# Pay Guide - Timber Industry Award 2010

# [MA000071]

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Pay rates change from 1 July each year, therates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| General timber stream level 2 | $714.90 | $18.81 | $28.22 | $37.62 | $47.03 |
| General timber stream level 3 | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 |
| General timber stream level 4 | $767.80 | $20.21 | $30.32 | $40.42 | $50.53 |
| General timber stream level 5 | $809.10 | $21.29 | $31.94 | $42.58 | $53.23 |
| General timber stream level 6 | $834.40 | $21.96 | $32.94 | $43.92 | $54.90 |
| General timber stream level 7 | $882.80 | $23.23 | $34.85 | $46.46 | $58.08 |
| Wood and timber furniture stream level 1 | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| Wood and timber furniture stream level 2 | $714.90 | $18.81 | $28.22 | $37.62 | $47.03 |
| Wood and timber furniture stream level 3 | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 |
| Wood and timber furniture stream level 4 | $767.80 | $20.21 | $30.32 | $40.42 | $50.53 |
| Wood and timber furniture stream level 4A | $780.80 | $20.55 | $30.83 | $41.10 | $51.38 |
| Wood and timber furniture stream level 5 | $809.10 | $21.29 | $31.94 | $42.58 | $53.23 |
| Wood and timber furniture stream level 6 | $834.40 | $21.96 | $32.94 | $43.92 | $54.90 |
| Wood and timber furniture stream level 7 | $882.80 | $23.23 | $34.85 | $46.46 | $58.08 |
| Pulp and paper stream level 1 | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| Pulp and paper stream level 2 | $755.60 | $19.88 | $29.82 | $39.76 | $49.70 |
| Pulp and paper stream level 3 | $771.00 | $20.29 | $30.44 | $40.58 | $50.73 |
| Pulp and paper stream level 4 | $786.00 | $20.68 | $31.02 | $41.36 | $51.70 |
| Pulp and paper stream level 5 | $809.10 | $21.29 | $31.94 | $42.58 | $53.23 |
| Pulp and paper stream level 6 | $834.40 | $21.96 | $32.94 | $43.92 | $54.90 |
| Pulp and paper stream level 7 | $859.80 | $22.63 | $33.95 | $45.26 | $56.58 |
| Pulp and paper stream level 8 | $882.80 | $23.23 | $34.85 | $46.46 | $58.08 |
| Pulp and paper stream level 9 | $908.10 | $23.90 | $35.85 | $47.80 | $59.75 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| General timber stream level 2 | $37.62 | $21.63 | $24.45 | $28.22 | $37.62 |
| General timber stream level 3 | $39.06 | $22.46 | $25.39 | $29.30 | $39.06 |
| General timber stream level 4 | $40.42 | $23.24 | $26.27 | $30.32 | $40.42 |
| General timber stream level 5 | $42.58 | $24.48 | $27.68 | $31.94 | $42.58 |
| General timber stream level 6 | $43.92 | $25.25 | $28.55 | $32.94 | $43.92 |
| General timber stream level 7 | $46.46 | $26.71 | $30.20 | $34.85 | $46.46 |
| Wood and timber furniture stream level 1 | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| Wood and timber furniture stream level 2 | $37.62 | $21.63 | $24.45 | $28.22 | $37.62 |
| Wood and timber furniture stream level 3 | $39.06 | $22.46 | $25.39 | $29.30 | $39.06 |
| Wood and timber furniture stream level 4 | $40.42 | $23.24 | $26.27 | $30.32 | $40.42 |
| Wood and timber furniture stream level 4A | $41.10 | $23.63 | $26.72 | $30.83 | $41.10 |
| Wood and timber furniture stream level 5 | $42.58 | $24.48 | $27.68 | $31.94 | $42.58 |
| Wood and timber furniture stream level 6 | $43.92 | $25.25 | $28.55 | $32.94 | $43.92 |
| Wood and timber furniture stream level 7 | $46.46 | $26.71 | $30.20 | $34.85 | $46.46 |
| Pulp and paper stream level 1 | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| Pulp and paper stream level 2 | $39.76 | $22.86 | $25.84 | $29.82 | $39.76 |
| Pulp and paper stream level 3 | $40.58 | $23.33 | $26.38 | $30.44 | $40.58 |
| Pulp and paper stream level 4 | $41.36 | $23.78 | $26.88 | $31.02 | $41.36 |
| Pulp and paper stream level 5 | $42.58 | $24.48 | $27.68 | $31.94 | $42.58 |
| Pulp and paper stream level 6 | $43.92 | $25.25 | $28.55 | $32.94 | $43.92 |
| Pulp and paper stream level 7 | $45.26 | $26.02 | $29.42 | $33.95 | $45.26 |
| Pulp and paper stream level 8 | $46.46 | $26.71 | $30.20 | $34.85 | $46.46 |
| Pulp and paper stream level 9 | $47.80 | $27.49 | $31.07 | $35.85 | $47.80 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream level 1 | $27.44 | $36.58 | $27.44 | $36.58 |
| General timber stream level 2 | $28.22 | $37.62 | $28.22 | $37.62 |
| General timber stream level 3 | $29.30 | $39.06 | $29.30 | $39.06 |
| General timber stream level 4 | $30.32 | $40.42 | $30.32 | $40.42 |
| General timber stream level 5 | $31.94 | $42.58 | $31.94 | $42.58 |
| General timber stream level 6 | $32.94 | $43.92 | $32.94 | $43.92 |
| General timber stream level 7 | $34.85 | $46.46 | $34.85 | $46.46 |
| Wood and timber furniture stream level 1 | $27.44 | $36.58 | $27.44 | $36.58 |
| Wood and timber furniture stream level 2 | $28.22 | $37.62 | $28.22 | $37.62 |
| Wood and timber furniture stream level 3 | $29.30 | $39.06 | $29.30 | $39.06 |
| Wood and timber furniture stream level 4 | $30.32 | $40.42 | $30.32 | $40.42 |
| Wood and timber furniture stream level 4A | $30.83 | $41.10 | $30.83 | $41.10 |
| Wood and timber furniture stream level 5 | $31.94 | $42.58 | $31.94 | $42.58 |
| Wood and timber furniture stream level 6 | $32.94 | $43.92 | $32.94 | $43.92 |
| Wood and timber furniture stream level 7 | $34.85 | $46.46 | $34.85 | $46.46 |
| Pulp and paper stream level 1 | $28.83 | $38.44 | $28.83 | $38.44 |
| Pulp and paper stream level 2 | $29.82 | $39.76 | $29.82 | $39.76 |
| Pulp and paper stream level 3 | $30.44 | $40.58 | $30.44 | $40.58 |
| Pulp and paper stream level 4 | $31.02 | $41.36 | $31.02 | $41.36 |
| Pulp and paper stream level 5 | $31.94 | $42.58 | $31.94 | $42.58 |
| Pulp and paper stream level 6 | $32.94 | $43.92 | $32.94 | $43.92 |
| Pulp and paper stream level 7 | $33.95 | $45.26 | $33.95 | $45.26 |
| Pulp and paper stream level 8 | $34.85 | $46.46 | $34.85 | $46.46 |
| Pulp and paper stream level 9 | $35.85 | $47.80 | $35.85 | $47.80 |

**Table 4 of 6**

| **Classification** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** |
| --- | --- | --- | --- | --- |
| General timber stream level 1 | $36.58 | $36.58 | N/A | $27.44 |
| General timber stream level 2 | $37.62 | $37.62 | N/A | $28.22 |
| General timber stream level 3 | $39.06 | $39.06 | N/A | $29.30 |
| General timber stream level 4 | $40.42 | $40.42 | N/A | $30.32 |
| General timber stream level 5 | $42.58 | $42.58 | N/A | $31.94 |
| General timber stream level 6 | $43.92 | $43.92 | N/A | $32.94 |
| General timber stream level 7 | $46.46 | $46.46 | N/A | $34.85 |
| Wood and timber furniture stream level 1 | $36.58 | $36.58 | N/A | $27.44 |
| Wood and timber furniture stream level 2 | $37.62 | $37.62 | N/A | $28.22 |
| Wood and timber furniture stream level 3 | $39.06 | $39.06 | N/A | $29.30 |
| Wood and timber furniture stream level 4 | $40.42 | $40.42 | N/A | $30.32 |
| Wood and timber furniture stream level 4A | $41.10 | $41.10 | N/A | $30.83 |
| Wood and timber furniture stream level 5 | $42.58 | $42.58 | N/A | $31.94 |
| Wood and timber furniture stream level 6 | $43.92 | $43.92 | N/A | $32.94 |
| Wood and timber furniture stream level 7 | $46.46 | $46.46 | N/A | $34.85 |
| Pulp and paper stream level 1 | $38.44 | N/A | $38.44 | $28.83 |
| Pulp and paper stream level 2 | $39.76 | N/A | $39.76 | $29.82 |
| Pulp and paper stream level 3 | $40.58 | N/A | $40.58 | $30.44 |
| Pulp and paper stream level 4 | $41.36 | N/A | $41.36 | $31.02 |
| Pulp and paper stream level 5 | $42.58 | N/A | $42.58 | $31.94 |
| Pulp and paper stream level 6 | $43.92 | N/A | $43.92 | $32.94 |
| Pulp and paper stream level 7 | $45.26 | N/A | $45.26 | $33.95 |
| Pulp and paper stream level 8 | $46.46 | N/A | $46.46 | $34.85 |
| Pulp and paper stream level 9 | $47.80 | N/A | $47.80 | $35.85 |

**Table 5 of 6**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** |
| --- | --- | --- | --- | --- |
| General timber stream level 1 | $36.58 | $36.58 | $36.58 | $27.44 |
| General timber stream level 2 | $37.62 | $37.62 | $37.62 | $28.22 |
| General timber stream level 3 | $39.06 | $39.06 | $39.06 | $29.30 |
| General timber stream level 4 | $40.42 | $40.42 | $40.42 | $30.32 |
| General timber stream level 5 | $42.58 | $42.58 | $42.58 | $31.94 |
| General timber stream level 6 | $43.92 | $43.92 | $43.92 | $32.94 |
| General timber stream level 7 | $46.46 | $46.46 | $46.46 | $34.85 |
| Wood and timber furniture stream level 1 | $36.58 | $36.58 | $36.58 | $27.44 |
| Wood and timber furniture stream level 2 | $37.62 | $37.62 | $37.62 | $28.22 |
| Wood and timber furniture stream level 3 | $39.06 | $39.06 | $39.06 | $29.30 |
| Wood and timber furniture stream level 4 | $40.42 | $40.42 | $40.42 | $30.32 |
| Wood and timber furniture stream level 4A | $41.10 | $41.10 | $41.10 | $30.83 |
| Wood and timber furniture stream level 5 | $42.58 | $42.58 | $42.58 | $31.94 |
| Wood and timber furniture stream level 6 | $43.92 | $43.92 | $43.92 | $32.94 |
| Wood and timber furniture stream level 7 | $46.46 | $46.46 | $46.46 | $34.85 |
| Pulp and paper stream level 1 | $38.44 | $38.44 | $38.44 | $38.44 |
| Pulp and paper stream level 2 | $39.76 | $39.76 | $39.76 | $39.76 |
| Pulp and paper stream level 3 | $40.58 | $40.58 | $40.58 | $40.58 |
| Pulp and paper stream level 4 | $41.36 | $41.36 | $41.36 | $41.36 |
| Pulp and paper stream level 5 | $42.58 | $42.58 | $42.58 | $42.58 |
| Pulp and paper stream level 6 | $43.92 | $43.92 | $43.92 | $43.92 |
| Pulp and paper stream level 7 | $45.26 | $45.26 | $45.26 | $45.26 |
| Pulp and paper stream level 8 | $46.46 | $46.46 | $46.46 | $46.46 |
| Pulp and paper stream level 9 | $47.80 | $47.80 | $47.80 | $47.80 |

**Table 6 of 6**

| **Classification** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $27.44 | $36.58 | $45.73 | $27.44 | $36.58 |
| General timber stream level 2 | $28.22 | $37.62 | $47.03 | $28.22 | $37.62 |
| General timber stream level 3 | $29.30 | $39.06 | $48.83 | $29.30 | $39.06 |
| General timber stream level 4 | $30.32 | $40.42 | $50.53 | $30.32 | $40.42 |
| General timber stream level 5 | $31.94 | $42.58 | $53.23 | $31.94 | $42.58 |
| General timber stream level 6 | $32.94 | $43.92 | $54.90 | $32.94 | $43.92 |
| General timber stream level 7 | $34.85 | $46.46 | $58.08 | $34.85 | $46.46 |
| Wood and timber furniture stream level 1 | $27.44 | $36.58 | $45.73 | $27.44 | $36.58 |
| Wood and timber furniture stream level 2 | $28.22 | $37.62 | $47.03 | $28.22 | $37.62 |
| Wood and timber furniture stream level 3 | $29.30 | $39.06 | $48.83 | $29.30 | $39.06 |
| Wood and timber furniture stream level 4 | $30.32 | $40.42 | $50.53 | $30.32 | $40.42 |
| Wood and timber furniture stream level 4A | $30.83 | $41.10 | $51.38 | $30.83 | $41.10 |
| Wood and timber furniture stream level 5 | $31.94 | $42.58 | $53.23 | $31.94 | $42.58 |
| Wood and timber furniture stream level 6 | $32.94 | $43.92 | $54.90 | $32.94 | $43.92 |
| Wood and timber furniture stream level 7 | $34.85 | $46.46 | $58.08 | $34.85 | $46.46 |
| Pulp and paper stream level 1 | $28.83 | $38.44 | $48.05 | $28.83 | $38.44 |
| Pulp and paper stream level 2 | $29.82 | $39.76 | $49.70 | $29.82 | $39.76 |
| Pulp and paper stream level 3 | $30.44 | $40.58 | $50.73 | $30.44 | $40.58 |
| Pulp and paper stream level 4 | $31.02 | $41.36 | $51.70 | $31.02 | $41.36 |
| Pulp and paper stream level 5 | $31.94 | $42.58 | $53.23 | $31.94 | $42.58 |
| Pulp and paper stream level 6 | $32.94 | $43.92 | $54.90 | $32.94 | $43.92 |
| Pulp and paper stream level 7 | $33.95 | $45.26 | $56.58 | $33.95 | $45.26 |
| Pulp and paper stream level 8 | $34.85 | $46.46 | $58.08 | $34.85 | $46.46 |
| Pulp and paper stream level 9 | $35.85 | $47.80 | $59.75 | $35.85 | $47.80 |

### Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $22.86 | $32.01 | $41.15 | $50.30 | $41.15 |
| General timber stream level 2 | $23.51 | $32.92 | $42.32 | $51.73 | $42.32 |
| General timber stream level 3 | $24.41 | $34.18 | $43.94 | $53.71 | $43.94 |
| General timber stream level 4 | $25.26 | $35.37 | $45.47 | $55.58 | $45.47 |
| General timber stream level 5 | $26.61 | $37.26 | $47.90 | $58.55 | $47.90 |
| General timber stream level 6 | $27.45 | $38.43 | $49.41 | $60.39 | $49.41 |
| General timber stream level 7 | $29.04 | $40.65 | $52.27 | $63.88 | $52.27 |
| Wood and timber furniture stream level 1 | $22.86 | $32.01 | $41.15 | N/A | $41.15 |
| Wood and timber furniture stream level 2 | $23.51 | $32.92 | $42.32 | N/A | $42.32 |
| Wood and timber furniture stream level 3 | $24.41 | $34.18 | $43.94 | N/A | $43.94 |
| Wood and timber furniture stream level 4 | $25.26 | $35.37 | $45.47 | N/A | $45.47 |
| Wood and timber furniture stream level 4A | $25.69 | $35.96 | $46.24 | N/A | $46.24 |
| Wood and timber furniture stream level 5 | $26.61 | $37.26 | $47.90 | N/A | $47.90 |
| Wood and timber furniture stream level 6 | $27.45 | $38.43 | $49.41 | N/A | $49.41 |
| Wood and timber furniture stream level 7 | $29.04 | $40.65 | $52.27 | N/A | $52.27 |
| Pulp and paper stream level 1 | $24.03 | $33.64 | $43.25 | N/A | $43.25 |
| Pulp and paper stream level 2 | $24.85 | $34.79 | $44.73 | N/A | $44.73 |
| Pulp and paper stream level 3 | $25.36 | $35.51 | $45.65 | N/A | $45.65 |
| Pulp and paper stream level 4 | $25.85 | $36.19 | $46.53 | N/A | $46.53 |
| Pulp and paper stream level 5 | $26.61 | $37.26 | $47.90 | N/A | $47.90 |
| Pulp and paper stream level 6 | $27.45 | $38.43 | $49.41 | N/A | $49.41 |
| Pulp and paper stream level 7 | $28.29 | $39.60 | $50.92 | N/A | $50.92 |
| Pulp and paper stream level 8 | $29.04 | $40.65 | $52.27 | N/A | $52.27 |
| Pulp and paper stream level 9 | $29.88 | $41.83 | $53.78 | N/A | $53.78 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $25.61 | $28.35 | $32.01 | $41.15 | $34.29 |
| General timber stream level 2 | $26.33 | $29.16 | $32.92 | $42.32 | $35.27 |
| General timber stream level 3 | $27.34 | $30.27 | $34.18 | $43.94 | $36.62 |
| General timber stream level 4 | $28.29 | $31.33 | $35.37 | $45.47 | $37.89 |
| General timber stream level 5 | $29.81 | $33.00 | $37.26 | $47.90 | $39.92 |
| General timber stream level 6 | $30.74 | $34.04 | $38.43 | $49.41 | $41.18 |
| General timber stream level 7 | $32.52 | $36.01 | $40.65 | $52.27 | $43.56 |
| Wood and timber furniture stream level 1 | $25.61 | $28.35 | $32.01 | $41.15 | $34.29 |
| Wood and timber furniture stream level 2 | $26.33 | $29.16 | $32.92 | $42.32 | $35.27 |
| Wood and timber furniture stream level 3 | $27.34 | $30.27 | $34.18 | $43.94 | $36.62 |
| Wood and timber furniture stream level 4 | $28.29 | $31.33 | $35.37 | $45.47 | $37.89 |
| Wood and timber furniture stream level 4A | $28.77 | $31.85 | $35.96 | $46.24 | $38.54 |
| Wood and timber furniture stream level 5 | $29.81 | $33.00 | $37.26 | $47.90 | $39.92 |
| Wood and timber furniture stream level 6 | $30.74 | $34.04 | $38.43 | $49.41 | $41.18 |
| Wood and timber furniture stream level 7 | $32.52 | $36.01 | $40.65 | $52.27 | $43.56 |
| Pulp and paper stream level 1 | $26.91 | $29.79 | $33.64 | $43.25 | $36.05 |
| Pulp and paper stream level 2 | $27.83 | $30.81 | $34.79 | $44.73 | $37.28 |
| Pulp and paper stream level 3 | $28.41 | $31.45 | $35.51 | $45.65 | $38.04 |
| Pulp and paper stream level 4 | $28.95 | $32.05 | $36.19 | $46.53 | $38.78 |
| Pulp and paper stream level 5 | $29.81 | $33.00 | $37.26 | $47.90 | $39.92 |
| Pulp and paper stream level 6 | $30.74 | $34.04 | $38.43 | $49.41 | $41.18 |
| Pulp and paper stream level 7 | $31.68 | $35.08 | $39.60 | $50.92 | $42.44 |
| Pulp and paper stream level 8 | $32.52 | $36.01 | $40.65 | $52.27 | $43.56 |
| Pulp and paper stream level 9 | $33.46 | $37.05 | $41.83 | $53.78 | $44.82 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- |
| General timber stream level 1 | $45.72 | $45.72 | $45.72 |
| General timber stream level 2 | $47.02 | $47.02 | $47.02 |
| General timber stream level 3 | $48.82 | $48.82 | $48.82 |
| General timber stream level 4 | $50.52 | $50.52 | $50.52 |
| General timber stream level 5 | $53.22 | $53.22 | $53.22 |
| General timber stream level 6 | $54.90 | $54.90 | $54.90 |
| General timber stream level 7 | $58.08 | $58.08 | $58.08 |
| Wood and timber furniture stream level 1 | $45.72 | $45.72 | $45.72 |
| Wood and timber furniture stream level 2 | $47.02 | $47.02 | $47.02 |
| Wood and timber furniture stream level 3 | $48.82 | $48.82 | $48.82 |
| Wood and timber furniture stream level 4 | $50.52 | $50.52 | $50.52 |
| Wood and timber furniture stream level 4A | $51.38 | $51.38 | $51.38 |
| Wood and timber furniture stream level 5 | $53.22 | $53.22 | $53.22 |
| Wood and timber furniture stream level 6 | $54.90 | $54.90 | $54.90 |
| Wood and timber furniture stream level 7 | $58.08 | $58.08 | $58.08 |
| Pulp and paper stream level 1 | $48.06 | $48.06 | N/A |
| Pulp and paper stream level 2 | $49.70 | $49.70 | N/A |
| Pulp and paper stream level 3 | $50.72 | $50.72 | N/A |
| Pulp and paper stream level 4 | $51.70 | $51.70 | N/A |
| Pulp and paper stream level 5 | $53.22 | $53.22 | N/A |
| Pulp and paper stream level 6 | $54.90 | $54.90 | N/A |
| Pulp and paper stream level 7 | $56.58 | $56.58 | N/A |
| Pulp and paper stream level 8 | $58.08 | $58.08 | N/A |
| Pulp and paper stream level 9 | $59.76 | $59.76 | N/A |

**Table 4 of 5**

| **Classification** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | N/A | $34.29 | $45.72 | $45.72 | $41.15 |
| General timber stream level 2 | N/A | $35.27 | $47.02 | $47.02 | $42.32 |
| General timber stream level 3 | N/A | $36.62 | $48.82 | $48.82 | $43.94 |
| General timber stream level 4 | N/A | $37.89 | $50.52 | $50.52 | $45.47 |
| General timber stream level 5 | N/A | $39.92 | $53.22 | $53.22 | $47.90 |
| General timber stream level 6 | N/A | $41.18 | $54.90 | $54.90 | $49.41 |
| General timber stream level 7 | N/A | $43.56 | $58.08 | $58.08 | $52.27 |
| Wood and timber furniture stream level 1 | N/A | $34.29 | $45.72 | $45.72 | $41.15 |
| Wood and timber furniture stream level 2 | N/A | $35.27 | $47.02 | $47.02 | $42.32 |
| Wood and timber furniture stream level 3 | N/A | $36.62 | $48.82 | $48.82 | $43.94 |
| Wood and timber furniture stream level 4 | N/A | $37.89 | $50.52 | $50.52 | $45.47 |
| Wood and timber furniture stream level 4A | N/A | $38.54 | $51.38 | $51.38 | $46.24 |
| Wood and timber furniture stream level 5 | N/A | $39.92 | $53.22 | $53.22 | $47.90 |
| Wood and timber furniture stream level 6 | N/A | $41.18 | $54.90 | $54.90 | $49.41 |
| Wood and timber furniture stream level 7 | N/A | $43.56 | $58.08 | $58.08 | $52.27 |
| Pulp and paper stream level 1 | $48.06 | $36.05 | $48.06 | $48.06 | $43.25 |
| Pulp and paper stream level 2 | $49.70 | $37.28 | $49.70 | $49.70 | $44.73 |
| Pulp and paper stream level 3 | $50.72 | $38.04 | $50.72 | $50.72 | $45.65 |
| Pulp and paper stream level 4 | $51.70 | $38.78 | $51.70 | $51.70 | $46.53 |
| Pulp and paper stream level 5 | $53.22 | $39.92 | $53.22 | $53.22 | $47.90 |
| Pulp and paper stream level 6 | $54.90 | $41.18 | $54.90 | $54.90 | $49.41 |
| Pulp and paper stream level 7 | $56.58 | $42.44 | $56.58 | $56.58 | $50.92 |
| Pulp and paper stream level 8 | $58.08 | $43.56 | $58.08 | $58.08 | $52.27 |
| Pulp and paper stream level 9 | $59.76 | $44.82 | $59.76 | $59.76 | $53.78 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream level 1 | $32.01 | $32.01 | $41.15 | $50.30 | $34.29 | $45.72 |
| General timber stream level 2 | $32.92 | $32.92 | $42.32 | $51.73 | $35.27 | $47.02 |
| General timber stream level 3 | $34.18 | $34.18 | $43.94 | $53.71 | $36.62 | $48.82 |
| General timber stream level 4 | $35.37 | $35.37 | $45.47 | $55.58 | $37.89 | $50.52 |
| General timber stream level 5 | $37.26 | $37.26 | $47.90 | $58.55 | $39.92 | $53.22 |
| General timber stream level 6 | $38.43 | $38.43 | $49.41 | $60.39 | $41.18 | $54.90 |
| General timber stream level 7 | $40.65 | $40.65 | $52.27 | $63.88 | $43.56 | $58.08 |
| Wood and timber furniture stream level 1 | $32.01 | $32.01 | $41.15 | $50.30 | $34.29 | $45.72 |
| Wood and timber furniture stream level 2 | $32.92 | $32.92 | $42.32 | $51.73 | $35.27 | $47.02 |
| Wood and timber furniture stream level 3 | $34.18 | $34.18 | $43.94 | $53.71 | $36.62 | $48.82 |
| Wood and timber furniture stream level 4 | $35.37 | $35.37 | $45.47 | $55.58 | $37.89 | $50.52 |
| Wood and timber furniture stream level 4A | $35.96 | $35.96 | $46.24 | $56.51 | $38.54 | $51.38 |
| Wood and timber furniture stream level 5 | $37.26 | $37.26 | $47.90 | $58.55 | $39.92 | $53.22 |
| Wood and timber furniture stream level 6 | $38.43 | $38.43 | $49.41 | $60.39 | $41.18 | $54.90 |
| Wood and timber furniture stream level 7 | $40.65 | $40.65 | $52.27 | $63.88 | $43.56 | $58.08 |
| Pulp and paper stream level 1 | $43.25 | $33.64 | $43.25 | $52.86 | $36.05 | $48.06 |
| Pulp and paper stream level 2 | $44.73 | $34.79 | $44.73 | $54.67 | $37.28 | $49.70 |
| Pulp and paper stream level 3 | $45.65 | $35.51 | $45.65 | $55.80 | $38.04 | $50.72 |
| Pulp and paper stream level 4 | $46.53 | $36.19 | $46.53 | $56.87 | $38.78 | $51.70 |
| Pulp and paper stream level 5 | $47.90 | $37.26 | $47.90 | $58.55 | $39.92 | $53.22 |
| Pulp and paper stream level 6 | $49.41 | $38.43 | $49.41 | $60.39 | $41.18 | $54.90 |
| Pulp and paper stream level 7 | $50.92 | $39.60 | $50.92 | $62.23 | $42.44 | $56.58 |
| Pulp and paper stream level 8 | $52.27 | $40.65 | $52.27 | $63.88 | $43.56 | $58.08 |
| Pulp and paper stream level 9 | $53.78 | $41.83 | $53.78 | $65.73 | $44.82 | $59.76 |

### Junior - Full-time & part-time - 16 years and under

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $7.53 | $11.30 | $15.06 | $18.83 | $15.06 |
| Wood and timber furniture stream | $7.53 | $11.30 | $15.06 | $18.83 | $15.06 |
| Pulp and paper stream | $7.95 | $11.93 | $15.90 | $19.88 | $15.90 |

**Table 2 of 6**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Working on RDO - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $8.66 | $9.79 | $11.30 | $15.06 | $11.30 |
| Wood and timber furniture stream | $8.66 | $9.79 | $11.30 | $15.06 | $11.30 |
| Pulp and paper stream | $9.14 | $10.34 | $11.93 | $15.90 | $11.93 |

**Table 3 of 6**

| **Classification** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream | $15.06 | $11.30 | $15.06 | $15.06 |
| Wood and timber furniture stream | $15.06 | $11.30 | $15.06 | $15.06 |
| Pulp and paper stream | $15.90 | $11.93 | $15.90 | $15.90 |

**Table 4 of 6**

| **Classification** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- |
| General timber stream | $15.06 | N/A | $11.30 | $15.06 |
| Wood and timber furniture stream | $15.06 | N/A | $11.30 | $15.06 |
| Pulp and paper stream | N/A | $15.90 | $11.93 | $15.90 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $15.06 | $15.06 | $11.30 | $11.30 |
| Wood and timber furniture stream | $15.06 | $15.06 | $11.30 | $11.30 |
| Pulp and paper stream | $15.90 | $15.90 | $15.90 | $11.93 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $15.06 | $18.83 | $11.30 | $15.06 |
| Wood and timber furniture stream | $15.06 | $18.83 | $11.30 | $15.06 |
| Pulp and paper stream | $15.90 | $19.88 | $11.93 | $15.90 |

### Junior - Full-time & part-time - 17 years

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $10.35 | $15.53 | $20.70 | $25.88 | $20.70 |
| Wood and timber furniture stream | $10.35 | $15.53 | $20.70 | $25.88 | $20.70 |
| Pulp and paper stream | $10.94 | $16.41 | $21.88 | $27.35 | $21.88 |

**Table 2 of 6**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Working on RDO - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $11.90 | $13.46 | $15.53 | $20.70 | $15.53 |
| Wood and timber furniture stream | $11.90 | $13.46 | $15.53 | $20.70 | $15.53 |
| Pulp and paper stream | $12.58 | $14.22 | $16.41 | $21.88 | $16.41 |

**Table 3 of 6**

| **Classification** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream | $20.70 | $15.53 | $20.70 | $20.70 |
| Wood and timber furniture stream | $20.70 | $15.53 | $20.70 | $20.70 |
| Pulp and paper stream | $21.88 | $16.41 | $21.88 | $21.88 |

**Table 4 of 6**

| **Classification** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- |
| General timber stream | $20.70 | N/A | $15.53 | $20.70 |
| Wood and timber furniture stream | $20.70 | N/A | $15.53 | $20.70 |
| Pulp and paper stream | N/A | $21.88 | $16.41 | $21.88 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $20.70 | $20.70 | $15.53 | $15.53 |
| Wood and timber furniture stream | $20.70 | $20.70 | $15.53 | $15.53 |
| Pulp and paper stream | $21.88 | $21.88 | $21.88 | $16.41 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $20.70 | $25.88 | $15.53 | $20.70 |
| Wood and timber furniture stream | $20.70 | $25.88 | $15.53 | $20.70 |
| Pulp and paper stream | $21.88 | $27.35 | $16.41 | $21.88 |

### Junior - Full-time & part-time - 18 years

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $13.17 | $19.76 | $26.34 | $32.93 | $26.34 |
| Wood and timber furniture stream | $13.17 | $19.76 | $26.34 | $32.93 | $26.34 |
| Pulp and paper stream | $13.92 | $20.88 | $27.84 | $34.80 | $27.84 |

**Table 2 of 6**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Working on RDO - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $15.15 | $17.12 | $19.76 | $26.34 | $19.76 |
| Wood and timber furniture stream | $15.15 | $17.12 | $19.76 | $26.34 | $19.76 |
| Pulp and paper stream | $16.01 | $18.10 | $20.88 | $27.84 | $20.88 |

**Table 3 of 6**

| **Classification** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream | $26.34 | $19.76 | $26.34 | $26.34 |
| Wood and timber furniture stream | $26.34 | $19.76 | $26.34 | $26.34 |
| Pulp and paper stream | $27.84 | $20.88 | $27.84 | $27.84 |

**Table 4 of 6**

| **Classification** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- |
| General timber stream | $26.34 | N/A | $19.76 | $26.34 |
| Wood and timber furniture stream | $26.34 | N/A | $19.76 | $26.34 |
| Pulp and paper stream | N/A | $27.84 | $20.88 | $27.84 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $26.34 | $26.34 | $19.76 | $19.76 |
| Wood and timber furniture stream | $26.34 | $26.34 | $19.76 | $19.76 |
| Pulp and paper stream | $27.84 | $27.84 | $27.84 | $20.88 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $26.34 | $32.93 | $19.76 | $26.34 |
| Wood and timber furniture stream | $26.34 | $32.93 | $19.76 | $26.34 |
| Pulp and paper stream | $27.84 | $34.80 | $20.88 | $27.84 |

### Junior - Full-time & part-time - 19 years

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $15.99 | $23.99 | $31.98 | $39.98 | $31.98 |
| Wood and timber furniture stream | $15.99 | $23.99 | $31.98 | $39.98 | $31.98 |
| Pulp and paper stream | $16.90 | $25.35 | $33.80 | $42.25 | $33.80 |

**Table 2 of 6**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Working on RDO - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $18.39 | $20.79 | $23.99 | $31.98 | $23.99 |
| Wood and timber furniture stream | $18.39 | $20.79 | $23.99 | $31.98 | $23.99 |
| Pulp and paper stream | $19.44 | $21.97 | $25.35 | $33.80 | $25.35 |

**Table 3 of 6**

| **Classification** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream | $31.98 | $23.99 | $31.98 | $31.98 |
| Wood and timber furniture stream | $31.98 | $23.99 | $31.98 | $31.98 |
| Pulp and paper stream | $33.80 | $25.35 | $33.80 | $33.80 |

**Table 4 of 6**

| **Classification** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- |
| General timber stream | $31.98 | N/A | $23.99 | $31.98 |
| Wood and timber furniture stream | $31.98 | N/A | $23.99 | $31.98 |
| Pulp and paper stream | N/A | $33.80 | $25.35 | $33.80 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $31.98 | $31.98 | $23.99 | $23.99 |
| Wood and timber furniture stream | $31.98 | $31.98 | $23.99 | $23.99 |
| Pulp and paper stream | $33.80 | $33.80 | $33.80 | $25.35 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $31.98 | $39.98 | $23.99 | $31.98 |
| Wood and timber furniture stream | $31.98 | $39.98 | $23.99 | $31.98 |
| Pulp and paper stream | $33.80 | $42.25 | $25.35 | $33.80 |

### Junior - Full-time & part-time - 20 years

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $18.81 | $28.22 | $37.62 | $47.03 | $37.62 |
| Wood and timber furniture stream | $18.81 | $28.22 | $37.62 | $47.03 | $37.62 |
| Pulp and paper stream | $19.88 | $29.82 | $39.76 | $49.70 | $39.76 |

**Table 2 of 6**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Working on RDO - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $21.63 | $24.45 | $28.22 | $37.62 | $28.22 |
| Wood and timber furniture stream | $21.63 | $24.45 | $28.22 | $37.62 | $28.22 |
| Pulp and paper stream | $22.86 | $25.84 | $29.82 | $39.76 | $29.82 |

**Table 3 of 6**

| **Classification** | **Working on RDO - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- |
| General timber stream | $37.62 | $28.22 | $37.62 | $37.62 |
| Wood and timber furniture stream | $37.62 | $28.22 | $37.62 | $37.62 |
| Pulp and paper stream | $39.76 | $29.82 | $39.76 | $39.76 |

**Table 4 of 6**

| **Classification** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** | **Overtime - watchperson** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- |
| General timber stream | $37.62 | N/A | $28.22 | $37.62 |
| Wood and timber furniture stream | $37.62 | N/A | $28.22 | $37.62 |
| Pulp and paper stream | N/A | $39.76 | $29.82 | $39.76 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $37.62 | $37.62 | $28.22 | $28.22 |
| Wood and timber furniture stream | $37.62 | $37.62 | $28.22 | $28.22 |
| Pulp and paper stream | $39.76 | $39.76 | $39.76 | $29.82 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| General timber stream | $37.62 | $47.03 | $28.22 | $37.62 |
| Wood and timber furniture stream | $37.62 | $47.03 | $28.22 | $37.62 |
| Pulp and paper stream | $39.76 | $49.70 | $29.82 | $39.76 |

### Junior - Casual - 16 years and under

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $9.41 | $13.18 | $16.94 | $20.71 | $16.94 |
| Wood and timber furniture stream | $9.41 | $13.18 | $16.94 | N/A | $16.94 |
| Pulp and paper stream | $9.94 | $13.91 | $17.89 | N/A | $17.89 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $10.54 | $11.67 | $13.18 | $16.94 | $14.12 |
| Wood and timber furniture stream | $10.54 | $11.67 | $13.18 | $16.94 | $14.12 |
| Pulp and paper stream | $11.13 | $12.32 | $13.91 | $17.89 | $14.91 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** |
| --- | --- | --- | --- | --- |
| General timber stream | $18.82 | $18.82 | $18.82 | N/A |
| Wood and timber furniture stream | $18.82 | $18.82 | $18.82 | N/A |
| Pulp and paper stream | $19.88 | $19.88 | N/A | $19.88 |

**Table 4 of 5**

| **Classification** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| General timber stream | $14.12 | $18.82 | $18.82 | $16.94 |
| Wood and timber furniture stream | $14.12 | $18.82 | $18.82 | $16.94 |
| Pulp and paper stream | $14.91 | $19.88 | $19.88 | $17.89 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream | $13.18 | $13.18 | $16.94 | $20.71 | $14.12 | $18.82 |
| Wood and timber furniture stream | $13.18 | $13.18 | $16.94 | $20.71 | $14.12 | $18.82 |
| Pulp and paper stream | $17.89 | $13.91 | $17.89 | $21.86 | $14.91 | $19.88 |

### Junior - Casual - 17 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $12.94 | $18.11 | $23.29 | $28.46 | $23.29 |
| Wood and timber furniture stream | $12.94 | $18.11 | $23.29 | N/A | $23.29 |
| Pulp and paper stream | $13.68 | $19.15 | $24.62 | N/A | $24.62 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $14.49 | $16.04 | $18.11 | $23.29 | $19.41 |
| Wood and timber furniture stream | $14.49 | $16.04 | $18.11 | $23.29 | $19.41 |
| Pulp and paper stream | $15.32 | $16.96 | $19.15 | $24.62 | $20.52 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** |
| --- | --- | --- | --- | --- |
| General timber stream | $25.88 | $25.88 | $25.88 | N/A |
| Wood and timber furniture stream | $25.88 | $25.88 | $25.88 | N/A |
| Pulp and paper stream | $27.36 | $27.36 | N/A | $27.36 |

**Table 4 of 5**

| **Classification** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| General timber stream | $19.41 | $25.88 | $25.88 | $23.29 |
| Wood and timber furniture stream | $19.41 | $25.88 | $25.88 | $23.29 |
| Pulp and paper stream | $20.52 | $27.36 | $27.36 | $24.62 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream | $18.11 | $18.11 | $23.29 | $28.46 | $19.41 | $25.88 |
| Wood and timber furniture stream | $18.11 | $18.11 | $23.29 | $28.46 | $19.41 | $25.88 |
| Pulp and paper stream | $24.62 | $19.15 | $24.62 | $30.09 | $20.52 | $27.36 |

### Junior - Casual - 18 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $16.46 | $23.05 | $29.63 | $36.22 | $29.63 |
| Wood and timber furniture stream | $16.46 | $23.05 | $29.63 | N/A | $29.63 |
| Pulp and paper stream | $17.40 | $24.36 | $31.32 | N/A | $31.32 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $18.44 | $20.41 | $23.05 | $29.63 | $24.69 |
| Wood and timber furniture stream | $18.44 | $20.41 | $23.05 | $29.63 | $24.69 |
| Pulp and paper stream | $19.49 | $21.58 | $24.36 | $31.32 | $26.10 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** |
| --- | --- | --- | --- | --- |
| General timber stream | $32.92 | $32.92 | $32.92 | N/A |
| Wood and timber furniture stream | $32.92 | $32.92 | $32.92 | N/A |
| Pulp and paper stream | $34.80 | $34.80 | N/A | $34.80 |

**Table 4 of 5**

| **Classification** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| General timber stream | $24.69 | $32.92 | $32.92 | $29.63 |
| Wood and timber furniture stream | $24.69 | $32.92 | $32.92 | $29.63 |
| Pulp and paper stream | $26.10 | $34.80 | $34.80 | $31.32 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream | $23.05 | $23.05 | $29.63 | $36.22 | $24.69 | $32.92 |
| Wood and timber furniture stream | $23.05 | $23.05 | $29.63 | $36.22 | $24.69 | $32.92 |
| Pulp and paper stream | $31.32 | $24.36 | $31.32 | $38.28 | $26.10 | $34.80 |

### Junior - Casual - 19 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $19.99 | $27.98 | $35.98 | $43.97 | $35.98 |
| Wood and timber furniture stream | $19.99 | $27.98 | $35.98 | N/A | $35.98 |
| Pulp and paper stream | $21.13 | $29.58 | $38.03 | N/A | $38.03 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $22.39 | $24.78 | $27.98 | $35.98 | $29.99 |
| Wood and timber furniture stream | $22.39 | $24.78 | $27.98 | $35.98 | $29.99 |
| Pulp and paper stream | $23.66 | $26.20 | $29.58 | $38.03 | $31.70 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** |
| --- | --- | --- | --- | --- |
| General timber stream | $39.98 | $39.98 | $39.98 | N/A |
| Wood and timber furniture stream | $39.98 | $39.98 | $39.98 | N/A |
| Pulp and paper stream | $42.26 | $42.26 | N/A | $42.26 |

**Table 4 of 5**

| **Classification** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| General timber stream | $29.99 | $39.98 | $39.98 | $35.98 |
| Wood and timber furniture stream | $29.99 | $39.98 | $39.98 | $35.98 |
| Pulp and paper stream | $31.70 | $42.26 | $42.26 | $38.03 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream | $27.98 | $27.98 | $35.98 | $43.97 | $29.99 | $39.98 |
| Wood and timber furniture stream | $27.98 | $27.98 | $35.98 | $43.97 | $29.99 | $39.98 |
| Pulp and paper stream | $38.03 | $29.58 | $38.03 | $46.48 | $31.70 | $42.26 |

### Junior - Casual - 20 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers - general timber stream** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $23.51 | $32.92 | $42.32 | $51.73 | $42.32 |
| Wood and timber furniture stream | $23.51 | $32.92 | $42.32 | N/A | $42.32 |
| Pulp and paper stream | $24.85 | $34.79 | $44.73 | N/A | $44.73 |

**Table 2 of 5**

| **Classification** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** | **Overtime - Monday to Saturday - first 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** |
| --- | --- | --- | --- | --- | --- |
| General timber stream | $26.33 | $29.16 | $32.92 | $42.32 | $35.27 |
| Wood and timber furniture stream | $26.33 | $29.16 | $32.92 | $42.32 | $35.27 |
| Pulp and paper stream | $27.83 | $30.81 | $34.79 | $44.73 | $37.28 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - Sunday - day workers in all streams & non-continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - continuous shiftworkers who are not in the pulp and paper stream** | **Overtime - pulp and paper stream shiftworkers** |
| --- | --- | --- | --- | --- |
| General timber stream | $47.02 | $47.02 | $47.02 | N/A |
| Wood and timber furniture stream | $47.02 | $47.02 | $47.02 | N/A |
| Pulp and paper stream | $49.70 | $49.70 | N/A | $49.70 |

**Table 4 of 5**

| **Classification** | **Overtime - watchperson** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| General timber stream | $35.27 | $47.02 | $47.02 | $42.32 |
| Wood and timber furniture stream | $35.27 | $47.02 | $47.02 | $42.32 |
| Pulp and paper stream | $37.28 | $49.70 | $49.70 | $44.73 |

**Table 5 of 5**

| **Classification** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- | --- |
| General timber stream | $32.92 | $32.92 | $42.32 | $51.73 | $35.27 | $47.02 |
| Wood and timber furniture stream | $32.92 | $32.92 | $42.32 | $51.73 | $35.27 | $47.02 |
| Pulp and paper stream | $44.73 | $34.79 | $44.73 | $54.67 | $37.28 | $49.70 |

### Apprentice (not saw doctor) - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $404.55 | $10.65 | $15.98 | $21.30 | $26.63 |
| 2nd year | $485.45 | $12.78 | $19.17 | $25.56 | $31.95 |
| 3rd year | $606.85 | $15.97 | $23.96 | $31.94 | $39.93 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $12.25 | $13.85 | $15.98 | $21.30 |
| 2nd year | $25.56 | $14.70 | $16.61 | $19.17 | $25.56 |
| 3rd year | $31.94 | $18.37 | $20.76 | $23.96 | $31.94 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $15.98 | $21.30 | $15.98 | $21.30 | $15.98 |
| 2nd year | $19.17 | $25.56 | $19.17 | $25.56 | $19.17 |
| 3rd year | $23.96 | $31.94 | $23.96 | $31.94 | $23.96 |
| 4th year | $28.74 | $38.32 | $28.74 | $38.32 | $28.74 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $21.30 | $21.30 | $21.30 | $21.30 |
| 2nd year | $25.56 | $25.56 | $25.56 | $25.56 | $25.56 |
| 3rd year | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| 4th year | $38.32 | $38.32 | $38.32 | $38.32 | $38.32 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $21.30 | $15.98 | $15.98 | $21.30 |
| 2nd year | $25.56 | $25.56 | $19.17 | $19.17 | $25.56 |
| 3rd year | $31.94 | $31.94 | $23.96 | $23.96 | $31.94 |
| 4th year | $38.32 | $38.32 | $28.74 | $28.74 | $38.32 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $26.63 | $15.98 | $21.30 |
| 2nd year | $31.95 | $19.17 | $25.56 |
| 3rd year | $39.93 | $23.96 | $31.94 |
| 4th year | $47.90 | $28.74 | $38.32 |

### Apprentice (not saw doctor) - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $404.55 | $10.65 | $15.98 | $21.30 | $26.63 |
| 2nd year | $485.45 | $12.78 | $19.17 | $25.56 | $31.95 |
| 3rd year | $606.85 | $15.97 | $23.96 | $31.94 | $39.93 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $12.25 | $13.85 | $15.98 | $21.30 |
| 2nd year | $25.56 | $14.70 | $16.61 | $19.17 | $25.56 |
| 3rd year | $31.94 | $18.37 | $20.76 | $23.96 | $31.94 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $15.98 | $21.30 | $15.98 | $21.30 | $15.98 |
| 2nd year | $19.17 | $25.56 | $19.17 | $25.56 | $19.17 |
| 3rd year | $23.96 | $31.94 | $23.96 | $31.94 | $23.96 |
| 4th year | $28.74 | $38.32 | $28.74 | $38.32 | $28.74 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $21.30 | $21.30 | $21.30 | $21.30 |
| 2nd year | $25.56 | $25.56 | $25.56 | $25.56 | $25.56 |
| 3rd year | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| 4th year | $38.32 | $38.32 | $38.32 | $38.32 | $38.32 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.30 | $21.30 | $15.98 | $15.98 | $21.30 |
| 2nd year | $25.56 | $25.56 | $19.17 | $19.17 | $25.56 |
| 3rd year | $31.94 | $31.94 | $23.96 | $23.96 | $31.94 |
| 4th year | $38.32 | $38.32 | $28.74 | $28.74 | $38.32 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $26.63 | $15.98 | $21.30 |
| 2nd year | $31.95 | $19.17 | $25.56 |
| 3rd year | $39.93 | $23.96 | $31.94 |
| 4th year | $47.90 | $28.74 | $38.32 |

### Apprentice (not saw doctor) - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $445.00 | $11.71 | $17.57 | $23.42 | $29.28 |
| 2nd year | $525.90 | $13.84 | $20.76 | $27.68 | $34.60 |
| 3rd year | $606.85 | $15.97 | $23.96 | $31.94 | $39.93 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $23.42 | $13.47 | $15.22 | $17.57 | $23.42 |
| 2nd year | $27.68 | $15.92 | $17.99 | $20.76 | $27.68 |
| 3rd year | $31.94 | $18.37 | $20.76 | $23.96 | $31.94 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $17.57 | $23.42 | $17.57 | $23.42 | $17.57 |
| 2nd year | $20.76 | $27.68 | $20.76 | $27.68 | $20.76 |
| 3rd year | $23.96 | $31.94 | $23.96 | $31.94 | $23.96 |
| 4th year | $28.74 | $38.32 | $28.74 | $38.32 | $28.74 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $23.42 | $23.42 | $23.42 | $23.42 | $23.42 |
| 2nd year | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| 3rd year | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| 4th year | $38.32 | $38.32 | $38.32 | $38.32 | $38.32 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $23.42 | $23.42 | $17.57 | $17.57 | $23.42 |
| 2nd year | $27.68 | $27.68 | $20.76 | $20.76 | $27.68 |
| 3rd year | $31.94 | $31.94 | $23.96 | $23.96 | $31.94 |
| 4th year | $38.32 | $38.32 | $28.74 | $28.74 | $38.32 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $29.28 | $17.57 | $23.42 |
| 2nd year | $34.60 | $20.76 | $27.68 |
| 3rd year | $39.93 | $23.96 | $31.94 |
| 4th year | $47.90 | $28.74 | $38.32 |

### Apprentice saw doctor - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $417.20 | $10.98 | $16.47 | $21.96 | $27.45 |
| 2nd year | $500.65 | $13.18 | $19.77 | $26.36 | $32.95 |
| 3rd year | $625.80 | $16.47 | $24.71 | $32.94 | $41.18 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $12.63 | $14.27 | $16.47 | $21.96 |
| 2nd year | $26.36 | $15.16 | $17.13 | $19.77 | $26.36 |
| 3rd year | $32.94 | $18.94 | $21.41 | $24.71 | $32.94 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $16.47 | $21.96 | $16.47 | $21.96 | $16.47 |
| 2nd year | $19.77 | $26.36 | $19.77 | $26.36 | $19.77 |
| 3rd year | $24.71 | $32.94 | $24.71 | $32.94 | $24.71 |
| 4th year | $29.64 | $39.52 | $29.64 | $39.52 | $29.64 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $21.96 | $21.96 | $21.96 | $21.96 |
| 2nd year | $26.36 | $26.36 | $26.36 | $26.36 | $26.36 |
| 3rd year | $32.94 | $32.94 | $32.94 | $32.94 | $32.94 |
| 4th year | $39.52 | $39.52 | $39.52 | $39.52 | $39.52 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $21.96 | $16.47 | $16.47 | $21.96 |
| 2nd year | $26.36 | $26.36 | $19.77 | $19.77 | $26.36 |
| 3rd year | $32.94 | $32.94 | $24.71 | $24.71 | $32.94 |
| 4th year | $39.52 | $39.52 | $29.64 | $29.64 | $39.52 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $27.45 | $16.47 | $21.96 |
| 2nd year | $32.95 | $19.77 | $26.36 |
| 3rd year | $41.18 | $24.71 | $32.94 |
| 4th year | $49.40 | $29.64 | $39.52 |

### Apprentice saw doctor - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $417.20 | $10.98 | $16.47 | $21.96 | $27.45 |
| 2nd year | $500.65 | $13.18 | $19.77 | $26.36 | $32.95 |
| 3rd year | $625.80 | $16.47 | $24.71 | $32.94 | $41.18 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $12.63 | $14.27 | $16.47 | $21.96 |
| 2nd year | $26.36 | $15.16 | $17.13 | $19.77 | $26.36 |
| 3rd year | $32.94 | $18.94 | $21.41 | $24.71 | $32.94 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $16.47 | $21.96 | $16.47 | $21.96 | $16.47 |
| 2nd year | $19.77 | $26.36 | $19.77 | $26.36 | $19.77 |
| 3rd year | $24.71 | $32.94 | $24.71 | $32.94 | $24.71 |
| 4th year | $29.64 | $39.52 | $29.64 | $39.52 | $29.64 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $21.96 | $21.96 | $21.96 | $21.96 |
| 2nd year | $26.36 | $26.36 | $26.36 | $26.36 | $26.36 |
| 3rd year | $32.94 | $32.94 | $32.94 | $32.94 | $32.94 |
| 4th year | $39.52 | $39.52 | $39.52 | $39.52 | $39.52 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $21.96 | $21.96 | $16.47 | $16.47 | $21.96 |
| 2nd year | $26.36 | $26.36 | $19.77 | $19.77 | $26.36 |
| 3rd year | $32.94 | $32.94 | $24.71 | $24.71 | $32.94 |
| 4th year | $39.52 | $39.52 | $29.64 | $29.64 | $39.52 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $27.45 | $16.47 | $21.96 |
| 2nd year | $32.95 | $19.77 | $26.36 |
| 3rd year | $41.18 | $24.71 | $32.94 |
| 4th year | $49.40 | $29.64 | $39.52 |

### Apprentice saw doctor - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $458.90 | $12.08 | $18.12 | $24.16 | $30.20 |
| 2nd year | $542.35 | $14.27 | $21.41 | $28.54 | $35.68 |
| 3rd year | $625.80 | $16.47 | $24.71 | $32.94 | $41.18 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $24.16 | $13.89 | $15.70 | $18.12 | $24.16 |
| 2nd year | $28.54 | $16.41 | $18.55 | $21.41 | $28.54 |
| 3rd year | $32.94 | $18.94 | $21.41 | $24.71 | $32.94 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $18.12 | $24.16 | $18.12 | $24.16 | $18.12 |
| 2nd year | $21.41 | $28.54 | $21.41 | $28.54 | $21.41 |
| 3rd year | $24.71 | $32.94 | $24.71 | $32.94 | $24.71 |
| 4th year | $29.64 | $39.52 | $29.64 | $39.52 | $29.64 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $24.16 | $24.16 | $24.16 | $24.16 | $24.16 |
| 2nd year | $28.54 | $28.54 | $28.54 | $28.54 | $28.54 |
| 3rd year | $32.94 | $32.94 | $32.94 | $32.94 | $32.94 |
| 4th year | $39.52 | $39.52 | $39.52 | $39.52 | $39.52 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** | **Saturday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- | --- |
| 1st year | $24.16 | $24.16 | $18.12 | $18.12 | $24.16 |
| 2nd year | $28.54 | $28.54 | $21.41 | $21.41 | $28.54 |
| 3rd year | $32.94 | $32.94 | $24.71 | $24.71 | $32.94 |
| 4th year | $39.52 | $39.52 | $29.64 | $29.64 | $39.52 |

**Table 6 of 6**

| **Classification** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- |
| 1st year | $30.20 | $18.12 | $24.16 |
| 2nd year | $35.68 | $21.41 | $28.54 |
| 3rd year | $41.18 | $24.71 | $32.94 |
| 4th year | $49.40 | $29.64 | $39.52 |

### Adult apprentice (not saw doctor) - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $404.55 | $10.65 | $15.98 | $21.30 | $26.63 |
| 2nd year | $485.45 | $12.78 | $19.17 | $25.56 | $31.95 |
| 3rd year | $606.85 | $15.97 | $23.96 | $31.94 | $39.93 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $404.55 | $10.65 | $15.98 | $21.30 | $26.63 |
| 2nd year | $485.45 | $12.78 | $19.17 | $25.56 | $31.95 |
| 3rd year | $606.85 | $15.97 | $23.96 | $31.94 | $39.93 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $675.60 | $17.78 | $26.67 | $35.56 | $44.45 |
| 2nd year | $714.45 | $18.80 | $28.20 | $37.60 | $47.00 |
| 3rd year | $755.70 | $19.89 | $29.84 | $39.78 | $49.73 |
| 4th year | $796.95 | $20.97 | $31.46 | $41.94 | $52.43 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $21.30 | $12.25 | $13.85 | $15.98 | $21.30 |
| 2nd year | $25.56 | $14.70 | $16.61 | $19.17 | $25.56 |
| 3rd year | $31.94 | $18.37 | $20.76 | $23.96 | $31.94 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $21.30 | $12.25 | $13.85 | $15.98 | $21.30 |
| 2nd year | $25.56 | $14.70 | $16.61 | $19.17 | $25.56 |
| 3rd year | $31.94 | $18.37 | $20.76 | $23.96 | $31.94 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $20.45 | $23.11 | $26.67 | $35.56 |
| 2nd year | $37.60 | $21.62 | $24.44 | $28.20 | $37.60 |
| 3rd year | $39.78 | $22.87 | $25.86 | $29.84 | $39.78 |
| 4th year | $41.94 | $24.12 | $27.26 | $31.46 | $41.94 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $15.98 | $21.30 | N/A | N/A | N/A |
| 2nd year | $19.17 | $25.56 | N/A | N/A | N/A |
| 3rd year | $23.96 | $31.94 | N/A | N/A | N/A |
| 4th year | $28.74 | $38.32 | N/A | N/A | N/A |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $15.98 | $21.30 | N/A | N/A | N/A |
| 2nd year | $19.17 | $25.56 | N/A | N/A | N/A |
| 3rd year | $23.96 | $31.94 | N/A | N/A | N/A |
| 4th year | $28.74 | $38.32 | N/A | N/A | N/A |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $26.67 | $35.56 | $26.67 | $35.56 | $26.67 |
| 2nd year | $28.20 | $37.60 | $28.20 | $37.60 | $28.20 |
| 3rd year | $29.84 | $39.78 | $29.84 | $39.78 | $29.84 |
| 4th year | $31.46 | $41.94 | $31.46 | $41.94 | $31.46 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $21.30 | $21.30 |
| 2nd year | N/A | N/A | N/A | $25.56 | $25.56 |
| 3rd year | N/A | N/A | N/A | $31.94 | $31.94 |
| 4th year | N/A | N/A | N/A | $38.32 | $38.32 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $21.30 | $21.30 |
| 2nd year | N/A | N/A | N/A | $25.56 | $25.56 |
| 3rd year | N/A | N/A | N/A | $31.94 | $31.94 |
| 4th year | N/A | N/A | N/A | $38.32 | $38.32 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $35.56 | $35.56 | N/A | $35.56 |
| 2nd year | $37.60 | $37.60 | $37.60 | N/A | $37.60 |
| 3rd year | $39.78 | $39.78 | $39.78 | N/A | $39.78 |
| 4th year | $41.94 | $41.94 | $41.94 | N/A | $41.94 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $21.30 | $21.30 | $15.98 | $15.98 |
| 2nd year | $25.56 | $25.56 | $19.17 | $19.17 |
| 3rd year | $31.94 | $31.94 | $23.96 | $23.96 |
| 4th year | $38.32 | $38.32 | $28.74 | $28.74 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $21.30 | $21.30 | $21.30 | $15.98 |
| 2nd year | $25.56 | $25.56 | $25.56 | $19.17 |
| 3rd year | $31.94 | $31.94 | $31.94 | $23.96 |
| 4th year | $38.32 | $38.32 | $38.32 | $28.74 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $35.56 | $26.67 | $26.67 |
| 2nd year | $37.60 | $37.60 | $28.20 | $28.20 |
| 3rd year | $39.78 | $39.78 | $29.84 | $29.84 |
| 4th year | $41.94 | $41.94 | $31.46 | $31.46 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $21.30 | $26.63 | $15.98 | $21.30 |
| 2nd year | $25.56 | $31.95 | $19.17 | $25.56 |
| 3rd year | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year | $38.32 | $47.90 | $28.74 | $38.32 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $21.30 | $26.63 | $15.98 | $21.30 |
| 2nd year | $25.56 | $31.95 | $19.17 | $25.56 |
| 3rd year | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year | $38.32 | $47.90 | $28.74 | $38.32 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $44.45 | $26.67 | $35.56 |
| 2nd year | $37.60 | $47.00 | $28.20 | $37.60 |
| 3rd year | $39.78 | $49.73 | $29.84 | $39.78 |
| 4th year | $41.94 | $52.43 | $31.46 | $41.94 |

### Adult apprentice (not saw doctor) - Started after 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $647.30 | $17.03 | $25.55 | $34.06 | $42.58 |
| 2nd year | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| 3rd year | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| 4th year | $728.20 | $19.16 | $28.74 | $38.32 | $47.90 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $647.30 | $17.03 | $25.55 | $34.06 | $42.58 |
| 2nd year | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| 3rd year | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| 4th year | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $675.60 | $17.78 | $26.67 | $35.56 | $44.45 |
| 2nd year | $714.45 | $18.80 | $28.20 | $37.60 | $47.00 |
| 3rd year | $755.70 | $19.89 | $29.84 | $39.78 | $49.73 |
| 4th year | $796.95 | $20.97 | $31.46 | $41.94 | $52.43 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $34.06 | $19.58 | $22.14 | $25.55 | $34.06 |
| 2nd year | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| 3rd year | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| 4th year | $38.32 | $22.03 | $24.91 | $28.74 | $38.32 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $34.06 | $19.58 | $22.14 | $25.55 | $34.06 |
| 2nd year | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| 3rd year | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| 4th year | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $20.45 | $23.11 | $26.67 | $35.56 |
| 2nd year | $37.60 | $21.62 | $24.44 | $28.20 | $37.60 |
| 3rd year | $39.78 | $22.87 | $25.86 | $29.84 | $39.78 |
| 4th year | $41.94 | $24.12 | $27.26 | $31.46 | $41.94 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $25.55 | $34.06 | N/A | N/A | N/A |
| 2nd year | $27.44 | $36.58 | N/A | N/A | N/A |
| 3rd year | $27.44 | $36.58 | N/A | N/A | N/A |
| 4th year | $28.74 | $38.32 | N/A | N/A | N/A |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $25.55 | $34.06 | N/A | N/A | N/A |
| 2nd year | $28.83 | $38.44 | N/A | N/A | N/A |
| 3rd year | $28.83 | $38.44 | N/A | N/A | N/A |
| 4th year | $28.83 | $38.44 | N/A | N/A | N/A |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $26.67 | $35.56 | $26.67 | $35.56 | $26.67 |
| 2nd year | $28.20 | $37.60 | $28.20 | $37.60 | $28.20 |
| 3rd year | $29.84 | $39.78 | $29.84 | $39.78 | $29.84 |
| 4th year | $31.46 | $41.94 | $31.46 | $41.94 | $31.46 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $34.06 | $34.06 |
| 2nd year | N/A | N/A | N/A | $36.58 | $36.58 |
| 3rd year | N/A | N/A | N/A | $36.58 | $36.58 |
| 4th year | N/A | N/A | N/A | $38.32 | $38.32 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $34.06 | $34.06 |
| 2nd year | N/A | N/A | N/A | $38.44 | $38.44 |
| 3rd year | N/A | N/A | N/A | $38.44 | $38.44 |
| 4th year | N/A | N/A | N/A | $38.44 | $38.44 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $35.56 | $35.56 | N/A | $35.56 |
| 2nd year | $37.60 | $37.60 | $37.60 | N/A | $37.60 |
| 3rd year | $39.78 | $39.78 | $39.78 | N/A | $39.78 |
| 4th year | $41.94 | $41.94 | $41.94 | N/A | $41.94 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $34.06 | $34.06 | $25.55 | $25.55 |
| 2nd year | $36.58 | $36.58 | $27.44 | $27.44 |
| 3rd year | $36.58 | $36.58 | $27.44 | $27.44 |
| 4th year | $38.32 | $38.32 | $28.74 | $28.74 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $34.06 | $34.06 | $34.06 | $25.55 |
| 2nd year | $38.44 | $38.44 | $38.44 | $28.83 |
| 3rd year | $38.44 | $38.44 | $38.44 | $28.83 |
| 4th year | $38.44 | $38.44 | $38.44 | $28.83 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $35.56 | $26.67 | $26.67 |
| 2nd year | $37.60 | $37.60 | $28.20 | $28.20 |
| 3rd year | $39.78 | $39.78 | $29.84 | $29.84 |
| 4th year | $41.94 | $41.94 | $31.46 | $31.46 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $34.06 | $42.58 | $25.55 | $34.06 |
| 2nd year | $36.58 | $45.73 | $27.44 | $36.58 |
| 3rd year | $36.58 | $45.73 | $27.44 | $36.58 |
| 4th year | $38.32 | $47.90 | $28.74 | $38.32 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $34.06 | $42.58 | $25.55 | $34.06 |
| 2nd year | $38.44 | $48.05 | $28.83 | $38.44 |
| 3rd year | $38.44 | $48.05 | $28.83 | $38.44 |
| 4th year | $38.44 | $48.05 | $28.83 | $38.44 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $44.45 | $26.67 | $35.56 |
| 2nd year | $37.60 | $47.00 | $28.20 | $37.60 |
| 3rd year | $39.78 | $49.73 | $29.84 | $39.78 |
| 4th year | $41.94 | $52.43 | $31.46 | $41.94 |

### Adult apprentice saw doctor - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $417.20 | $10.98 | $16.47 | $21.96 | $27.45 |
| 2nd year | $500.65 | $13.18 | $19.77 | $26.36 | $32.95 |
| 3rd year | $625.80 | $16.47 | $24.71 | $32.94 | $41.18 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $417.20 | $10.98 | $16.47 | $21.96 | $27.45 |
| 2nd year | $500.65 | $13.18 | $19.77 | $26.36 | $32.95 |
| 3rd year | $625.80 | $16.47 | $24.71 | $32.94 | $41.18 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $675.60 | $17.78 | $26.67 | $35.56 | $44.45 |
| 2nd year | $714.45 | $18.80 | $28.20 | $37.60 | $47.00 |
| 3rd year | $755.70 | $19.89 | $29.84 | $39.78 | $49.73 |
| 4th year | $796.95 | $20.97 | $31.46 | $41.94 | $52.43 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $21.96 | $12.63 | $14.27 | $16.47 | $21.96 |
| 2nd year | $26.36 | $15.16 | $17.13 | $19.77 | $26.36 |
| 3rd year | $32.94 | $18.94 | $21.41 | $24.71 | $32.94 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $21.96 | $12.63 | $14.27 | $16.47 | $21.96 |
| 2nd year | $26.36 | $15.16 | $17.13 | $19.77 | $26.36 |
| 3rd year | $32.94 | $18.94 | $21.41 | $24.71 | $32.94 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $20.45 | $23.11 | $26.67 | $35.56 |
| 2nd year | $37.60 | $21.62 | $24.44 | $28.20 | $37.60 |
| 3rd year | $39.78 | $22.87 | $25.86 | $29.84 | $39.78 |
| 4th year | $41.94 | $24.12 | $27.26 | $31.46 | $41.94 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $16.47 | $21.96 | N/A | N/A | N/A |
| 2nd year | $19.77 | $26.36 | N/A | N/A | N/A |
| 3rd year | $24.71 | $32.94 | N/A | N/A | N/A |
| 4th year | $29.64 | $39.52 | N/A | N/A | N/A |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $16.47 | $21.96 | N/A | N/A | N/A |
| 2nd year | $19.77 | $26.36 | N/A | N/A | N/A |
| 3rd year | $24.71 | $32.94 | N/A | N/A | N/A |
| 4th year | $29.64 | $39.52 | N/A | N/A | N/A |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $26.67 | $35.56 | $26.67 | $35.56 | $26.67 |
| 2nd year | $28.20 | $37.60 | $28.20 | $37.60 | $28.20 |
| 3rd year | $29.84 | $39.78 | $29.84 | $39.78 | $29.84 |
| 4th year | $31.46 | $41.94 | $31.46 | $41.94 | $31.46 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $21.96 | $21.96 |
| 2nd year | N/A | N/A | N/A | $26.36 | $26.36 |
| 3rd year | N/A | N/A | N/A | $32.94 | $32.94 |
| 4th year | N/A | N/A | N/A | $39.52 | $39.52 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $21.96 | $21.96 |
| 2nd year | N/A | N/A | N/A | $26.36 | $26.36 |
| 3rd year | N/A | N/A | N/A | $32.94 | $32.94 |
| 4th year | N/A | N/A | N/A | $39.52 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $35.56 | $35.56 | N/A | $35.56 |
| 2nd year | $37.60 | $37.60 | $37.60 | N/A | $37.60 |
| 3rd year | $39.78 | $39.78 | $39.78 | N/A | $39.78 |
| 4th year | $41.94 | $41.94 | $41.94 | N/A | $41.94 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $21.96 | $21.96 | $16.47 | $16.47 |
| 2nd year | $26.36 | $26.36 | $19.77 | $19.77 |
| 3rd year | $32.94 | $32.94 | $24.71 | $24.71 |
| 4th year | $39.52 | $39.52 | $29.64 | $29.64 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $21.96 | $21.96 | $21.96 | $16.47 |
| 2nd year | $26.36 | $26.36 | $26.36 | $19.77 |
| 3rd year | $32.94 | $32.94 | $32.94 | $24.71 |
| 4th year | $39.52 | $39.52 | $39.52 | $29.64 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $35.56 | $26.67 | $26.67 |
| 2nd year | $37.60 | $37.60 | $28.20 | $28.20 |
| 3rd year | $39.78 | $39.78 | $29.84 | $29.84 |
| 4th year | $41.94 | $41.94 | $31.46 | $31.46 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $21.96 | $27.45 | $16.47 | $21.96 |
| 2nd year | $26.36 | $32.95 | $19.77 | $26.36 |
| 3rd year | $32.94 | $41.18 | $24.71 | $32.94 |
| 4th year | $39.52 | $49.40 | $29.64 | $39.52 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $21.96 | $27.45 | $16.47 | $21.96 |
| 2nd year | $26.36 | $32.95 | $19.77 | $26.36 |
| 3rd year | $32.94 | $41.18 | $24.71 | $32.94 |
| 4th year | $39.52 | $49.40 | $29.64 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $44.45 | $26.67 | $35.56 |
| 2nd year | $37.60 | $47.00 | $28.20 | $37.60 |
| 3rd year | $39.78 | $49.73 | $29.84 | $39.78 |
| 4th year | $41.94 | $52.43 | $31.46 | $41.94 |

### Adult apprentice saw doctor - Started after 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - ordinary hours (by agreement)** | **Sunday** | **Public holiday - day workers** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $647.30 | $17.03 | $25.55 | $34.06 | $42.58 |
| 2nd year | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| 3rd year | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $647.30 | $17.03 | $25.55 | $34.06 | $42.58 |
| 2nd year | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| 3rd year | $730.30 | $19.22 | $28.83 | $38.44 | $48.05 |
| 4th year | $750.95 | $19.76 | $29.64 | $39.52 | $49.40 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $675.60 | $17.78 | $26.67 | $35.56 | $44.45 |
| 2nd year | $714.45 | $18.80 | $28.20 | $37.60 | $47.00 |
| 3rd year | $755.70 | $19.89 | $29.84 | $39.78 | $49.73 |
| 4th year | $796.95 | $20.97 | $31.46 | $41.94 | $52.43 |

**Table 2 of 6**

| **Classification** | **Public holiday - shiftworkers** | **Afternoon shift & rotating night shift** | **Night shift - non-rotating** | **Changes to shiftwork with insufficient notice** | **Working on RDO when relief shiftworker absent** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $34.06 | $19.58 | $22.14 | $25.55 | $34.06 |
| 2nd year | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| 3rd year | $36.58 | $21.03 | $23.78 | $27.44 | $36.58 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $34.06 | $19.58 | $22.14 | $25.55 | $34.06 |
| 2nd year | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| 3rd year | $38.44 | $22.10 | $24.99 | $28.83 | $38.44 |
| 4th year | $39.52 | $22.72 | $25.69 | $29.64 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $20.45 | $23.11 | $26.67 | $35.56 |
| 2nd year | $37.60 | $21.62 | $24.44 | $28.20 | $37.60 |
| 3rd year | $39.78 | $22.87 | $25.86 | $29.84 | $39.78 |
| 4th year | $41.94 | $24.12 | $27.26 | $31.46 | $41.94 |

**Table 3 of 6**

| **Classification** | **Working on RDO - first 2 hours** | **Working on RDO - after 2 hours** | **Overtime - Monday to Friday - first 2 hours - wood and timber furniture stream** | **Overtime - Monday to Friday - after 2 hours - wood and timber furniture stream** | **Overtime - Saturday - first 2 hours - wood and timber furniture stream** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | $25.55 | $34.06 | N/A | N/A | N/A |
| 2nd year | $27.44 | $36.58 | N/A | N/A | N/A |
| 3rd year | $27.44 | $36.58 | N/A | N/A | N/A |
| 4th year | $29.64 | $39.52 | N/A | N/A | N/A |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | $25.55 | $34.06 | N/A | N/A | N/A |
| 2nd year | $28.83 | $38.44 | N/A | N/A | N/A |
| 3rd year | $28.83 | $38.44 | N/A | N/A | N/A |
| 4th year | $29.64 | $39.52 | N/A | N/A | N/A |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $26.67 | $35.56 | $26.67 | $35.56 | $26.67 |
| 2nd year | $28.20 | $37.60 | $28.20 | $37.60 | $28.20 |
| 3rd year | $29.84 | $39.78 | $29.84 | $39.78 | $29.84 |
| 4th year | $31.46 | $41.94 | $31.46 | $41.94 | $31.46 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 2 hours - wood and timber furniture stream** | **Overtime - Sunday - wood and timber furniture stream** | **Overtime - continuous shiftworkers - wood and timber furniture stream** | **Overtime - apprentices who are not in the wood & timber furniture stream** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $34.06 | $34.06 |
| 2nd year | N/A | N/A | N/A | $36.58 | $36.58 |
| 3rd year | N/A | N/A | N/A | $36.58 | $36.58 |
| 4th year | N/A | N/A | N/A | $39.52 | $39.52 |
| **Pulp and paper** |  |  |  |  |  |
| 1st year | N/A | N/A | N/A | $34.06 | $34.06 |
| 2nd year | N/A | N/A | N/A | $38.44 | $38.44 |
| 3rd year | N/A | N/A | N/A | $38.44 | $38.44 |
| 4th year | N/A | N/A | N/A | $39.52 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |  |
| 1st year | $35.56 | $35.56 | $35.56 | N/A | $35.56 |
| 2nd year | $37.60 | $37.60 | $37.60 | N/A | $37.60 |
| 3rd year | $39.78 | $39.78 | $39.78 | N/A | $39.78 |
| 4th year | $41.94 | $41.94 | $41.94 | N/A | $41.94 |

**Table 5 of 6**

| **Classification** | **Less than 8 hour break between shifts - change to shift** | **Working through a meal break** | **Working after an untaken meal break** | **Saturday - first 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $34.06 | $34.06 | $25.55 | $25.55 |
| 2nd year | $36.58 | $36.58 | $27.44 | $27.44 |
| 3rd year | $36.58 | $36.58 | $27.44 | $27.44 |
| 4th year | $39.52 | $39.52 | $29.64 | $29.64 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $34.06 | $34.06 | $34.06 | $25.55 |
| 2nd year | $38.44 | $38.44 | $38.44 | $28.83 |
| 3rd year | $38.44 | $38.44 | $38.44 | $28.83 |
| 4th year | $39.52 | $39.52 | $39.52 | $29.64 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $35.56 | $26.67 | $26.67 |
| 2nd year | $37.60 | $37.60 | $28.20 | $28.20 |
| 3rd year | $39.78 | $39.78 | $29.84 | $29.84 |
| 4th year | $41.94 | $41.94 | $31.46 | $31.46 |

**Table 6 of 6**

| **Classification** | **Saturday - after 2 hours - fire fighting work** | **Public holiday - fire fighting work** | **Overtime - Monday to Friday - first 2 hours - fire fighting work** | **Overtime - Monday to Friday - after 2 hours - fire fighting work** |
| --- | --- | --- | --- | --- |
| **General timber** |  |  |  |  |
| 1st year | $34.06 | $42.58 | $25.55 | $34.06 |
| 2nd year | $36.58 | $45.73 | $27.44 | $36.58 |
| 3rd year | $36.58 | $45.73 | $27.44 | $36.58 |
| 4th year | $39.52 | $49.40 | $29.64 | $39.52 |
| **Pulp and paper** |  |  |  |  |
| 1st year | $34.06 | $42.58 | $25.55 | $34.06 |
| 2nd year | $38.44 | $48.05 | $28.83 | $38.44 |
| 3rd year | $38.44 | $48.05 | $28.83 | $38.44 |
| 4th year | $39.52 | $49.40 | $29.64 | $39.52 |
| **Wood and timber furniture** |  |  |  |  |
| 1st year | $35.56 | $44.45 | $26.67 | $35.56 |
| 2nd year | $37.60 | $47.00 | $28.20 | $37.60 |
| 3rd year | $39.78 | $49.73 | $29.84 | $39.78 |
| 4th year | $41.94 | $52.43 | $31.46 | $41.94 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Camping allowance | $24.84 per working day up to a maximum of $173.92 per week |
| Camping facilities reimbursement - adequate sleeping and messing facilities not provided - fire fighting work | reimbursement of any reasonable amount spent to provide adequate sleeping and messing facilities |
| Case hardened prescription lenses reimbursement | reimbursement of the amount necessary to have the glasses case hardened |
| Change of residence - travelling expenses reimbursement - full-time employee | reimbursement of expenses whilst necessarily travelling between localities for up to 3 months, or up to 6 months if the employee is in the process of buying a place to live |
| Change of residence - travelling time allowance - not bushworkers - full-time employee - Monday to Saturday | payment at the minimum hourly rate for necessary travel for up to 3 months, or up to 6 months if the employee is in the process of buying a place to live |
| Change of residence - travelling time allowance - not bushworkers - full-time employee - Sunday | payment at the minimum hourly rate + 50% for necessary travel for up to 3 months, or up to 6 months if the employee is in the process of buying a place to live |
| Charred timber allowance | $5.66 per day |
| Cleaning of boilers and associated equipment allowance | $1.62 per hour whilst so employed |
| Cold places allowance | $0.49 per hour |
| Confined spaces allowances | $0.65 per hour |
| Damage to clothing, tools and other items reimbursement | compensation for any damage caused by fire or corrosive substance, to clothing, tools (only tools that are ordinarily required for the job), spectacles, hearing aids and dentures |
| Dirty work allowance | $2.67 per day |
| Distant work - board & lodging reimbursement - full-time employee | reimbursement of reasonable board and lodging |
| Distant work - fares reimbursement - full-time employee | reimbursement of reasonable fares |
| Distant work - meal allowance - full-time employee | $13.96 per meal |
| Distant work - travelling time allowance - not bushworkers - full-time employee - Monday to Saturday - sleeping berth not provided | payment at the minimum hourly rate for a maximum of 12 hours out of every 24 |
| Distant work - travelling time allowance - not bushworkers - full-time employee - Monday to Saturday - sleeping berth | payment at the minimum hourly rate for a maximum of 8 hours out of every 24 |
| Distant work - travelling time allowance - not bushworkers - full-time employee - Sunday or public holiday - sleeping berth not provided | payment at the minimum hourly rate + 50% for a maximum of 12 hours out of every 24 |
| Distant work - travelling time allowance - not bushworkers - full-time employee - Sunday or public holiday - sleeping berth | payment at the minimum hourly rate + 50% for a maximum of 8 hours out of every 24 |
| First aid allowance | $16.18 per week |
| Forest work allowance | $0.68 per hour |
| Height money allowance | $1.62 per day |
| Hot work allowance - between 46°C and 54°C | $0.49 per hour |
| Hot work allowance - over 54°C | $0.81 per hour |
| In charge of plant allowance - engine driver or fireman | $0.89 per hour up to a maximum of $33.98 per week |
| Leading hand allowance - in charge of 2-6 employees | $0.70 per hour up to a maximum of $26.70 per week |
| Leading hand allowance - in charge of more than 6 employees | $1.09 per hour up to a maximum of $41.26 per week |
| \* Low loader allowance - general timber stream level 5 only | $0.04 per hour for each complete tonne over 43 tonnes gross combination mass (GCM) |
| Meal allowance | $13.96 per meal |
| Meal reimbursement - fire fighting - not working at night | reimbursement for the cost of three meals per day |
| Meal reimbursement - fire fighting - working at night | reimbursement for the cost of supplying suitable provisions when working at night |
| Multiple forklift / crane allowance - engine driver or fireman | $3.24 per day |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing protective clothing and equipment |
| Protective gloves reimbursement | reimbursement for the cost of protective gloves |
| Repairs inside boilers and associated equipment allowance | $1.21 per hour whilst so employed |
| Safety boots / footwear reimbursement | reimbursement of the cost of a pair of safety boots/shoes |
| Special transport for injury reimbursement | reimbursement for the cost of transport to the treating doctor or hospital |
| Stand-by allowance - fire fighting work | $8.18 per hour |
| Stopping or starting engines allowance - cleaner, greaser or oiler | $0.89 per hour up to a maximum of $33.98 per week |
| Tool allowance - Millwright | $0.13 per hour up to a maximum of $4.92 per week |
| Tool allowance - Tradesperson | $0.39 per hour up to a maximum of $14.97 per week |
| Tool allowance - Utility person | $0.10 per hour up to a maximum of $3.80 per week |
| Training costs for fees and textbooks reimbursement (not apprenticeship training) | reimbursement for costs associated with fees and textbooks upon production of evidence of costs |
| Training costs travel reimbursement (not apprenticeship training) | reimbursement of travel costs in excess of costs for travelling to and from work |
| Transport reimbursement - from bush or bush sawmills when employment ends | reimbursement for the cost of transporting the employee, their family and possessions from the bush or bush sawmill |
| Travelling time allowance - bushworkers - full-time employee | payment at the minimum hourly rate for all time spent travelling from the fixed starting place to the work and time in excess of half an hour spent travelling from the work back to the starting place |
| Vehicle allowance | $0.78 per km |
| Waiting for transport after working overtime allowance | payment at the minimum hourly rate |
| Wet places allowance - clothing or boots are saturated | $0.49 per hour |
| Working away from usual workplace - excess travel costs allowance - not bushworkers - full-time employee | payment at the minimum hourly rate for all time reasonably spent travelling which is more than the time spent travelling to and from the normal workplace |
| Working away from usual workplace - excess travel costs reimbursement | reimbursement for reasonable fares incurred in excess of those normally incurred travelling between home and the usual place of work |

## Disclaimer

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

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