - meal (Instrument)	<p>Determination of next meal break</p> <p>A meal break will not be regarded as time worked for determining when the next meal break falls due.</p>
30.11	Overtime - other (Instrument)	<p>Requirement to work reasonable overtime</p> <p>An employer may require an employee to work reasonable overtime at overtime rates or as otherwise provided for in this award.</p> <p>An employee may refuse to work overtime where it would result in the employee working hours which are unreasonable having regard to:</p> <ul style="list-style-type: none"> - any risk to employee health and safety - the employee's personal circumstances including any family responsibilities - the needs of the workplace or enterprise - the notice (if any) given by the employer of the overtime and by the employee of their intention to refuse it - any other relevant matter.
30.12	Overtime - other (Instrument)	<p>Rest period after overtime</p>

Clause	Conditions Type	Description
		<p>When overtime work is necessary, it must, whenever reasonably practicable, be so arranged that employees have at least 10 consecutive hours off duty between successive days.</p> <p>An employee who works so much overtime, that the employee has not had at least 10 consecutive hours off duty between those times, will be released after completion of such overtime until the employee has had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.</p> <p>In the case of a shiftworker eight hours will be substituted for 10 hours when overtime is worked:</p> <ul style="list-style-type: none"> - for the purpose of change of shift rosters - where a shiftworker does not report for duty and a day worker or a shiftworker is required to replace such shiftworker - where a shift is worked by arrangement between the employees themselves.
30.13	Call-back (Instrument)	<p>An employee recalled to work overtime after leaving the business premises (whether notified before or after leaving the premises) will be paid for a minimum of four hours' work at the appropriate rate for the call-back except when the employee is entitled to payment for standing by in which case the employee will be paid for a minimum of three hours' work at the appropriate rate.</p> <p>Except in unforeseen circumstances the employee will not be required to work the full four hours' work if the work the employee was recalled to perform is completed in a shorter period.</p>
30.14	Standing by (Instrument)	<p>When an employee who is ready, willing and capable to attend for duty is required to be in readiness for a call-back to work the employee will, until released by the employer or notified of the requirement to attend for duty, be paid for standing by time at ordinary rates from the time so held in readiness.</p>
30.15	Recall (Instrument)	<p>Recall without notice</p> <p>An employee in the pulp and paper stream recalled without notice to work overtime will be paid at the rate of ordinary time from the time of receipt of notice of recall until the employee reports for duty. Provided the employee reports for duty without unreasonable delay.</p>

Clause	Conditions Type	Description
30.16	Transport of employees (Instrument)	<p>Transport for employees after overtime</p> <p>Where an employee working overtime is required to remain on duty to a time which precludes the employee from using any reasonable means of transport, the employer must pay the cost of transport for the employee to get home and pay the employee's current wage until such transport is available.</p> <p>This will not apply to an employee who lives within reasonable walking distance from the point at which the employee is employed.</p>
31	Overtime – time off in lieu (Instrument)	<p>Notwithstanding provisions elsewhere in the award, the employer and the majority of employees may agree to establish a system of time off instead of overtime provided that:</p> <ul style="list-style-type: none"> - an employee may elect, with the consent of the employer, to take time off instead of payment for overtime at agreed times - an employer will, if requested by an employee, provide payment at the overtime rates, for any overtime worked, where such time has not been taken within four weeks of accrual.
32.1	Make-up time (Instrument)	<p>Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of make-up time provided that:</p> <ul style="list-style-type: none"> - an employee may elect, with the consent of the employer, to work make-up time under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award - an employee on shiftwork may elect, with the consent of their employer, to work make-up time under which the employee takes time off ordinary hours and works those hours at a later time, at the shiftwork rate which would have been applicable to the hours taken off.
33.2	Conversion to hourly entitlement (Instrument)	An employer may reach agreement with the majority of employees concerned to convert the annual leave entitlement to an hourly entitlement for administrative ease.
33.3	Annual leave (Instrument)	Definition of shiftworker

Clause	Conditions Type	Description
		<p>For the purpose of the additional week of annual leave provided for in the Act, a shiftworker is a seven day shiftworker who is regularly rostered to work on Sundays and public holidays.</p> <p>Where an employee with 12 months' continuous service is engaged for part of the 12 month period as a seven day shiftworker, that employee must have their annual leave increased by half a day for each month the employee is continuously engaged as a seven day shiftworker.</p>
33.4	Annual leave - payment (Instrument)	<p>Payment for period of annual leave</p> <p>Instead of the base rate of pay as referred to in the Act, an employee, before going on annual leave, must be paid the wages they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p> <p>The wages to be paid must be worked out on the basis of what the employee would have been paid for working ordinary hours during the period of annual leave, including allowances, loadings and penalties paid for all purposes of the award, first aid allowance and any other wages payable under the employee's contract of employment including any overaward payment.</p> <p>The employee is not entitled to payments in respect of overtime, special rates or any other payment which might have been payable as a reimbursement for expenses incurred.</p> <p>From 4 September 2013</p> <p>Payment in the case of a pieceworker employed by one employer only on a full-time basis to whom the provisions of Piecework -General Timber Stream of this award applies shall be the rate of wage then currently prescribed by such award for the ordinary weekly hours as defined by Ordinary hours of work - day workers of the award for the area in which the employee was employed and for the classification in which the employee was classified by the employer immediately prior to commencing leave, plus 25%.</p>
33.5	Annual leave loading (Instrument)	<p>During a period of annual leave an employee will receive a loading calculated on the rate of pay, in the following manner:</p> <p>Day workers</p> <p>An employee who would have worked on day work only had the employee not been on leave will receive a loading of 17.5%, or in the case of a worker in the Pulp and paper stream, a loading of 20%.</p>

Clause	Conditions Type	Description
		<p>Shiftworkers</p> <p>An employee who would have worked on shiftwork had the employee not been on leave and who would not have been entitled to a shift premium, or whose shift premium payable would have been less than 17.5%, or 20% in the case of an employee in the Pulp and paper stream, will receive a loading of 17.5%, or 20% in the case of an employee in the Pulp and paper stream, instead of the said shift premium.</p> <p>If the shift premium would have been in excess of 17.5%, or 20% in the case of an employee in the Pulp and paper stream, then the employee will receive whichever is the greater.</p> <p>The loading prescribed by this clause will not apply to any public holiday occurring during a period of annual leave.</p> <p>The loading will, upon termination of the employment for any reason, also apply in respect of leave not taken for a full 12 months qualifying period of service by the employee.</p> <p>The loading prescribed by this clause will not apply to proportionate payment on termination except in the case of an employee with not less than three months' service whose services are terminated by the employer through no fault of the employee.</p>
33.6	Annual leave - excessive leave (Instrument)	<p>If an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks' notice if:</p> <ul style="list-style-type: none"> - at the time the direction is given, the employee has eight weeks or more of annual leave accrued - the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.
33.7	Annual leave - paid leave in advance of accrued entitlement (Instrument)	<p>Paid leave in advance of accrued entitlement</p> <p>By agreement a period of annual leave may be taken in advance of the entitlement accruing. Provided that if leave is taken in advance and the employment terminates before the entitlement has accrued the employer may make a corresponding deduction from any money due to the employee on termination</p>

Clause	Conditions Type	Description
33.8	Annual leave - close-down (Instrument)	<p>An employer may close down an enterprise or part of it for the purpose of allowing annual leave to all or the majority of the employees, provided that:</p> <ul style="list-style-type: none"> - the employer gives not less than four weeks' notice of intention to do so - an employee who has accrued sufficient leave to cover the period of the close down, is allowed leave and also paid for that leave at the appropriate wage - an employee who has not accrued sufficient leave to cover part or all of the close-down, is allowed paid leave for the period for which they have accrued sufficient leave and given unpaid leave for the remainder of the closedown - any leave taken by an employee as a result of a close-down also counts as service by the employee - the employer may only close down the enterprise or part of it for one or two separate periods in a year - if the employer closes down the enterprise or part of it in two separate periods, one of the periods must be for a period of at least 14 consecutive days including non-working days - the employer and the majority of employees concerned may agree to the enterprise being closed down for three separate periods in a year provided that one of the periods is a period of at least 14 days including non-working days - the employer may close down the enterprise for a period of at least 14 days including non-working days and allow the balance of any annual leave to be taken in one continuous period in accordance with a roster.
33.9	Annual leave - transmission of business (Instrument)	<p>Where a business is transmitted from one employer to another, the period of continuous service that an employee had with the transmitter must be deemed to be service with the transferee and taken into account when calculating annual leave. However an employee is not entitled to leave or payment for any period in which leave has been taken or paid for.</p>

Clause	Conditions Type	Description
33.10	Annual leave - proportionate leave on termination (Instrument)	On termination of employment, an employee must be paid for annual leave accrued that has not been taken at the appropriate wage.
34.4	Personal leave (Instrument)	<p>Payment for excess accrued personal leave</p> <p>Where an employee in the General Timber Stream or Wood and Timber Furniture Stream has more than 15 days of accumulated untaken personal leave, the employee may elect in writing that an equivalent payment will be made to the employee and the employer will pay such an employee for any accumulated untaken personal leave exceeding 15 days, up to a maximum payment as for 64 hours, in the case of an employee in the General Timber Stream, or a maximum payment as for 38 hours in the case of an employee in the Wood and Timber Furniture Stream. The employee must be paid at least the full amount that would have been payable to the employee had the employee taken the leave that has been foregone.</p>
35.2	Jury service (Instrument)	A weekly employee required to attend for jury service during ordinary working hours will be reimbursed by the employer an amount equal to the difference between the amount paid in respect of the attendance for such jury service and the amount of wage the employee would have received in respect of the ordinary time the employee would have worked had the employee not been on jury service.
36.3	Public holidays (Instrument)	<p>Rostered day off falling on public holiday</p> <p>Where the rostered day off falls on a Saturday or a Sunday, where a full-time employee's ordinary hours of work are structured to include a day off and such day off falls on a public holiday, the employee is entitled, at the discretion of the employer, to either:</p> <ul style="list-style-type: none"> - 7.6 hours of pay at the ordinary time rate - 7.6 hours of extra annual leave - a substitute day off on an alternative week day. <p>Where an employee has credited time accumulated, then such credited time should not be taken as a day off on a public holiday.</p>

Clause	Conditions Type	Description
		<p>If an employee is rostered to take credited time as a day off on a week day and it is prescribed as a public holiday after the employee was given notice of the day off, then the employee must be allowed to take the time off on an alternative week day.</p> <p>This does not apply in relation to days off which are specified in an employee's regular roster or pattern of ordinary hours.</p>
36.4	Public holidays (Instrument)	<p>When Christmas Day is a Saturday or a Sunday, a holiday instead of will be observed on 27 December.</p> <p>When Boxing Day is a Saturday or a Sunday, a holiday instead of will be observed on 28 December.</p> <p>When New Years Day or Australia Day is a Saturday or a Sunday, a holiday instead of will be observed on the next Monday.</p>
36.5	Public holidays (Instrument)	<p>Full-time employees working non-standard hours This clause applies to full-time workers who do not regularly work a five day Monday to Friday week.</p> <p><u>(a) Holidays falling upon days employees not working</u> When a prescribed holiday falls upon a day when the employee would not be working in any event the employee will receive:</p> <ul style="list-style-type: none"> (i) a day's paid leave to be taken on another day or added to annual leave (to be mutually agreed between the employer and the employee); or (ii) an additional day's wage. <p><u>(b) Employee rostered to work on a public holiday or its substitute day</u> If an employee is rostered to work on the public holiday or its substitute day (except Christmas Day) the employee is entitled to:</p> <ul style="list-style-type: none"> (i) If the employee is not required to work on the public holiday the employee will receive the payment the employee would ordinarily receive for that day and is not entitled to the substituted day off. (ii) If the employee is required to work on the public holiday the employee is entitled to receive the normal rates of pay for working that day and the substitute day as a holiday. (If the substitute day is a non-working day for the employee, the employee would receive the compensation described in 36.6 hereof). (iii) If the employee is required to work on the substitute day the employee shall receive the rates of pay for working on a public holiday.

Clause	Conditions Type	Description
		<p><u>(c) Employee required to work on a public holiday and the substitute day</u> If an employee is rostered and required to work on both the "actual" public holiday and its substituted day (this would only occur if the holiday was to fall on a Saturday or a Sunday) the employee would be entitled to:</p> <p>(i) a day's paid leave to be taken on another day or added to annual leave (to be mutually agreed between the employer and the employee); or (ii) payment at public holiday rates for the day's work for the substituted day, and payment at the normal rates for Saturday or Sunday for the actual public holiday.</p> <p><u>(d) Christmas Day loading</u></p> <p>If employees are rostered to work on a Saturday or Sunday that is a Christmas Day and are required to work, the employee will receive the normal Saturday or Sunday rate plus a loading of one-half of a normal day's wages for the full day's work and be entitled to the substitute day.</p>
36.6	Public holidays (Instrument)	<p>Non-casual part-time employees</p> <p>Where the normal roster of a part-time employee includes a day that is a holiday, the employee will receive the normal pay the employee would have received on that day and enjoy the holiday or receive the appropriate public holiday rate for working whatever hours the employee worked during it.</p> <p>(a) For part-time employees whose normal roster includes a Saturday or Sunday that would be a prescribed holiday but for the substitution of an alternative day, the following will apply:</p> <p>(i) the employee will be granted leave with pay on the "actual day" without any substitution; or (ii) the employee works on the "actual day" at normal Saturday or Sunday rates (if the Saturday or Sunday is Christmas Day the Christmas Day loading will apply) and is allowed to take another day with pay, which may or may not be the prescribed substitute day, as a holiday; or (iii) the employee works on the "actual day" at normal Saturday or Sunday rates (if the Saturday or Sunday is Christmas Day the Christmas Day loading will apply) and receives, in addition, payment at ordinary time rates for an additional day of equal length (with no substitution of an alternative day).</p> <p>(b) If any of these benefits applies, the employee who works on the prescribed substitute day should do so at ordinary time rates.</p>

Clause	Conditions Type	Description
		(c) Any circumstances for part-time workers not covered by this clause should be the subject of negotiations between the employer and the employees concerned using the principles of this clause to resolve the issue."

Frequency of Payment

Except as provided, wages must be paid weekly or fortnightly, either:

- according to the actual ordinary hours worked each week or fortnight; or
- according to the average number of ordinary hours worked each week or fortnight.

By agreement between the employer and the majority of employees in the relevant enterprise, wages may be paid three weekly, four weekly or monthly. Agreement in this respect may also be reached between the employer and an individual employee.

IMPORTANT NOTE: Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

Your situation and the law can change so we encourage you to check back with us by looking at <http://www.fairwork.gov.au/pay/pay-and-conditions-guides/pages/default.aspx>