



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2024–25 2024–25

### SILVICULTURE AWARD 2020 [MA000040]

Agricultural industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O'NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Ordinary weekly rate (full-time employee)
	\$	\$	\$
Silviculture and afforestation worker grade 1	984.40	25.91	1065.10
Silviculture and afforestation worker grade 2	1021.10	26.87	1102.90
Silviculture and afforestation worker grade 3	1039.00	27.34	1121.40
Silviculture and afforestation worker grade 4	1064.40	28.01	1147.60

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Ordinary weekly rate (full-time employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 5	1084.10	28.53	1167.90
Silviculture and afforestation worker grade 6	1092.90	28.76	1177.00

2. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.
3. By deleting the amount “\$38.84” appearing in clause 17.4(a) and inserting “\$40.19”.
4. By deleting the table appearing in clause 17.4(b)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
1 person	25.70
2 to 5 persons	57.14
6 to 10 persons	72.45
more than 10 persons	96.51

5. By deleting the table appearing in clause A.2.1 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Public holiday<sup>1</sup></b>
		<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	28.03	70.08
Silviculture and afforestation worker grade 2	29.02	72.55
Silviculture and afforestation worker grade 3	29.51	73.78
Silviculture and afforestation worker grade 4	30.20	75.50

<b>Classification</b>	<b>Ordinary hours</b>	<b>Public holiday<sup>1</sup></b>
		<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 5	30.73	76.83
Silviculture and afforestation worker grade 6	30.97	77.43

6. By deleting the table appearing in clause A.2.2 and inserting the following:

<b>Classification</b>	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>first 2 hours</b>	<b>after 2 hours</b>	<b>all day</b>	<b>all day</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	42.05	56.06	56.06	70.08
Silviculture and afforestation worker grade 2	43.53	58.04	58.04	72.55
Silviculture and afforestation worker grade 3	44.27	59.02	59.02	73.78
Silviculture and afforestation worker grade 4	45.30	60.40	60.40	75.50
Silviculture and afforestation worker grade 5	46.10	61.46	61.46	76.83
Silviculture and afforestation worker grade 6	46.46	61.94	61.94	77.43

7. By deleting the table appearing in clause A.2.3 and inserting the following:

<b>Classification</b>	<b>Day</b>	<b>Afternoon and night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Less than 5 successive shifts<sup>1</sup></b>	<b>Overtime<sup>2</sup></b>	<b>Public holidays</b>
	<b>% of ordinary hourly rate <sup>3</sup></b>						
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	28.03	32.23	42.05	56.06	42.05	56.06	70.08
Silviculture and afforestation worker grade 2	29.02	33.37	43.53	58.04	43.53	58.04	72.55
Silviculture and afforestation worker grade 3	29.51	33.94	44.27	59.02	44.27	59.02	73.78
Silviculture and afforestation worker grade 4	30.20	34.73	45.30	60.40	45.30	60.40	75.50
Silviculture and afforestation worker grade 5	30.73	35.34	46.10	61.46	46.10	61.46	76.83
Silviculture and afforestation worker grade 6	30.97	35.62	46.46	61.94	46.46	61.94	77.43

8. By deleting the table appearing in clause A.3.1 and inserting the following:

<b>Classification</b>	<b>Casual hourly rate</b>	<b>Public holiday<sup>1</sup></b>
		<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	35.04	77.08
Silviculture and afforestation worker grade 2	36.28	79.81
Silviculture and afforestation worker grade 3	36.89	81.15
Silviculture and afforestation worker grade 4	37.75	83.05
Silviculture and afforestation worker grade 5	38.41	84.51
Silviculture and afforestation worker grade 6	38.71	85.17

9. By deleting the table appearing in clause A.3.2 and inserting the following:

<b>Classification</b>	<b>Day</b>	<b>Afternoon and night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Less than 5 successive shifts<sup>1</sup></b>	<b>Public holidays</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	35.04	39.24	49.05	63.07	49.05	77.08
Silviculture and afforestation worker grade 2	36.28	40.63	50.79	65.30	50.79	79.81
Silviculture and afforestation worker grade 3	36.89	41.31	51.64	66.40	51.64	81.15
Silviculture and afforestation worker grade 4	37.75	42.28	52.85	67.95	52.85	83.05
Silviculture and afforestation worker grade 5	38.41	43.02	53.78	69.14	53.78	84.51
Silviculture and afforestation worker grade 6	38.71	43.36	54.20	69.68	54.20	85.17

10. By deleting the table appearing in clause A.4.1 and inserting the following:

<b>Classification</b>	<b>Monday to Friday</b>		<b>Saturday</b>		<b>Sunday</b>	<b>Public holidays</b>
	<b>After 8 hours<sup>1</sup></b>	<b>After 10 hours</b>	<b>First 2 hours</b>	<b>After 2 hours</b>	<b>All hours</b>	<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	42.05	56.06	42.05	56.06	56.06	70.08
Silviculture and afforestation worker grade 2	43.53	58.04	43.53	58.04	58.04	72.55
Silviculture and afforestation worker grade 3	44.27	59.02	44.27	59.02	59.02	73.78
Silviculture and afforestation worker grade 4	45.30	60.40	45.30	60.40	60.40	75.50
Silviculture and afforestation worker grade 5	46.10	61.46	46.10	61.46	61.46	76.83
Silviculture and afforestation worker grade 6	46.46	61.94	46.46	61.94	61.94	77.43

11. By deleting the table appearing in clause A.4.2 and inserting the following:

Classification	Monday to Friday		Saturday		Sunday	Public holidays
	After 8 hours <sup>1</sup>	After 10 hours	First 2 hours	After 2 hours	All hours	All hours
	% of ordinary hourly rate <sup>2</sup>					
	175%	225%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$
Silviculture and afforestation worker grade 1	49.05	63.07	49.05	63.07	63.07	77.08
Silviculture and afforestation worker grade 2	50.79	65.30	50.79	65.30	65.30	79.81
Silviculture and afforestation worker grade 3	51.64	66.40	51.64	66.40	66.40	81.15
Silviculture and afforestation worker grade 4	52.85	67.95	52.85	67.95	67.95	83.05
Silviculture and afforestation worker grade 5	53.78	69.14	53.78	69.14	69.14	84.51
Silviculture and afforestation worker grade 6	54.20	69.68	54.20	69.68	69.68	85.17

12. By deleting the amount “\$26.42” appearing in clause B.1.1 and inserting “\$27.34”.

13. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance <sup>1</sup>	17.4(a)	147.0	40.19	per week
Leading hand in charge of—1 person	17.4(b)(i)	94.0	25.70	per week
Leading hand in charge of—2 to 5 persons	17.4(b)(i)	209.0	57.14	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand in charge of—6 to 10 persons	17.4(b)(i)	265.0	72.45	per week
Leading hand in charge of—More than 10 persons	17.4(b)(i)	353.0	96.51	per week

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT