



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

TIMBER INDUSTRY AWARD 2020 [MA000071]

Timber and paper products 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:

1. By deleting the amount “\$10.44” appearing in clause 14.3(p)(iii) and inserting “\$10.81”.
2. By deleting the table appearing in clause 20.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	948.00	24.95
Level 3	982.40	25.85
Level 4	1014.70	26.70
Level 5	1068.40	28.12
Level 6	1102.00	29.00
Level 7	1165.70	30.68

3. By deleting the table appearing in clause 20.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	948.00	24.95
Level 3	982.40	25.85
Level 4	1014.70	26.70
Level 4A	1031.20	27.14
Level 5	1068.40	28.12
Level 6	1102.00	29.00
Level 7	1165.70	30.68

4. By deleting the table appearing in clause 20.1(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	967.50	25.46
Level 2	999.40	26.30
Level 3	1018.90	26.81
Level 4	1038.10	27.32
Level 5	1068.40	28.12
Level 6	1102.00	29.00
Level 7	1135.50	29.88
Level 8	1165.70	30.68
Level 9	1199.20	31.56

5. By deleting the year “2024” in clause 20.11(b) and inserting “2025”.
6. By deleting the amount “\$33.03” appearing in clause 22.3(a) and inserting “\$34.19”.
7. By deleting the amount “\$1.75” appearing in clause 22.4(a) and inserting “\$1.82”.
8. By deleting the amount “\$34.07” appearing in clause 22.5(a) and inserting “\$35.26”.
9. By deleting the amount “\$52.65” appearing in clause 22.5(b) and inserting “\$54.49”.

10. By deleting the amount “\$2.06” appearing in clause 22.6 and inserting “\$2.14”.
11. By deleting the amount “\$1.55” appearing in clause 22.7 and inserting “\$1.60”.
12. By deleting the table appearing in clause 22.8(a) and inserting the following:

Engine driver/fireman	Allowance	Payable
	\$	
In charge of plant	44.87	per week
Cleaner, greaser or oiler, under supervision of engine driver, who stops or starts engine	44.87	per week
Driver, where 2 or more fork-lifts or cranes engaged on one lift	4.27	per day

13. By deleting the amount “\$20.65” appearing in clause 22.9 and inserting “\$21.37”.
14. By deleting the amount “\$7.23” appearing in clause 22.10. and inserting “\$7.48”.
15. By deleting the amount “\$3.41” appearing in clause 22.11 and inserting “\$3.53”.
16. By deleting the amount “\$0.62” appearing in clause 22.12(a) and inserting “\$0.64”.
17. By deleting the amount “\$0.62” appearing in clause 22.13(a)(i) and inserting “\$0.64”.
18. By deleting the amount “\$1.03” appearing in clause 22.13(a)(ii) and inserting “\$1.07”.
19. By deleting the amount “\$0.62” appearing in clause 22.14(a) and inserting “\$0.64”.
20. By deleting the amount “\$0.83” appearing in clause 22.15 and inserting “\$0.85”.
21. By deleting the amount “\$2.06” appearing in clause 22.16 and inserting “\$2.14”.
22. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%²	200%	250%
	\$	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream				
Level 1	24.28	36.42	48.56	60.70
Level 2	24.95	37.43	49.90	62.38

	Ordinary	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%²	200%	250%
	\$	\$	\$	\$
Level 3	25.85	38.78	51.70	64.63
Level 4	26.70	40.05	53.40	66.75
Level 4A*	27.14	40.71	54.28	67.85
Level 5	28.12	42.18	56.24	70.30
Level 6	29.00	43.50	58.00	72.50
Level 7	30.68	46.02	61.36	76.70
Pulp and Paper Stream				
Level 1	25.46	38.19	50.92	63.65
Level 2	26.30	39.45	52.60	65.75
Level 3	26.81	40.22	53.62	67.03
Level 4	27.32	40.98	54.64	68.30
Level 5	28.12	42.18	56.24	70.30
Level 6	29.00	43.50	58.00	72.50
Level 7	29.88	44.82	59.76	74.70
Level 8	30.68	46.02	61.36	76.70
Level 9	31.56	47.34	63.12	78.90

23. By deleting the table appearing in clause D.2.2 and inserting the following:

	Ordinary	Afternoon & night- rotating	Night-non- rotating	Saturday	Sunday & public holiday
	% of ordinary hourly rate¹				
	100%	115%	130%	150%²	200%
	\$	\$	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream					
Level 1	24.28	27.92	31.56	36.42	48.56
Level 2	24.95	28.69	32.44	37.43	49.90
Level 3	25.85	29.73	33.61	38.78	51.70
Level 4	26.70	30.71	34.71	40.05	53.40

	Ordinary	Afternoon & night- rotating	Night-non- rotating	Saturday	Sunday & public holiday
	% of ordinary hourly rate¹				
	100%	115%	130%	150%²	200%
	\$	\$	\$	\$	\$
Level 4A*	27.14	31.21	35.28	40.71	54.28
Level 5	28.12	32.34	36.56	42.18	56.24
Level 6	29.00	33.35	37.70	43.50	58.00
Level 7	30.68	35.28	39.88	46.02	61.36
Pulp and Paper Stream					
Level 1	25.46	29.28	33.10	38.19	50.92
Level 2	26.30	30.25	34.19	39.45	52.60
Level 3	26.81	30.83	34.85	40.22	53.62
Level 4	27.32	31.42	35.52	40.98	54.64
Level 5	28.12	32.34	36.56	42.18	56.24
Level 6	29.00	33.35	37.70	43.50	58.00
Level 7	29.88	34.36	38.84	44.82	59.76
Level 8	30.68	35.28	39.88	46.02	61.36
Level 9	31.56	36.29	41.03	47.34	63.12

24. By deleting the table appearing in clause D.2.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream				
Level 1	36.42	48.56	48.56	60.70
Level 2	37.43	49.90	49.90	62.38
Level 3	38.78	51.70	51.70	64.63
Level 4	40.05	53.40	53.40	66.75

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4A*	40.71	54.28	54.28	67.85
Level 5	42.18	56.24	56.24	70.30
Level 6	43.50	58.00	58.00	72.50
Level 7	46.02	61.36	61.36	76.70
Pulp and Paper Stream				
Level 1	38.19	50.92	50.92	63.65
Level 2	39.45	52.60	52.60	65.75
Level 3	40.22	53.62	53.62	67.03
Level 4	40.98	54.64	54.64	68.30
Level 5	42.18	56.24	56.24	70.30
Level 6	43.50	58.00	58.00	72.50
Level 7	44.82	59.76	59.76	74.70
Level 8	46.02	61.36	61.36	76.70
Level 9	47.34	63.12	63.12	78.90

25. By deleting the table appearing in clause D.2.4 and inserting the following:

	Continuous shiftworkers	Non-continuous shiftworkers	
		First 2 hours	After 2 hours
	% of ordinary hourly rate ¹		
	200%	150%	200%
	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream			
Level 1	48.56	36.42	48.56
Level 2	49.90	37.43	49.90
Level 3	51.70	38.78	51.70

	Continuous shiftworkers	Non-continuous shiftworkers	
		First 2 hours	After 2 hours
	% of ordinary hourly rate¹		
	200%	150%	200%
	\$	\$	\$
Level 4	53.40	40.05	53.40
Level 4A*	54.28	40.71	54.28
Level 5	56.24	42.18	56.24
Level 6	58.00	43.50	58.00
Level 7	61.36	46.02	61.36

26. By deleting the table appearing in clause D.2.5 and inserting the following:

	All overtime hours
	200% of ordinary hourly rate¹
	\$
Level 1	50.92
Level 2	52.60
Level 3	53.62
Level 4	54.64
Level 5	56.24
Level 6	58.00
Level 7	59.76
Level 8	61.36
Level 9	63.12

27. By deleting the table appearing in clause D.3.1 and inserting the following:

	Ordinary	Public Holiday¹
	% of ordinary hourly rate²	
	125%	275%
	\$	\$
General Timber Stream and Wood and Timber Furniture Stream		
Level 1	30.35	66.77
Level 2	31.19	68.61
Level 3	32.31	71.09
Level 4	33.38	73.43
Level 4A*	33.93	74.64
Level 5	35.15	77.33
Level 6	36.25	79.75
Level 7	38.35	84.37
Pulp and Paper Stream		
Level 1	31.83	—
Level 2	32.88	—
Level 3	33.51	—
Level 4	34.15	—
Level 5	35.15	—
Level 6	36.25	—
Level 7	37.35	—
Level 8	38.35	—
Level 9	39.45	—

28. By deleting the table appearing in clause D.3.2 and inserting the following:

	Ordinary	Afternoon & night rotating	Night-non- rotating	Saturday	Sunday & public holiday
	% of ordinary hourly rate ¹				
	125%	140%	155%	175% ²	225%
	\$	\$	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream					
Level 1	30.35	33.99	37.63	42.49	54.63
Level 2	31.19	34.93	38.67	43.66	56.14
Level 3	32.31	36.19	40.07	45.24	58.16
Level 4	33.38	37.38	41.39	46.73	60.08
Level 4A*	33.93	38.00	42.07	47.50	61.07
Level 5	35.15	39.37	43.59	49.21	63.27
Level 6	36.25	40.60	44.95	50.75	65.25
Level 7	38.35	42.95	47.55	53.69	69.03
Pulp and Paper Stream					
Level 1	31.83	35.64	39.46	44.56	57.29
Level 2	32.88	36.82	40.77	46.03	59.18
Level 3	33.51	37.53	41.56	46.92	60.32
Level 4	34.15	38.25	42.35	47.81	61.47
Level 5	35.15	39.37	43.59	49.21	63.27
Level 6	36.25	40.60	44.95	50.75	65.25
Level 7	37.35	41.83	46.31	52.29	67.23
Level 8	38.35	42.95	47.55	53.69	69.03
Level 9	39.45	44.18	48.92	55.23	71.01

29. By deleting the table appearing in clause D.3.3 and inserting the following:

	Monday to Saturday ¹		Sunday ²
	First 2 hours	After 2 hours	
	% of casual ordinary hourly rate ³		
	150%	200%	200%
	\$	\$	\$
General Timber Stream and Wood and Timber Furniture Stream			
Level 1	45.53	60.70	60.70
Level 2	46.79	62.38	62.38
Level 3	48.47	64.62	64.62
Level 4	50.07	66.76	66.76
Level 4A*	50.90	67.86	67.86
Level 5	52.73	70.30	70.30
Level 6	54.38	72.50	72.50
Level 7	57.53	76.70	76.70
Pulp and Paper Stream			
Level 1	47.75	63.66	63.66
Level 2	49.32	65.76	65.76
Level 3	50.27	67.02	67.02
Level 4	51.23	68.30	68.30
Level 5	52.73	70.30	70.30
Level 6	54.38	72.50	72.50
Level 7	56.03	74.70	74.70
Level 8	57.53	76.70	76.70
Level 9	59.18	78.90	78.90

30. By deleting the amount “\$1032.30” appearing in clause E.1.1 and inserting “\$1068.40”.

31. By deleting the table appearing in clause E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Stand-by	14.3(p)(iii)	1.0116	10.81	per hour
Forest work ¹	22.3(a)	3.2	34.19	per week
Low loader ¹	22.4(a)	0.17	1.82	per each additional complete tonne
Leading hand supervising—2 to 6 employees	22.5(a)	3.3	35.26	per week
Leading hand supervising—more than 6 employees	22.5(b)	5.1	54.49	per week
Cleaning of boilers and associated equipment	22.6	0.2	2.14	per hour
Repairs inside boilers and associated equipment	22.7	0.15	1.60	per hour
Additional allowances for engine drivers/firemen—in charge of plant	22.8(a)	4.2	44.87	per week
Additional allowances for engine drivers/firemen—cleaner, greaser or oiler, under supervision of engine driver, who stops or starts engine	22.8(a)	4.2	44.87	per week
Additional allowances for engine drivers/firemen—driver, where 2 or more fork-lifts or cranes engaged on one lift	22.8(a)	0.4	4.27	per day
First aid	22.9	2.0	21.37	per week
Charred timber	22.10	0.7	7.48	per day
Dirty work	22.11	0.33	3.53	per day
Wet places	22.12(a)	0.06	0.64	per part of day/shift whilst so engaged
Hot work—between 46°C and 54°C	22.13(a)(i)	0.06	0.64	per hour

Allowance	Clause	% of standard rate	\$	Payable
Hot work—in excess of 54°C	22.13(a)(ii)	0.1	1.07	per hour
Cold places—below 0°C	22.14(a)	0.06	0.64	per hour
Confined spaces	22.15	0.08	0.85	per hour or part thereof
Height money	22.16	0.2	2.14	per day or shift or part thereof

32. By deleting the table appearing in clause H.1.3 and inserting the following:

Coup Assessment	Sawlog	Sawlog	Mixed	-85	-56	-56 Non-Con
	\$/m³	\$/t	\$/t	\$/t	\$/t	\$/t
A1	5.62	5.06	3.74	4.19	4.65	5.57
A2	5.84	5.28	4.14	4.39	4.85	5.79
A3	6.04	5.50	4.11	4.59	5.05	6.03
A4	6.54	5.95	4.39	4.89	5.45	6.53
B1	6.04	5.50	4.12	4.59	5.06	6.03
B2	6.34	5.75	4.22	4.80	5.28	6.31
B3	6.62	5.97	4.42	4.93	5.50	6.57
B4	7.09	6.52	4.82	5.34	5.95	7.09
C1	6.54	5.96	4.40	4.93	5.45	6.54
C2	6.86	6.25	4.61	5.21	5.75	6.80
C3	7.09	6.52	4.82	5.34	5.95	7.09
C4	7.68	6.98	5.21	5.79	6.43	7.68
Landing	1.56	1.40	1.19	1.19	1.27	1.56

33. By deleting the table appearing in clause H.1.4 and inserting the following:

		Conventional			Non-conventional		
Coup Assessme nt	Sawlog	Sawlog	Mixed	-85	Mixed	-85	-40
	\$/m³	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t
A1	5.62	5.06	3.74	4.19	3.96	4.39	6.52
A2	5.84	5.28	4.14	4.39	4.14	4.59	6.77
A3	6.03	5.50	4.11	4.40	4.23	4.79	7.04
A4	6.54	5.95	4.39	4.89	4.63	5.21	7.48
B1	6.04	5.50	4.12	4.59	4.23	4.82	7.04
B2	6.34	5.75	4.22	4.80	4.48	4.93	7.32
B3	6.62	5.97	4.42	4.93	4.65	5.21	7.68
B4	7.09	6.52	4.82	5.34	4.98	5.61	8.24
C1	6.54	5.96	4.40	4.93	4.63	5.21	7.57
C2	6.84	6.25	4.61	5.21	4.85	5.34	7.94
C3	7.09	6.52	4.82	5.34	5.06	5.69	8.25
C4	7.71	6.98	5.21	5.79	5.39	6.03	8.94
Landing	1.56	1.40	1.19	1.19	1.19	1.19	1.80

34. By deleting the table appearing in clause H.1.5 and inserting the following:

	Manual	Pulp	Pulp	Short	Short	Short	Short	Long	Long
	T1R3	wood	wood	s/log	s/log	peelers	peelers	s/log	s/log
	\$T25	(+1.5)	(-1.5)	(+1.5)	(-1.5)	(+1.5)	(-1.5)	(+1.5)	(-1.5)
	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t
Falling									
A	19.69	8.82	10.14	10.67	12.02	10.86	12.24	9.45	10.82
B	20.30	9.12	10.81	10.91	12.68	11.21	10.23	9.75	11.43
C	20.79	9.54	11.19	11.41	13.07	11.62	13.25	10.15	11.84

35. By deleting the table appearing in clause H.1.6 and inserting the following:

Stump diameter (where cut)	Payment per tree
	\$
0–25 cm	1.31
26–50 cm	2.70
51–75 cm	4.06
76–100 cm	5.36
101–150 cm	13.46
151–200 cm	18.85
over 200 cm	21.57

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