

Pay Guide - Timber Industry Award

[MA000071]

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Pay rates change from 1 July each year, the rates in this guide apply from 13 November 2020.

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

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Rates of pay

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

Adult Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers
General timber stream level 1	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60
General timber stream level 2	\$775.40	\$20.41	\$30.62	\$40.82	\$51.03
General timber stream level 3	\$805.10	\$21.19	\$31.79	\$42.38	\$52.98
General timber stream level 4	\$832.80	\$21.92	\$32.88	\$43.84	\$54.80
General timber stream level 5	\$877.60	\$23.09	\$34.64	\$46.18	\$57.73
General timber stream level 6	\$905.10	\$23.82	\$35.73	\$47.64	\$59.55
General timber stream level 7	\$957.60	\$25.20	\$37.80	\$50.40	\$63.00
Wood and timber furniture stream level 1	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60
Wood and timber furniture stream level 2	\$775.40	\$20.41	\$30.62	\$40.82	\$51.03
Wood and timber furniture stream level 3	\$805.10	\$21.19	\$31.79	\$42.38	\$52.98
Wood and timber furniture stream level 4	\$832.80	\$21.92	\$32.88	\$43.84	\$54.80
Wood and timber furniture stream level 4A	\$846.90	\$22.29	\$33.44	\$44.58	\$55.73
Wood and timber furniture stream level 5	\$877.60	\$23.09	\$34.64	\$46.18	\$57.73
Wood and timber furniture stream level 6	\$905.10	\$23.82	\$35.73	\$47.64	\$59.55
Wood and timber furniture stream level 7	\$957.60	\$25.20	\$37.80	\$50.40	\$63.00
Pulp and paper stream level 1	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13
Pulp and paper stream level 2	\$819.60	\$21.57	\$32.36	\$43.14	\$53.93
Pulp and paper stream level 3	\$836.30	\$22.01	\$33.02	\$44.02	\$55.03
Pulp and paper stream level 4	\$852.60	\$22.44	\$33.66	\$44.88	\$56.10
Pulp and paper stream level 5	\$877.60	\$23.09	\$34.64	\$46.18	\$57.73
Pulp and paper stream level 6	\$905.10	\$23.82	\$35.73	\$47.64	\$59.55
Pulp and paper stream level 7	\$932.60	\$24.54	\$36.81	\$49.08	\$61.35
Pulp and paper stream level 8	\$957.60	\$25.20	\$37.80	\$50.40	\$63.00
Pulp and paper stream level 9	\$985.00	\$25.92	\$38.88	\$51.84	\$64.80

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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	\$39.68	\$22.82	\$25.79	\$29.76	\$39.68
General timber stream level 2	\$40.82	\$23.47	\$26.53	\$30.62	\$40.82
General timber stream level 3	\$42.38	\$24.37	\$27.55	\$31.79	\$42.38
General timber stream level 4	\$43.84	\$25.21	\$28.50	\$32.88	\$43.84
General timber stream level 5	\$46.18	\$26.55	\$30.02	\$34.64	\$46.18
General timber stream level 6	\$47.64	\$27.39	\$30.97	\$35.73	\$47.64
General timber stream level 7	\$50.40	\$28.98	\$32.76	\$37.80	\$50.40
Wood and timber furniture stream level 1	\$39.68	\$22.82	\$25.79	\$29.76	\$39.68
Wood and timber furniture stream level 2	\$40.82	\$23.47	\$26.53	\$30.62	\$40.82
Wood and timber furniture stream level 3	\$42.38	\$24.37	\$27.55	\$31.79	\$42.38
Wood and timber furniture stream level 4	\$43.84	\$25.21	\$28.50	\$32.88	\$43.84
Wood and timber furniture stream level 4A	\$44.58	\$25.63	\$28.98	\$33.44	\$44.58
Wood and timber furniture stream level 5	\$46.18	\$26.55	\$30.02	\$34.64	\$46.18
Wood and timber furniture stream level 6	\$47.64	\$27.39	\$30.97	\$35.73	\$47.64
Wood and timber furniture stream level 7	\$50.40	\$28.98	\$32.76	\$37.80	\$50.40
Pulp and paper stream level 1	\$41.70	\$23.98	\$27.11	\$31.28	\$41.70
Pulp and paper stream level 2	\$43.14	\$24.81	\$28.04	\$32.36	\$43.14
Pulp and paper stream level 3	\$44.02	\$25.31	\$28.61	\$33.02	\$44.02
Pulp and paper stream level 4	\$44.88	\$25.81	\$29.17	\$33.66	\$44.88
Pulp and paper stream level 5	\$46.18	\$26.55	\$30.02	\$34.64	\$46.18
Pulp and paper stream level 6	\$47.64	\$27.39	\$30.97	\$35.73	\$47.64
Pulp and paper stream level 7	\$49.08	\$28.22	\$31.90	\$36.81	\$49.08
Pulp and paper stream level 8	\$50.40	\$28.98	\$32.76	\$37.80	\$50.40
Pulp and paper stream level 9	\$51.84	\$29.81	\$33.70	\$38.88	\$51.84

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	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers
General timber stream level 1	\$29.76	\$39.68	\$29.76	\$39.68	\$39.68
General timber stream level 2	\$30.62	\$40.82	\$30.62	\$40.82	\$40.82
General timber stream level 3	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38
General timber stream level 4	\$32.88	\$43.84	\$32.88	\$43.84	\$43.84
General timber stream level 5	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18
General timber stream level 6	\$35.73	\$47.64	\$35.73	\$47.64	\$47.64
General timber stream level 7	\$37.80	\$50.40	\$37.80	\$50.40	\$50.40
Wood and timber furniture stream level 1	\$29.76	\$39.68	\$29.76	\$39.68	\$39.68
Wood and timber furniture stream level 2	\$30.62	\$40.82	\$30.62	\$40.82	\$40.82
Wood and timber furniture stream level 3	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38
Wood and timber furniture stream level 4	\$32.88	\$43.84	\$32.88	\$43.84	\$43.84
Wood and timber furniture stream level 4A	\$33.44	\$44.58	\$33.44	\$44.58	\$44.58
Wood and timber furniture stream level 5	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18
Wood and timber furniture stream level 6	\$35.73	\$47.64	\$35.73	\$47.64	\$47.64
Wood and timber furniture stream level 7	\$37.80	\$50.40	\$37.80	\$50.40	\$50.40
Pulp and paper stream level 1	\$31.28	\$41.70	\$31.28	\$41.70	\$41.70
Pulp and paper stream level 2	\$32.36	\$43.14	\$32.36	\$43.14	\$43.14
Pulp and paper stream level 3	\$33.02	\$44.02	\$33.02	\$44.02	\$44.02
Pulp and paper stream level 4	\$33.66	\$44.88	\$33.66	\$44.88	\$44.88
Pulp and paper stream level 5	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18
Pulp and paper stream level 6	\$35.73	\$47.64	\$35.73	\$47.64	\$47.64
Pulp and paper stream level 7	\$36.81	\$49.08	\$36.81	\$49.08	\$49.08
Pulp and paper stream level 8	\$37.80	\$50.40	\$37.80	\$50.40	\$50.40
Pulp and paper stream level 9	\$38.88	\$51.84	\$38.88	\$51.84	\$51.84

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Classification	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers	Overtime - watchperson
General timber stream level 1	\$29.76	\$39.68	\$39.68	N/A	\$29.76
General timber stream level 2	\$30.62	\$40.82	\$40.82	N/A	\$30.62
General timber stream level 3	\$31.79	\$42.38	\$42.38	N/A	\$31.79
General timber stream level 4	\$32.88	\$43.84	\$43.84	N/A	\$32.88
General timber stream level 5	\$34.64	\$46.18	\$46.18	N/A	\$34.64
General timber stream level 6	\$35.73	\$47.64	\$47.64	N/A	\$35.73
General timber stream level 7	\$37.80	\$50.40	\$50.40	N/A	\$37.80
Wood and timber furniture stream level 1	\$29.76	\$39.68	\$39.68	N/A	\$29.76
Wood and timber furniture stream level 2	\$30.62	\$40.82	\$40.82	N/A	\$30.62
Wood and timber furniture stream level 3	\$31.79	\$42.38	\$42.38	N/A	\$31.79
Wood and timber furniture stream level 4	\$32.88	\$43.84	\$43.84	N/A	\$32.88
Wood and timber furniture stream level 4A	\$33.44	\$44.58	\$44.58	N/A	\$33.44
Wood and timber furniture stream level 5	\$34.64	\$46.18	\$46.18	N/A	\$34.64
Wood and timber furniture stream level 6	\$35.73	\$47.64	\$47.64	N/A	\$35.73
Wood and timber furniture stream level 7	\$37.80	\$50.40	\$50.40	N/A	\$37.80
Pulp and paper stream level 1	N/A	N/A	N/A	\$41.70	\$31.28
Pulp and paper stream level 2	N/A	N/A	N/A	\$43.14	\$32.36
Pulp and paper stream level 3	N/A	N/A	N/A	\$44.02	\$33.02
Pulp and paper stream level 4	N/A	N/A	N/A	\$44.88	\$33.66
Pulp and paper stream level 5	N/A	N/A	N/A	\$46.18	\$34.64
Pulp and paper stream level 6	N/A	N/A	N/A	\$47.64	\$35.73
Pulp and paper stream level 7	N/A	N/A	N/A	\$49.08	\$36.81
Pulp and paper stream level 8	N/A	N/A	N/A	\$50.40	\$37.80
Pulp and paper stream level 9	N/A	N/A	N/A	\$51.84	\$38.88

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	\$39.68	\$39.68	\$39.68	\$29.76
General timber stream level 2	\$40.82	\$40.82	\$40.82	\$30.62
General timber stream level 3	\$42.38	\$42.38	\$42.38	\$31.79
General timber stream level 4	\$43.84	\$43.84	\$43.84	\$32.88
General timber stream level 5	\$46.18	\$46.18	\$46.18	\$34.64
General timber stream level 6	\$47.64	\$47.64	\$47.64	\$35.73
General timber stream level 7	\$50.40	\$50.40	\$50.40	\$37.80
Wood and timber furniture stream level 1	\$39.68	\$39.68	\$39.68	\$29.76
Wood and timber furniture stream level 2	\$40.82	\$40.82	\$40.82	\$30.62
Wood and timber furniture stream level 3	\$42.38	\$42.38	\$42.38	\$31.79
Wood and timber furniture stream level 4	\$43.84	\$43.84	\$43.84	\$32.88
Wood and timber furniture stream level 4A	\$44.58	\$44.58	\$44.58	\$33.44
Wood and timber furniture stream level 5	\$46.18	\$46.18	\$46.18	\$34.64
Wood and timber furniture stream level 6	\$47.64	\$47.64	\$47.64	\$35.73
Wood and timber furniture stream level 7	\$50.40	\$50.40	\$50.40	\$37.80
Pulp and paper stream level 1	\$41.70	\$41.70	\$41.70	\$41.70
Pulp and paper stream level 2	\$43.14	\$43.14	\$43.14	\$43.14
Pulp and paper stream level 3	\$44.02	\$44.02	\$44.02	\$44.02
Pulp and paper stream level 4	\$44.88	\$44.88	\$44.88	\$44.88
Pulp and paper stream level 5	\$46.18	\$46.18	\$46.18	\$46.18
Pulp and paper stream level 6	\$47.64	\$47.64	\$47.64	\$47.64
Pulp and paper stream level 7	\$49.08	\$49.08	\$49.08	\$49.08
Pulp and paper stream level 8	\$50.40	\$50.40	\$50.40	\$50.40
Pulp and paper stream level 9	\$51.84	\$51.84	\$51.84	\$51.84

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	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
General timber stream level 2	\$30.62	\$40.82	\$51.03	\$30.62	\$40.82
General timber stream level 3	\$31.79	\$42.38	\$52.98	\$31.79	\$42.38
General timber stream level 4	\$32.88	\$43.84	\$54.80	\$32.88	\$43.84
General timber stream level 5	\$34.64	\$46.18	\$57.73	\$34.64	\$46.18
General timber stream level 6	\$35.73	\$47.64	\$59.55	\$35.73	\$47.64
General timber stream level 7	\$37.80	\$50.40	\$63.00	\$37.80	\$50.40
Wood and timber furniture stream level 1	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
Wood and timber furniture stream level 2	\$30.62	\$40.82	\$51.03	\$30.62	\$40.82
Wood and timber furniture stream level 3	\$31.79	\$42.38	\$52.98	\$31.79	\$42.38
Wood and timber furniture stream level 4	\$32.88	\$43.84	\$54.80	\$32.88	\$43.84
Wood and timber furniture stream level 4A	\$33.44	\$44.58	\$55.73	\$33.44	\$44.58
Wood and timber furniture stream level 5	\$34.64	\$46.18	\$57.73	\$34.64	\$46.18
Wood and timber furniture stream level 6	\$35.73	\$47.64	\$59.55	\$35.73	\$47.64
Wood and timber furniture stream level 7	\$37.80	\$50.40	\$63.00	\$37.80	\$50.40
Pulp and paper stream level 1	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
Pulp and paper stream level 2	\$32.36	\$43.14	\$53.93	\$32.36	\$43.14
Pulp and paper stream level 3	\$33.02	\$44.02	\$55.03	\$33.02	\$44.02
Pulp and paper stream level 4	\$33.66	\$44.88	\$56.10	\$33.66	\$44.88
Pulp and paper stream level 5	\$34.64	\$46.18	\$57.73	\$34.64	\$46.18
Pulp and paper stream level 6	\$35.73	\$47.64	\$59.55	\$35.73	\$47.64
Pulp and paper stream level 7	\$36.81	\$49.08	\$61.35	\$36.81	\$49.08
Pulp and paper stream level 8	\$37.80	\$50.40	\$63.00	\$37.80	\$50.40
Pulp and paper stream level 9	\$38.88	\$51.84	\$64.80	\$38.88	\$51.84

Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream level 1	\$24.80	\$34.72	\$44.64	\$54.56	\$44.64
General timber stream level 2	\$25.51	\$35.72	\$45.92	\$56.13	\$45.92
General timber stream level 3	\$26.49	\$37.08	\$47.68	\$58.27	\$47.68
General timber stream level 4	\$27.40	\$38.36	\$49.32	\$60.28	\$49.32
General timber stream level 5	\$28.86	\$40.41	\$51.95	\$63.50	\$51.95
General timber stream level 6	\$29.78	\$41.69	\$53.60	\$65.51	\$53.60
General timber stream level 7	\$31.50	\$44.10	\$56.70	\$69.30	\$56.70
Wood and timber furniture stream level 1	\$24.80	\$34.72	\$44.64	N/A	\$44.64
Wood and timber furniture stream level 2	\$25.51	\$35.72	\$45.92	N/A	\$45.92
Wood and timber furniture stream level 3	\$26.49	\$37.08	\$47.68	N/A	\$47.68
Wood and timber furniture stream level 4	\$27.40	\$38.36	\$49.32	N/A	\$49.32
Wood and timber furniture stream level 4A	\$27.86	\$39.01	\$50.15	N/A	\$50.15
Wood and timber furniture stream level 5	\$28.86	\$40.41	\$51.95	N/A	\$51.95
Wood and timber furniture stream level 6	\$29.78	\$41.69	\$53.60	N/A	\$53.60
Wood and timber furniture stream level 7	\$31.50	\$44.10	\$56.70	N/A	\$56.70
Pulp and paper stream level 1	\$26.06	\$36.49	\$46.91	N/A	\$46.91
Pulp and paper stream level 2	\$26.96	\$37.75	\$48.53	N/A	\$48.53
Pulp and paper stream level 3	\$27.51	\$38.52	\$49.52	N/A	\$49.52
Pulp and paper stream level 4	\$28.05	\$39.27	\$50.49	N/A	\$50.49
Pulp and paper stream level 5	\$28.86	\$40.41	\$51.95	N/A	\$51.95
Pulp and paper stream level 6	\$29.78	\$41.69	\$53.60	N/A	\$53.60
Pulp and paper stream level 7	\$30.68	\$42.95	\$55.22	N/A	\$55.22
Pulp and paper stream level 8	\$31.50	\$44.10	\$56.70	N/A	\$56.70
Pulp and paper stream level 9	\$32.40	\$45.36	\$58.32	N/A	\$58.32

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	Overtime - Monday to Saturday - after 2 hours - day workers
General timber stream level 1	\$27.78	\$30.75	\$34.72	\$44.64	\$37.20	\$49.60
General timber stream level 2	\$28.57	\$31.64	\$35.72	\$45.92	\$38.27	\$51.02
General timber stream level 3	\$29.67	\$32.84	\$37.08	\$47.68	\$39.74	\$52.98
General timber stream level 4	\$30.69	\$33.98	\$38.36	\$49.32	\$41.10	\$54.80
General timber stream level 5	\$32.33	\$35.79	\$40.41	\$51.95	\$43.29	\$57.72
General timber stream level 6	\$33.35	\$36.92	\$41.69	\$53.60	\$44.67	\$59.56
General timber stream level 7	\$35.28	\$39.06	\$44.10	\$56.70	\$47.25	\$63.00
Wood and timber furniture stream level 1	\$27.78	\$30.75	\$34.72	\$44.64	\$37.20	\$49.60
Wood and timber furniture stream level 2	\$28.57	\$31.64	\$35.72	\$45.92	\$38.27	\$51.02
Wood and timber furniture stream level 3	\$29.67	\$32.84	\$37.08	\$47.68	\$39.74	\$52.98
Wood and timber furniture stream level 4	\$30.69	\$33.98	\$38.36	\$49.32	\$41.10	\$54.80
Wood and timber furniture stream level 4A	\$31.21	\$34.55	\$39.01	\$50.15	\$41.79	\$55.72
Wood and timber furniture stream level 5	\$32.33	\$35.79	\$40.41	\$51.95	\$43.29	\$57.72
Wood and timber furniture stream level 6	\$33.35	\$36.92	\$41.69	\$53.60	\$44.67	\$59.56
Wood and timber furniture stream level 7	\$35.28	\$39.06	\$44.10	\$56.70	\$47.25	\$63.00
Pulp and paper stream level 1	\$29.19	\$32.32	\$36.49	\$46.91	\$39.09	\$52.12
Pulp and paper stream level 2	\$30.20	\$33.43	\$37.75	\$48.53	\$40.44	\$53.92
Pulp and paper stream level 3	\$30.81	\$34.12	\$38.52	\$49.52	\$41.27	\$55.02
Pulp and paper stream level 4	\$31.42	\$34.78	\$39.27	\$50.49	\$42.08	\$56.10
Pulp and paper stream level 5	\$32.33	\$35.79	\$40.41	\$51.95	\$43.29	\$57.72
Pulp and paper stream level 6	\$33.35	\$36.92	\$41.69	\$53.60	\$44.67	\$59.56
Pulp and paper stream level 7	\$34.36	\$38.04	\$42.95	\$55.22	\$46.02	\$61.36
Pulp and paper stream level 8	\$35.28	\$39.06	\$44.10	\$56.70	\$47.25	\$63.00
Pulp and paper stream level 9	\$36.29	\$40.18	\$45.36	\$58.32	\$48.60	\$64.80

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Classification	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream level 1	\$49.60	\$37.20	\$49.60	\$49.60	N/A
General timber stream level 2	\$51.02	\$38.27	\$51.02	\$51.02	N/A
General timber stream level 3	\$52.98	\$39.74	\$52.98	\$52.98	N/A
General timber stream level 4	\$54.80	\$41.10	\$54.80	\$54.80	N/A
General timber stream level 5	\$57.72	\$43.29	\$57.72	\$57.72	N/A
General timber stream level 6	\$59.56	\$44.67	\$59.56	\$59.56	N/A
General timber stream level 7	\$63.00	\$47.25	\$63.00	\$63.00	N/A
Wood and timber furniture stream level 1	\$49.60	\$37.20	\$49.60	\$49.60	N/A
Wood and timber furniture stream level 2	\$51.02	\$38.27	\$51.02	\$51.02	N/A
Wood and timber furniture stream level 3	\$52.98	\$39.74	\$52.98	\$52.98	N/A
Wood and timber furniture stream level 4	\$54.80	\$41.10	\$54.80	\$54.80	N/A
Wood and timber furniture stream level 4A	\$55.72	\$41.79	\$55.72	\$55.72	N/A
Wood and timber furniture stream level 5	\$57.72	\$43.29	\$57.72	\$57.72	N/A
Wood and timber furniture stream level 6	\$59.56	\$44.67	\$59.56	\$59.56	N/A
Wood and timber furniture stream level 7	\$63.00	\$47.25	\$63.00	\$63.00	N/A
Pulp and paper stream level 1	\$52.12	N/A	N/A	N/A	\$52.12
Pulp and paper stream level 2	\$53.92	N/A	N/A	N/A	\$53.92
Pulp and paper stream level 3	\$55.02	N/A	N/A	N/A	\$55.02
Pulp and paper stream level 4	\$56.10	N/A	N/A	N/A	\$56.10
Pulp and paper stream level 5	\$57.72	N/A	N/A	N/A	\$57.72
Pulp and paper stream level 6	\$59.56	N/A	N/A	N/A	\$59.56
Pulp and paper stream level 7	\$61.36	N/A	N/A	N/A	\$61.36
Pulp and paper stream level 8	\$63.00	N/A	N/A	N/A	\$63.00
Pulp and paper stream level 9	\$64.80	N/A	N/A	N/A	\$64.80

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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	Working after an untaken meal break
General timber stream level 1	\$37.20	\$49.60	\$49.60	\$44.64	\$34.72
General timber stream level 2	\$38.27	\$51.02	\$51.02	\$45.92	\$35.72
General timber stream level 3	\$39.74	\$52.98	\$52.98	\$47.68	\$37.08
General timber stream level 4	\$41.10	\$54.80	\$54.80	\$49.32	\$38.36
General timber stream level 5	\$43.29	\$57.72	\$57.72	\$51.95	\$40.41
General timber stream level 6	\$44.67	\$59.56	\$59.56	\$53.60	\$41.69
General timber stream level 7	\$47.25	\$63.00	\$63.00	\$56.70	\$44.10
Wood and timber furniture stream level 1	\$37.20	\$49.60	\$49.60	\$44.64	\$34.72
Wood and timber furniture stream level 2	\$38.27	\$51.02	\$51.02	\$45.92	\$35.72
Wood and timber furniture stream level 3	\$39.74	\$52.98	\$52.98	\$47.68	\$37.08
Wood and timber furniture stream level 4	\$41.10	\$54.80	\$54.80	\$49.32	\$38.36
Wood and timber furniture stream level 4A	\$41.79	\$55.72	\$55.72	\$50.15	\$39.01
Wood and timber furniture stream level 5	\$43.29	\$57.72	\$57.72	\$51.95	\$40.41
Wood and timber furniture stream level 6	\$44.67	\$59.56	\$59.56	\$53.60	\$41.69
Wood and timber furniture stream level 7	\$47.25	\$63.00	\$63.00	\$56.70	\$44.10
Pulp and paper stream level 1	\$39.09	\$52.12	\$52.12	\$46.91	\$46.91
Pulp and paper stream level 2	\$40.44	\$53.92	\$53.92	\$48.53	\$48.53
Pulp and paper stream level 3	\$41.27	\$55.02	\$55.02	\$49.52	\$49.52
Pulp and paper stream level 4	\$42.08	\$56.10	\$56.10	\$50.49	\$50.49
Pulp and paper stream level 5	\$43.29	\$57.72	\$57.72	\$51.95	\$51.95
Pulp and paper stream level 6	\$44.67	\$59.56	\$59.56	\$53.60	\$53.60
Pulp and paper stream level 7	\$46.02	\$61.36	\$61.36	\$55.22	\$55.22
Pulp and paper stream level 8	\$47.25	\$63.00	\$63.00	\$56.70	\$56.70
Pulp and paper stream level 9	\$48.60	\$64.80	\$64.80	\$58.32	\$58.32

Table 5 of 5

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	\$34.72	\$44.64	\$54.56	\$37.20	\$49.60
General timber stream level 2	\$35.72	\$45.92	\$56.13	\$38.27	\$51.02
General timber stream level 3	\$37.08	\$47.68	\$58.27	\$39.74	\$52.98
General timber stream level 4	\$38.36	\$49.32	\$60.28	\$41.10	\$54.80
General timber stream level 5	\$40.41	\$51.95	\$63.50	\$43.29	\$57.72
General timber stream level 6	\$41.69	\$53.60	\$65.51	\$44.67	\$59.56
General timber stream level 7	\$44.10	\$56.70	\$69.30	\$47.25	\$63.00
Wood and timber furniture stream level 1	\$34.72	\$44.64	\$54.56	\$37.20	\$49.60
Wood and timber furniture stream level 2	\$35.72	\$45.92	\$56.13	\$38.27	\$51.02
Wood and timber furniture stream level 3	\$37.08	\$47.68	\$58.27	\$39.74	\$52.98
Wood and timber furniture stream level 4	\$38.36	\$49.32	\$60.28	\$41.10	\$54.80
Wood and timber furniture stream level 4A	\$39.01	\$50.15	\$61.30	\$41.79	\$55.72
Wood and timber furniture stream level 5	\$40.41	\$51.95	\$63.50	\$43.29	\$57.72
Wood and timber furniture stream level 6	\$41.69	\$53.60	\$65.51	\$44.67	\$59.56
Wood and timber furniture stream level 7	\$44.10	\$56.70	\$69.30	\$47.25	\$63.00
Pulp and paper stream level 1	\$36.49	\$46.91	\$57.34	\$39.09	\$52.12
Pulp and paper stream level 2	\$37.75	\$48.53	\$59.32	\$40.44	\$53.92
Pulp and paper stream level 3	\$38.52	\$49.52	\$60.53	\$41.27	\$55.02
Pulp and paper stream level 4	\$39.27	\$50.49	\$61.71	\$42.08	\$56.10
Pulp and paper stream level 5	\$40.41	\$51.95	\$63.50	\$43.29	\$57.72
Pulp and paper stream level 6	\$41.69	\$53.60	\$65.51	\$44.67	\$59.56
Pulp and paper stream level 7	\$42.95	\$55.22	\$67.49	\$46.02	\$61.36
Pulp and paper stream level 8	\$44.10	\$56.70	\$69.30	\$47.25	\$63.00
Pulp and paper stream level 9	\$45.36	\$58.32	\$71.28	\$48.60	\$64.80

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$8.15	\$12.23	\$16.30	\$20.38	\$16.30
Wood and timber furniture stream	\$8.15	\$12.23	\$16.30	\$20.38	\$16.30
Pulp and paper stream	\$8.65	\$12.98	\$17.30	\$21.63	\$17.30

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
General timber stream	\$9.37	\$10.60	\$12.23	\$16.30	\$12.23	\$16.30
Wood and timber furniture stream	\$9.37	\$10.60	\$12.23	\$16.30	\$12.23	\$16.30
Pulp and paper stream	\$9.95	\$11.25	\$12.98	\$17.30	\$12.98	\$17.30

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber stream	\$12.23	\$16.30	\$16.30	\$12.23	\$16.30	\$16.30
Wood and timber furniture stream	\$12.23	\$16.30	\$16.30	\$12.23	\$16.30	\$16.30
Pulp and paper stream	\$12.98	\$17.30	\$17.30	N/A	N/A	N/A

Table 4 of 5

Classification	Overtime - 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	Working after an untaken meal break
General timber stream	N/A	\$12.23	\$16.30	\$16.30	\$16.30	\$12.23
Wood and timber furniture stream	N/A	\$12.23	\$16.30	\$16.30	\$16.30	\$12.23
Pulp and paper stream	\$17.30	\$12.98	\$17.30	\$17.30	\$17.30	\$17.30

Table 5 of 5

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	\$12.23	\$16.30	\$20.38	\$12.23	\$16.30
Wood and timber furniture stream	\$12.23	\$16.30	\$20.38	\$12.23	\$16.30
Pulp and paper stream	\$12.98	\$17.30	\$21.63	\$12.98	\$17.30

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$11.25	\$16.88	\$22.50	\$28.13	\$22.50
Wood and timber furniture stream	\$11.25	\$16.88	\$22.50	\$28.13	\$22.50
Pulp and paper stream	\$11.85	\$17.78	\$23.70	\$29.63	\$23.70

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
General timber stream	\$12.94	\$14.63	\$16.88	\$22.50	\$16.88	\$22.50
Wood and timber furniture stream	\$12.94	\$14.63	\$16.88	\$22.50	\$16.88	\$22.50
Pulp and paper stream	\$13.63	\$15.41	\$17.78	\$23.70	\$17.78	\$23.70

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber stream	\$16.88	\$22.50	\$22.50	\$16.88	\$22.50	\$22.50
Wood and timber furniture stream	\$16.88	\$22.50	\$22.50	\$16.88	\$22.50	\$22.50
Pulp and paper stream	\$17.78	\$23.70	\$23.70	N/A	N/A	N/A

Table 4 of 5

Classification	Overtime - 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	Working after an untaken meal break
General timber stream	N/A	\$16.88	\$22.50	\$22.50	\$22.50	\$16.88
Wood and timber furniture stream	N/A	\$16.88	\$22.50	\$22.50	\$22.50	\$16.88
Pulp and paper stream	\$23.70	\$17.78	\$23.70	\$23.70	\$23.70	\$23.70

Table 5 of 5

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	\$16.88	\$22.50	\$28.13	\$16.88	\$22.50
Wood and timber furniture stream	\$16.88	\$22.50	\$28.13	\$16.88	\$22.50
Pulp and paper stream	\$17.78	\$23.70	\$29.63	\$17.78	\$23.70

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$14.30	\$21.45	\$28.60	\$35.75	\$28.60
Wood and timber furniture stream	\$14.30	\$21.45	\$28.60	\$35.75	\$28.60
Pulp and paper stream	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
General timber stream	\$16.45	\$18.59	\$21.45	\$28.60	\$21.45	\$28.60
Wood and timber furniture stream	\$16.45	\$18.59	\$21.45	\$28.60	\$21.45	\$28.60
Pulp and paper stream	\$17.37	\$19.63	\$22.65	\$30.20	\$22.65	\$30.20

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber stream	\$21.45	\$28.60	\$28.60	\$21.45	\$28.60	\$28.60
Wood and timber furniture stream	\$21.45	\$28.60	\$28.60	\$21.45	\$28.60	\$28.60
Pulp and paper stream	\$22.65	\$30.20	\$30.20	N/A	N/A	N/A

Table 4 of 5

Classification	Overtime - 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	Working after an untaken meal break
General timber stream	N/A	\$21.45	\$28.60	\$28.60	\$28.60	\$21.45
Wood and timber furniture stream	N/A	\$21.45	\$28.60	\$28.60	\$28.60	\$21.45
Pulp and paper stream	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20

Table 5 of 5

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	\$21.45	\$28.60	\$35.75	\$21.45	\$28.60
Wood and timber furniture stream	\$21.45	\$28.60	\$35.75	\$21.45	\$28.60
Pulp and paper stream	\$22.65	\$30.20	\$37.75	\$22.65	\$30.20

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$17.35	\$26.03	\$34.70	\$43.38	\$34.70
Wood and timber furniture stream	\$17.35	\$26.03	\$34.70	\$43.38	\$34.70
Pulp and paper stream	\$18.35	\$27.53	\$36.70	\$45.88	\$36.70

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
General timber stream	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03	\$34.70
Wood and timber furniture stream	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03	\$34.70
Pulp and paper stream	\$21.10	\$23.86	\$27.53	\$36.70	\$27.53	\$36.70

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber stream	\$26.03	\$34.70	\$34.70	\$26.03	\$34.70	\$34.70
Wood and timber furniture stream	\$26.03	\$34.70	\$34.70	\$26.03	\$34.70	\$34.70
Pulp and paper stream	\$27.53	\$36.70	\$36.70	N/A	N/A	N/A

Table 4 of 5

Classification	Overtime - 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	Working after an untaken meal break
General timber stream	N/A	\$26.03	\$34.70	\$34.70	\$34.70	\$26.03
Wood and timber furniture stream	N/A	\$26.03	\$34.70	\$34.70	\$34.70	\$26.03
Pulp and paper stream	\$36.70	\$27.53	\$36.70	\$36.70	\$36.70	\$36.70

Table 5 of 5

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	\$26.03	\$34.70	\$43.38	\$26.03	\$34.70
Wood and timber furniture stream	\$26.03	\$34.70	\$43.38	\$26.03	\$34.70
Pulp and paper stream	\$27.53	\$36.70	\$45.88	\$27.53	\$36.70

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$20.40	\$30.60	\$40.80	\$51.00	\$40.80
Wood and timber furniture stream	\$20.40	\$30.60	\$40.80	\$51.00	\$40.80
Pulp and paper stream	\$21.55	\$32.33	\$43.10	\$53.88	\$43.10

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
General timber stream	\$23.46	\$26.52	\$30.60	\$40.80	\$30.60	\$40.80
Wood and timber furniture stream	\$23.46	\$26.52	\$30.60	\$40.80	\$30.60	\$40.80
Pulp and paper stream	\$24.78	\$28.02	\$32.33	\$43.10	\$32.33	\$43.10

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber stream	\$30.60	\$40.80	\$40.80	\$30.60	\$40.80	\$40.80
Wood and timber furniture stream	\$30.60	\$40.80	\$40.80	\$30.60	\$40.80	\$40.80
Pulp and paper stream	\$32.33	\$43.10	\$43.10	N/A	N/A	N/A

Table 4 of 5

Classification	Overtime - 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	Working after an untaken meal break
General timber stream	N/A	\$30.60	\$40.80	\$40.80	\$40.80	\$30.60
Wood and timber furniture stream	N/A	\$30.60	\$40.80	\$40.80	\$40.80	\$30.60
Pulp and paper stream	\$43.10	\$32.33	\$43.10	\$43.10	\$43.10	\$43.10

Table 5 of 5

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	\$40.80	\$51.00	\$30.60	\$40.80	\$40.80
Wood and timber furniture stream	\$40.80	\$51.00	\$30.60	\$40.80	\$40.80
Pulp and paper stream	\$43.10	\$53.88	\$32.33	\$43.10	\$43.10

Junior - Casual - 16 years and under

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$10.19	\$14.26	\$18.34	\$22.41	\$18.34
Wood and timber furniture stream	\$10.19	\$14.26	\$18.34	N/A	\$18.34
Pulp and paper stream	\$10.81	\$15.14	\$19.46	N/A	\$19.46

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
General timber stream	\$11.41	\$12.63	\$14.26	\$18.34	\$15.29
Wood and timber furniture stream	\$11.41	\$12.63	\$14.26	\$18.34	\$15.29
Pulp and paper stream	\$12.11	\$13.41	\$15.14	\$19.46	\$16.22

Table 3 of 5

Classification	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream	\$20.38	\$20.38	\$15.29	\$20.38	\$20.38	N/A
Wood and timber furniture stream	\$20.38	\$20.38	\$15.29	\$20.38	\$20.38	N/A
Pulp and paper stream	\$21.62	\$21.62	N/A	N/A	N/A	\$21.62

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	Working after an untaken meal break
General timber stream	\$15.29	\$20.38	\$20.38	\$18.34	\$14.26
Wood and timber furniture stream	\$15.29	\$20.38	\$20.38	\$18.34	\$14.26
Pulp and paper stream	\$16.22	\$21.62	\$21.62	\$19.46	\$19.46

Table 5 of 5

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	\$14.26	\$18.34	\$22.41	\$15.29	\$20.38
Wood and timber furniture stream	\$14.26	\$18.34	\$22.41	\$15.29	\$20.38
Pulp and paper stream	\$15.14	\$19.46	\$23.79	\$16.22	\$21.62

Junior - Casual - 17 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$14.06	\$19.69	\$25.31	\$30.94	\$25.31
Wood and timber furniture stream	\$14.06	\$19.69	\$25.31	N/A	\$25.31
Pulp and paper stream	\$14.81	\$20.74	\$26.66	N/A	\$26.66

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
General timber stream	\$15.75	\$17.44	\$19.69	\$25.31	\$21.09
Wood and timber furniture stream	\$15.75	\$17.44	\$19.69	\$25.31	\$21.09
Pulp and paper stream	\$16.59	\$18.37	\$20.74	\$26.66	\$22.22

Table 3 of 5

Classification	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream	\$28.12	\$28.12	\$21.09	\$28.12	\$28.12	N/A
Wood and timber furniture stream	\$28.12	\$28.12	\$21.09	\$28.12	\$28.12	N/A
Pulp and paper stream	\$29.62	\$29.62	N/A	N/A	N/A	\$29.62

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	Working after an untaken meal break
General timber stream	\$21.09	\$28.12	\$28.12	\$25.31	\$19.69
Wood and timber furniture stream	\$21.09	\$28.12	\$28.12	\$25.31	\$19.69
Pulp and paper stream	\$22.22	\$29.62	\$29.62	\$26.66	\$26.66

Table 5 of 5

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	\$19.69	\$25.31	\$30.94	\$21.09	\$28.12
Wood and timber furniture stream	\$19.69	\$25.31	\$30.94	\$21.09	\$28.12
Pulp and paper stream	\$20.74	\$26.66	\$32.59	\$22.22	\$29.62

Junior - Casual - 18 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$17.88	\$25.03	\$32.18	\$39.33	\$32.18
Wood and timber furniture stream	\$17.88	\$25.03	\$32.18	N/A	\$32.18
Pulp and paper stream	\$18.88	\$26.43	\$33.98	N/A	\$33.98

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
General timber stream	\$20.02	\$22.17	\$25.03	\$32.18	\$26.82
Wood and timber furniture stream	\$20.02	\$22.17	\$25.03	\$32.18	\$26.82
Pulp and paper stream	\$21.14	\$23.41	\$26.43	\$33.98	\$28.32

Table 3 of 5

Classification	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream	\$35.76	\$35.76	\$26.82	\$35.76	\$35.76	N/A
Wood and timber furniture stream	\$35.76	\$35.76	\$26.82	\$35.76	\$35.76	N/A
Pulp and paper stream	\$37.76	\$37.76	N/A	N/A	N/A	\$37.76

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	Working after an untaken meal break
General timber stream	\$26.82	\$35.76	\$35.76	\$32.18	\$25.03
Wood and timber furniture stream	\$26.82	\$35.76	\$35.76	\$32.18	\$25.03
Pulp and paper stream	\$28.32	\$37.76	\$37.76	\$33.98	\$33.98

Table 5 of 5

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	\$25.03	\$32.18	\$39.33	\$26.82	\$35.76
Wood and timber furniture stream	\$25.03	\$32.18	\$39.33	\$26.82	\$35.76
Pulp and paper stream	\$26.43	\$33.98	\$41.53	\$28.32	\$37.76

Junior - Casual - 19 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$21.69	\$30.36	\$39.04	\$47.71	\$39.04
Wood and timber furniture stream	\$21.69	\$30.36	\$39.04	N/A	\$39.04
Pulp and paper stream	\$22.94	\$32.11	\$41.29	N/A	\$41.29

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
General timber stream	\$24.29	\$26.89	\$30.36	\$39.04	\$32.54
Wood and timber furniture stream	\$24.29	\$26.89	\$30.36	\$39.04	\$32.54
Pulp and paper stream	\$25.69	\$28.44	\$32.11	\$41.29	\$34.41

Table 3 of 5

Classification	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream	\$43.38	\$43.38	\$32.54	\$43.38	\$43.38	N/A
Wood and timber furniture stream	\$43.38	\$43.38	\$32.54	\$43.38	\$43.38	N/A
Pulp and paper stream	\$45.88	\$45.88	N/A	N/A	N/A	\$45.88

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	Working after an untaken meal break
General timber stream	\$32.54	\$43.38	\$43.38	\$39.04	\$30.36
Wood and timber furniture stream	\$32.54	\$43.38	\$43.38	\$39.04	\$30.36
Pulp and paper stream	\$34.41	\$45.88	\$45.88	\$41.29	\$41.29

Table 5 of 5

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	\$30.36	\$39.04	\$47.71	\$32.54	\$43.38
Wood and timber furniture stream	\$30.36	\$39.04	\$47.71	\$32.54	\$43.38
Pulp and paper stream	\$32.11	\$41.29	\$50.46	\$34.41	\$45.88

Junior - Casual - 20 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber stream	\$25.50	\$35.70	\$45.90	\$56.10	\$45.90
Wood and timber furniture stream	\$25.50	\$35.70	\$45.90	N/A	\$45.90
Pulp and paper stream	\$26.94	\$37.71	\$48.49	N/A	\$48.49

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
General timber stream	\$28.56	\$31.62	\$35.70	\$45.90	\$38.25
Wood and timber furniture stream	\$28.56	\$31.62	\$35.70	\$45.90	\$38.25
Pulp and paper stream	\$30.17	\$33.40	\$37.71	\$48.49	\$40.41

Table 3 of 5

Classification	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers	Overtime - shiftworkers
General timber stream	\$51.00	\$51.00	\$38.25	\$51.00	\$51.00	N/A
Wood and timber furniture stream	\$51.00	\$51.00	\$38.25	\$51.00	\$51.00	N/A
Pulp and paper stream	\$53.88	\$53.88	N/A	N/A	N/A	\$53.88

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	Working after an untaken meal break
General timber stream	\$38.25	\$51.00	\$51.00	\$45.90	\$35.70
Wood and timber furniture stream	\$38.25	\$51.00	\$51.00	\$45.90	\$35.70
Pulp and paper stream	\$40.41	\$53.88	\$53.88	\$48.49	\$48.49

Table 5 of 5

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	\$35.70	\$45.90	\$56.10	\$38.25	\$51.00
Wood and timber furniture stream	\$35.70	\$45.90	\$56.10	\$38.25	\$51.00
Pulp and paper stream	\$37.71	\$48.49	\$59.26	\$40.41	\$53.88

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$438.80	\$11.55	\$17.33	\$23.10	\$28.88	\$23.10
2nd year	\$526.55	\$13.86	\$20.79	\$27.72	\$34.65	\$27.72
3rd year	\$658.20	\$17.32	\$25.98	\$34.64	\$43.30	\$34.64
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$13.28	\$15.02	\$17.33	\$23.10	\$17.33	\$23.10
2nd year	\$15.94	\$18.02	\$20.79	\$27.72	\$20.79	\$27.72
3rd year	\$19.92	\$22.52	\$25.98	\$34.64	\$25.98	\$34.64
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$17.33	\$23.10	\$23.10	\$17.33	\$23.10	\$23.10
2nd year	\$20.79	\$27.72	\$27.72	\$20.79	\$27.72	\$27.72
3rd year	\$25.98	\$34.64	\$34.64	\$25.98	\$34.64	\$34.64
4th year	\$31.19	\$41.58	\$41.58	\$31.19	\$41.58	\$41.58

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$23.10	\$23.10	\$23.10	\$23.10	\$17.33
2nd year	\$27.72	\$27.72	\$27.72	\$27.72	\$20.79
3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$25.98
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$31.19

Table 5 of 5

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
1st year	\$17.33	\$23.10	\$28.88	\$17.33	\$23.10
2nd year	\$20.79	\$27.72	\$34.65	\$20.79	\$27.72
3rd year	\$25.98	\$34.64	\$43.30	\$25.98	\$34.64
4th year	\$31.19	\$41.58	\$51.98	\$31.19	\$41.58

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$438.80	\$11.55	\$17.33	\$23.10	\$28.88	\$23.10
2nd year	\$526.55	\$13.86	\$20.79	\$27.72	\$34.65	\$27.72
3rd year	\$658.20	\$17.32	\$25.98	\$34.64	\$43.30	\$34.64
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$13.28	\$15.02	\$17.33	\$23.10	\$17.33	\$23.10
2nd year	\$15.94	\$18.02	\$20.79	\$27.72	\$20.79	\$27.72
3rd year	\$19.92	\$22.52	\$25.98	\$34.64	\$25.98	\$34.64
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$17.33	\$23.10	\$23.10	\$17.33	\$23.10	\$23.10
2nd year	\$20.79	\$27.72	\$27.72	\$20.79	\$27.72	\$27.72
3rd year	\$25.98	\$34.64	\$34.64	\$25.98	\$34.64	\$34.64
4th year	\$31.19	\$41.58	\$41.58	\$31.19	\$41.58	\$41.58

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$23.10	\$23.10	\$23.10	\$23.10	\$17.33
2nd year	\$27.72	\$27.72	\$27.72	\$27.72	\$20.79
3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$25.98
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$31.19

Table 5 of 5

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
1st year	\$17.33	\$23.10	\$28.88	\$17.33	\$23.10
2nd year	\$20.79	\$27.72	\$34.65	\$20.79	\$27.72
3rd year	\$25.98	\$34.64	\$43.30	\$25.98	\$34.64
4th year	\$31.19	\$41.58	\$51.98	\$31.19	\$41.58

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$482.70	\$12.70	\$19.05	\$25.40	\$31.75	\$25.40
2nd year	\$570.45	\$15.01	\$22.52	\$30.02	\$37.53	\$30.02
3rd year	\$658.20	\$17.32	\$25.98	\$34.64	\$43.30	\$34.64
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$14.61	\$16.51	\$19.05	\$25.40	\$19.05	\$25.40
2nd year	\$17.26	\$19.51	\$22.52	\$30.02	\$22.52	\$30.02
3rd year	\$19.92	\$22.52	\$25.98	\$34.64	\$25.98	\$34.64
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$19.05	\$25.40	\$25.40	\$19.05	\$25.40	\$25.40
2nd year	\$22.52	\$30.02	\$30.02	\$22.52	\$30.02	\$30.02
3rd year	\$25.98	\$34.64	\$34.64	\$25.98	\$34.64	\$34.64
4th year	\$31.19	\$41.58	\$41.58	\$31.19	\$41.58	\$41.58

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$25.40	\$25.40	\$25.40	\$25.40	\$19.05
2nd year	\$30.02	\$30.02	\$30.02	\$30.02	\$22.52
3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$25.98
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$31.19

Table 4 of 5

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
1st year	\$19.05	\$25.40	\$31.75	\$19.05	\$25.40
2nd year	\$22.52	\$30.02	\$37.53	\$22.52	\$30.02
3rd year	\$25.98	\$34.64	\$43.30	\$25.98	\$34.64
4th year	\$31.19	\$41.58	\$51.98	\$31.19	\$41.58

Apprentice saw doctor - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$452.55	\$11.91	\$17.87	\$23.82	\$29.78	\$23.82
2nd year	\$543.05	\$14.29	\$21.44	\$28.58	\$35.73	\$28.58
3rd year	\$678.85	\$17.86	\$26.79	\$35.72	\$44.65	\$35.72
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$13.70	\$15.48	\$17.87	\$23.82	\$17.87	\$23.82
2nd year	\$16.43	\$18.58	\$21.44	\$28.58	\$21.44	\$28.58
3rd year	\$20.54	\$23.22	\$26.79	\$35.72	\$26.79	\$35.72
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$17.87	\$23.82	\$23.82	\$17.87	\$23.82	\$23.82
2nd year	\$21.44	\$28.58	\$28.58	\$21.44	\$28.58	\$28.58
3rd year	\$26.79	\$35.72	\$35.72	\$26.79	\$35.72	\$35.72
4th year	\$32.16	\$42.88	\$42.88	\$32.16	\$42.88	\$42.88

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$23.82	\$23.82	\$23.82	\$23.82	\$17.87
2nd year	\$28.58	\$28.58	\$28.58	\$28.58	\$21.44
3rd year	\$35.72	\$35.72	\$35.72	\$35.72	\$26.79
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$32.16

Table 5 of 5

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
1st year	\$17.87	\$23.82	\$29.78	\$17.87	\$23.82
2nd year	\$21.44	\$28.58	\$35.73	\$21.44	\$28.58
3rd year	\$26.79	\$35.72	\$44.65	\$26.79	\$35.72
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$452.55	\$11.91	\$17.87	\$23.82	\$29.78	\$23.82
2nd year	\$543.05	\$14.29	\$21.44	\$28.58	\$35.73	\$28.58
3rd year	\$678.85	\$17.86	\$26.79	\$35.72	\$44.65	\$35.72
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$13.70	\$15.48	\$17.87	\$23.82	\$17.87	\$23.82
2nd year	\$16.43	\$18.58	\$21.44	\$28.58	\$21.44	\$28.58
3rd year	\$20.54	\$23.22	\$26.79	\$35.72	\$26.79	\$35.72
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$17.87	\$23.82	\$23.82	\$17.87	\$23.82	\$23.82
2nd year	\$21.44	\$28.58	\$28.58	\$21.44	\$28.58	\$28.58
3rd year	\$26.79	\$35.72	\$35.72	\$26.79	\$35.72	\$35.72
4th year	\$32.16	\$42.88	\$42.88	\$32.16	\$42.88	\$42.88

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$23.82	\$23.82	\$23.82	\$23.82	\$17.87
2nd year	\$28.58	\$28.58	\$28.58	\$28.58	\$21.44
3rd year	\$35.72	\$35.72	\$35.72	\$35.72	\$26.79
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$32.16

Table 5 of 5

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
1st year	\$17.87	\$23.82	\$29.78	\$17.87	\$23.82
2nd year	\$21.44	\$28.58	\$35.73	\$21.44	\$28.58
3rd year	\$26.79	\$35.72	\$44.65	\$26.79	\$35.72
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
1st year	\$497.80	\$13.10	\$19.65	\$26.20	\$32.75	\$26.20
2nd year	\$588.30	\$15.48	\$23.22	\$30.96	\$38.70	\$30.96
3rd year	\$678.85	\$17.86	\$26.79	\$35.72	\$44.65	\$35.72
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88

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	Working on RDO - first 2 hours	Working on RDO - after 2 hours
1st year	\$15.07	\$17.03	\$19.65	\$26.20	\$19.65	\$26.20
2nd year	\$17.80	\$20.12	\$23.22	\$30.96	\$23.22	\$30.96
3rd year	\$20.54	\$23.22	\$26.79	\$35.72	\$26.79	\$35.72
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 2 hours - day workers (wood and timber furniture stream)	Overtime - Monday to Saturday - after 2 hours - day workers (wood and timber furniture stream)	Overtime - Sunday - day workers (wood and timber furniture stream)	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers (wood and timber furniture stream)	Overtime - continuous shiftworkers (wood and timber furniture stream)
1st year	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20	\$26.20
2nd year	\$23.22	\$30.96	\$30.96	\$23.22	\$30.96	\$30.96
3rd year	\$26.79	\$35.72	\$35.72	\$26.79	\$35.72	\$35.72
4th year	\$32.16	\$42.88	\$42.88	\$32.16	\$42.88	\$42.88

Table 4 of 5

Classification	Overtime (not wood & timber furniture stream)	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
1st year	\$26.20	\$26.20	\$26.20	\$26.20	\$19.65
2nd year	\$30.96	\$30.96	\$30.96	\$30.96	\$23.22
3rd year	\$35.72	\$35.72	\$35.72	\$35.72	\$26.79
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$32.16

Table 5 of 5

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
1st year	\$19.65	\$26.20	\$32.75	\$19.65	\$26.20
2nd year	\$23.22	\$30.96	\$38.70	\$23.22	\$30.96
3rd year	\$26.79	\$35.72	\$44.65	\$26.79	\$35.72
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88

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

Table 1 of 5

Stream & year	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber						
1st year	\$438.80	\$11.55	\$17.33	\$23.10	\$28.88	\$23.10
2nd year	\$526.55	\$13.86	\$20.79	\$27.72	\$34.65	\$27.72
3rd year	\$658.20	\$17.32	\$25.98	\$34.64	\$43.30	\$34.64
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58
Pulp and paper						
1st year	\$438.80	\$11.55	\$17.33	\$23.10	\$28.88	\$23.10
2nd year	\$526.55	\$13.86	\$20.79	\$27.72	\$34.65	\$27.72
3rd year	\$658.20	\$17.32	\$25.98	\$34.64	\$43.30	\$34.64
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58
Wood and timber furniture						
1st year	\$732.80	\$19.28	\$28.92	\$38.56	\$48.20	\$38.56
2nd year	\$774.90	\$20.39	\$30.59	\$40.78	\$50.98	\$40.78
3rd year	\$819.70	\$21.57	\$32.36	\$43.14	\$53.93	\$43.14
4th year	\$864.45	\$22.75	\$34.13	\$45.50	\$56.88	\$45.50

Table 2 of 5

Stream & year	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	Working on RDO - after 2 hours
General timber						
1st year	\$13.28	\$15.02	\$17.33	\$23.10	\$17.33	\$23.10
2nd year	\$15.94	\$18.02	\$20.79	\$27.72	\$20.79	\$27.72
3rd year	\$19.92	\$22.52	\$25.98	\$34.64	\$25.98	\$34.64
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58
Pulp and paper						
1st year	\$13.28	\$15.02	\$17.33	\$23.10	\$17.33	\$23.10
2nd year	\$15.94	\$18.02	\$20.79	\$27.72	\$20.79	\$27.72
3rd year	\$19.92	\$22.52	\$25.98	\$34.64	\$25.98	\$34.64
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58

Stream & year	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	Working on RDO - after 2 hours
Wood and timber furniture						
1st year	\$22.17	\$25.06	\$28.92	\$38.56	\$28.92	\$38.56
2nd year	\$23.45	\$26.51	\$30.59	\$40.78	\$30.59	\$40.78
3rd year	\$24.81	\$28.04	\$32.36	\$43.14	\$32.36	\$43.14
4th year	\$26.16	\$29.58	\$34.13	\$45.50	\$34.13	\$45.50

Table 3 of 5

Stream & year	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Pulp and paper						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Wood and timber furniture						
1st year	\$28.92	\$38.56	\$38.56	\$28.92	\$38.56	\$38.56
2nd year	\$30.59	\$40.78	\$40.78	\$30.59	\$40.78	\$40.78
3rd year	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
4th year	\$34.13	\$45.50	\$45.50	\$34.13	\$45.50	\$45.50

Table 4 of 5

Stream & year	Overtime	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					
1st year	\$23.10	\$23.10	\$23.10	\$23.10	\$17.33
2nd year	\$27.72	\$27.72	\$27.72	\$27.72	\$20.79
3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$25.98
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$31.19
Pulp and paper					
1st year	\$23.10	\$23.10	\$23.10	\$23.10	\$23.10
2nd year	\$27.72	\$27.72	\$27.72	\$27.72	\$27.72
3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$41.58
Wood and timber furniture					
1st year	N/A	\$38.56	\$38.56	\$38.56	\$28.92
2nd year	N/A	\$40.78	\$40.78	\$40.78	\$30.59
3rd year	N/A	\$43.14	\$43.14	\$43.14	\$32.36
4th year	N/A	\$45.50	\$45.50	\$45.50	\$34.13

Table 5 of 5

Stream & year	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					
1st year	\$17.33	\$23.10	\$28.88	\$17.33	\$23.10
2nd year	\$20.79	\$27.72	\$34.65	\$20.79	\$27.72
3rd year	\$25.98	\$34.64	\$43.30	\$25.98	\$34.64
4th year	\$31.19	\$41.58	\$51.98	\$31.19	\$41.58
Pulp and paper					
1st year	\$17.03	\$23.10	\$28.88	\$17.33	\$23.10
2nd year	\$20.43	\$27.72	\$34.65	\$20.79	\$27.72
3rd year	\$25.53	\$34.64	\$43.30	\$25.98	\$34.64
4th year	\$30.65	\$41.58	\$51.98	\$31.19	\$41.58

Stream & year	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
Wood and timber furniture					
1st year	\$28.92	\$38.56	\$48.20	\$28.92	\$38.56
2nd year	\$30.59	\$40.78	\$50.98	\$30.59	\$40.78
3rd year	\$32.36	\$43.14	\$53.93	\$32.36	\$43.14
4th year	\$34.13	\$45.50	\$56.88	\$34.13	\$45.50

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

Table 1 of 5

Stream & year	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber						
1st year	\$702.10	\$18.48	\$27.72	\$36.96	\$46.20	\$36.96
2nd year	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60	\$39.68
3rd year	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60	\$39.68
4th year	\$789.85	\$20.79	\$31.19	\$41.58	\$51.98	\$41.58
Pulp and paper						
1st year	\$702.10	\$18.48	\$27.72	\$36.96	\$46.20	\$36.96
2nd year	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13	\$41.70
3rd year	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13	\$41.70
4th year	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13	\$41.70
Wood and timber furniture						
1st year	\$732.80	\$19.28	\$28.92	\$38.56	\$48.20	\$38.56
2nd year	\$774.90	\$20.39	\$30.59	\$40.78	\$50.98	\$40.78
3rd year	\$819.70	\$21.57	\$32.36	\$43.14	\$53.93	\$43.14
4th year	\$864.45	\$22.75	\$34.13	\$45.50	\$56.88	\$45.50

Table 2 of 5

Stream & year	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	Working on RDO - after 2 hours
General timber						
1st year	\$21.25	\$24.02	\$27.72	\$36.96	\$27.72	\$36.96
2nd year	\$22.82	\$25.79	\$29.76	\$39.68	\$29.76	\$39.68
3rd year	\$22.82	\$25.79	\$29.76	\$39.68	\$29.76	\$39.68
4th year	\$23.91	\$27.03	\$31.19	\$41.58	\$31.19	\$41.58
Pulp and paper						
1st year	\$21.25	\$24.02	\$27.72	\$36.96	\$27.72	\$36.96
2nd year	\$23.98	\$27.11	\$31.28	\$41.70	\$31.28	\$41.70
3rd year	\$23.98	\$27.11	\$31.28	\$41.70	\$31.28	\$41.70
4th year	\$23.98	\$27.11	\$31.28	\$41.70	\$31.28	\$41.70
Wood and timber furniture						
1st year	\$22.17	\$25.06	\$28.92	\$38.56	\$28.92	\$38.56
2nd year	\$23.45	\$26.51	\$30.59	\$40.78	\$30.59	\$40.78
3rd year	\$24.81	\$28.04	\$32.36	\$43.14	\$32.36	\$43.14
4th year	\$26.16	\$29.58	\$34.13	\$45.50	\$34.13	\$45.50

Table 3 of 5

Stream & year	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Pulp and paper						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A

Stream & year	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
Wood and timber furniture						
1st year	\$28.92	\$38.56	\$38.56	\$28.92	\$38.56	\$38.56
2nd year	\$30.59	\$40.78	\$40.78	\$30.59	\$40.78	\$40.78
3rd year	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
4th year	\$34.13	\$45.50	\$45.50	\$34.13	\$45.50	\$45.50

Table 4 of 5

Stream & year	Overtime	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					
1st year	\$36.96	\$36.96	\$36.96	\$36.96	\$27.72
2nd year	\$39.68	\$39.68	\$39.68	\$39.68	\$29.76
3rd year	\$39.68	\$39.68	\$39.68	\$39.68	\$29.76
4th year	\$41.58	\$41.58	\$41.58	\$41.58	\$31.19
Pulp and paper					
1st year	\$36.96	\$36.96	\$36.96	\$36.96	\$36.96
2nd year	\$41.70	\$41.70	\$41.70	\$41.70	\$41.70
3rd year	\$41.70	\$41.70	\$41.70	\$41.70	\$41.70
4th year	\$41.70	\$41.70	\$41.70	\$41.70	\$41.70
Wood and timber furniture					
1st year	N/A	\$38.56	\$38.56	\$38.56	\$28.92
2nd year	N/A	\$40.78	\$40.78	\$40.78	\$30.59
3rd year	N/A	\$43.14	\$43.14	\$43.14	\$32.36
4th year	N/A	\$45.50	\$45.50	\$45.50	\$34.13

Table 5 of 5

Stream & year	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					
1st year	\$27.72	\$36.96	\$46.20	\$27.72	\$36.96
2nd year	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
3rd year	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
4th year	\$31.19	\$41.58	\$51.98	\$31.19	\$41.58
Pulp and paper					
1st year	\$27.72	\$36.96	\$46.20	\$27.72	\$36.96
2nd year	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
3rd year	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
4th year	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
Wood and timber furniture					
1st year	\$28.92	\$38.56	\$48.20	\$28.92	\$38.56
2nd year	\$30.59	\$40.78	\$50.98	\$30.59	\$40.78
3rd year	\$32.36	\$43.14	\$53.93	\$32.36	\$43.14
4th year	\$34.13	\$45.50	\$56.88	\$34.13	\$45.50

Adult apprentice saw doctor - Started before 1 Jan 2014

Table 1 of 5

Stream & year	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber						
1st year	\$452.55	\$11.91	\$17.87	\$23.82	\$29.78	\$23.82
2nd year	\$543.05	\$14.29	\$21.44	\$28.58	\$35.73	\$28.58
3rd year	\$678.85	\$17.86	\$26.79	\$35.72	\$44.65	\$35.72
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88
Pulp and paper						
1st year	\$452.55	\$11.91	\$17.87	\$23.82	\$29.78	\$23.82
2nd year	\$543.05	\$14.29	\$21.44	\$28.58	\$35.73	\$28.58
3rd year	\$678.85	\$17.86	\$26.79	\$35.72	\$44.65	\$35.72
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88

Stream & year	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
Wood and timber furniture						
1st year	\$732.80	\$19.28	\$28.92	\$38.56	\$48.20	\$38.56
2nd year	\$774.90	\$20.39	\$30.59	\$40.78	\$50.98	\$40.78
3rd year	\$819.70	\$21.57	\$32.36	\$43.14	\$53.93	\$43.14
4th year	\$864.45	\$22.75	\$34.13	\$45.50	\$56.88	\$45.50

Table 2 of 5

Stream & year	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	Working on RDO - after 2 hours
General timber						
1st year	\$13.70	\$15.48	\$17.87	\$23.82	\$17.87	\$23.82
2nd year	\$16.43	\$18.58	\$21.44	\$28.58	\$21.44	\$28.58
3rd year	\$20.54	\$23.22	\$26.79	\$35.72	\$26.79	\$35.72
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88
Pulp and paper						
1st year	\$13.70	\$15.48	\$17.87	\$23.82	\$17.87	\$23.82
2nd year	\$16.43	\$18.58	\$21.44	\$28.58	\$21.44	\$28.58
3rd year	\$20.54	\$23.22	\$26.79	\$35.72	\$26.79	\$35.72
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88
Wood and timber furniture						
1st year	\$22.17	\$25.06	\$28.92	\$38.56	\$28.92	\$38.56
2nd year	\$23.45	\$26.51	\$30.59	\$40.78	\$30.59	\$40.78
3rd year	\$24.81	\$28.04	\$32.36	\$43.14	\$32.36	\$43.14
4th year	\$26.16	\$29.58	\$34.13	\$45.50	\$34.13	\$45.50

Table 3 of 5

Stream & year	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Pulp and paper						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Wood and timber furniture						
1st year	\$28.43	\$37.90	\$37.90	\$28.43	\$37.90	\$37.90
2nd year	\$30.06	\$40.08	\$40.08	\$30.06	\$40.08	\$40.08
3rd year	\$31.80	\$42.40	\$42.40	\$31.80	\$42.40	\$42.40
4th year	\$33.54	\$44.72	\$44.72	\$33.54	\$44.72	\$44.72

Table 4 of 5

Stream & year	Overtime	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					
1st year	\$23.82	\$23.82	\$23.82	\$23.82	\$17.87
2nd year	\$28.58	\$28.58	\$28.58	\$28.58	\$21.44
3rd year	\$35.72	\$35.72	\$35.72	\$35.72	\$26.79
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$32.16
Pulp and paper					
1st year	\$23.82	\$23.82	\$23.82	\$23.82	\$23.82
2nd year	\$28.58	\$28.58	\$28.58	\$28.58	\$28.58

Stream & year	Overtime	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
3rd year	\$35.72	\$35.72	\$35.72	\$35.72	\$35.72
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$42.88
Wood and timber furniture					
1st year	N/A	\$38.56	\$38.56	\$38.56	\$28.92
2nd year	N/A	\$40.78	\$40.78	\$40.78	\$30.59
3rd year	N/A	\$43.14	\$43.14	\$43.14	\$32.36
4th year	N/A	\$45.50	\$45.50	\$45.50	\$34.13

Table 5 of 5

Stream & year	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					
1st year	\$17.87	\$23.82	\$29.78	\$17.87	\$23.82
2nd year	\$21.44	\$28.58	\$35.73	\$21.44	\$28.58
3rd year	\$26.79	\$35.72	\$44.65	\$26.79	\$35.72
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88
Pulp and paper					
1st year	\$17.87	\$23.82	\$29.78	\$17.87	\$23.82
2nd year	\$21.44	\$28.58	\$35.73	\$21.44	\$28.58
3rd year	\$26.79	\$35.72	\$44.65	\$26.79	\$35.72
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88
Wood and timber furniture					
1st year	\$28.92	\$38.56	\$48.20	\$28.92	\$38.56
2nd year	\$30.59	\$40.78	\$50.98	\$30.59	\$40.78
3rd year	\$32.36	\$43.14	\$53.93	\$32.36	\$43.14
4th year	\$34.13	\$45.50	\$56.88	\$34.13	\$45.50

Adult apprentice saw doctor - Started after 1 Jan 2014

Table 1 of 5

Stream & year	Weekly pay rate	Hourly pay rate	Saturday - ordinary hours (by agreement)	Sunday	Public holiday - day workers	Public holiday - shiftworkers
General timber						
1st year	\$702.10	\$18.48	\$27.72	\$36.96	\$46.20	\$36.96
2nd year	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60	\$39.68
3rd year	\$753.80	\$19.84	\$29.76	\$39.68	\$49.60	\$39.68
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88
Pulp and paper						
1st year	\$702.10	\$18.48	\$27.72	\$36.96	\$46.20	\$36.96
2nd year	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13	\$41.70
3rd year	\$792.20	\$20.85	\$31.28	\$41.70	\$52.13	\$41.70
4th year	\$814.60	\$21.44	\$32.16	\$42.88	\$53.60	\$42.88
Wood and timber furniture						
1st year	\$732.80	\$19.28	\$28.92	\$38.56	\$48.20	\$38.56
2nd year	\$774.90	\$20.39	\$30.59	\$40.78	\$50.98	\$40.78
3rd year	\$819.70	\$21.57	\$32.36	\$43.14	\$53.93	\$43.14
4th year	\$864.45	\$22.75	\$34.13	\$45.50	\$56.88	\$45.50

Table 2 of 5

Stream & year	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	Working on RDO - after 2 hours
General timber						
1st year	\$21.25	\$24.02	\$27.72	\$36.96	\$27.72	\$36.96
2nd year	\$22.82	\$25.79	\$29.76	\$39.68	\$29.76	\$39.68
3rd year	\$22.82	\$25.79	\$29.76	\$39.68	\$29.76	\$39.68
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88
Pulp and paper						
1st year	\$21.25	\$24.02	\$27.72	\$36.96	\$27.72	\$36.96
2nd year	\$23.98	\$27.11	\$31.28	\$41.70	\$31.28	\$41.70
3rd year	\$23.98	\$27.11	\$31.28	\$41.70	\$31.28	\$41.70
4th year	\$24.66	\$27.87	\$32.16	\$42.88	\$32.16	\$42.88

Stream & year	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	Working on RDO - after 2 hours
Wood and timber furniture						
1st year	\$22.17	\$25.06	\$28.92	\$38.56	\$28.92	\$38.56
2nd year	\$23.45	\$26.51	\$30.59	\$40.78	\$30.59	\$40.78
3rd year	\$24.81	\$28.04	\$32.36	\$43.14	\$32.36	\$43.14
4th year	\$26.16	\$29.58	\$34.13	\$45.50	\$34.13	\$45.50

Table 3 of 5

Stream & year	Overtime - Monday to Saturday - first 2 hours - day workers	Overtime - Monday to Saturday - after 2 hours - day workers	Overtime - Sunday - day workers	Overtime - Monday to Sunday - first 2 hours - non-continuous shiftworkers	Overtime - Monday to Sunday - after 2 hours - non-continuous shiftworkers	Overtime - continuous shiftworkers
General timber						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Pulp and paper						
1st year	N/A	N/A	N/A	N/A	N/A	N/A
2nd year	N/A	N/A	N/A	N/A	N/A	N/A
3rd year	N/A	N/A	N/A	N/A	N/A	N/A
4th year	N/A	N/A	N/A	N/A	N/A	N/A
Wood and timber furniture						
1st year	\$28.92	\$38.56	\$38.56	\$28.92	\$38.56	\$38.56
2nd year	\$30.59	\$40.78	\$40.78	\$30.59	\$40.78	\$40.78
3rd year	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
4th year	\$34.13	\$45.50	\$45.50	\$34.13	\$45.50	\$45.50

Table 4 of 5

Stream & year	Overtime	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					
1st year	\$36.96	\$36.96	\$36.96	\$36.96	\$27.72
2nd year	\$39.68	\$39.68	\$39.68	\$39.68	\$29.76
3rd year	\$39.68	\$39.68	\$39.68	\$39.68	\$29.76
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$32.16
Pulp and paper					
1st year	\$36.96	\$36.96	\$36.96	\$36.96	\$36.96
2nd year	\$41.70	\$41.70	\$41.70	\$41.70	\$41.70
3rd year	\$41.70	\$41.70	\$41.70	\$41.70	\$41.70
4th year	\$42.88	\$42.88	\$42.88	\$42.88	\$42.88
Wood and timber furniture					
1st year	N/A	\$38.56	\$38.56	\$38.56	\$28.92
2nd year	N/A	\$40.78	\$40.78	\$40.78	\$30.59
3rd year	N/A	\$43.14	\$43.14	\$43.14	\$32.36
4th year	N/A	\$45.50	\$45.50	\$45.50	\$34.13

Table 5 of 5

Stream & year	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					
1st year	\$27.72	\$36.96	\$46.20	\$27.72	\$36.96
2nd year	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
3rd year	\$29.76	\$39.68	\$49.60	\$29.76	\$39.68
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88
Pulp and paper					
1st year	\$27.72	\$36.96	\$46.20	\$27.72	\$36.96
2nd year	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
3rd year	\$31.28	\$41.70	\$52.13	\$31.28	\$41.70
4th year	\$32.16	\$42.88	\$53.60	\$32.16	\$42.88

Stream & year	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
Wood and timber furniture					
1st year	\$28.92	\$38.56	\$48.20	\$28.92	\$38.56
2nd year	\$30.59	\$40.78	\$50.98	\$30.59	\$40.78
3rd year	\$32.36	\$43.14	\$53.93	\$32.36	\$43.14
4th year	\$34.13	\$45.50	\$56.88	\$34.13	\$45.50

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	\$6.14 per day
Cleaning of boilers and associated equipment allowance	\$1.76 per hour whilst so employed
Cold places allowance	\$0.53 per hour
Confined spaces allowances	\$0.70 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	\$2.90 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	\$15.01 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

Allowances	Rate
Distant work - travelling time allowance - not bushworkers - full-time employee - Monday to Saturday - sleeping berth provided	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 provided	payment at the minimum hourly rate + 50% for a maximum of 8 hours out of every 24
First aid allowance	\$17.55 per week
* Forest work allowance - general timber stream only - does not apply to saw doctor apprentices	\$0.74 per hour
Height money allowance	\$1.76 per day
Hot work allowance - between 46°C and 54°C	\$0.53 per hour
Hot work allowance - over 54°C	\$0.88 per hour
In charge of plant allowance - engine driver or fireman	\$0.97 per hour up to a maximum of \$36.86 per week
Leading hand allowance - in charge of 2-6 employees	\$0.76 per hour up to a maximum of \$28.96 per week
Leading hand allowance - in charge of more than 6 employees	\$1.18 per hour up to a maximum of \$44.76 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	\$15.01 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	\$3.51 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	\$1.32 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	\$8.88 per hour
Stopping or starting engines allowance - cleaner, greaser or oiler	\$0.97 per hour up to a maximum of \$36.86 per week
Tool allowance - Millwright	\$0.14 per hour up to a maximum of \$5.15 per week
Tool allowance - Tradesperson (furnishing employees)	\$0.41 per hour up to a maximum of \$15.67 per week
Tool allowance - Utility person	\$0.10 per hour up to a maximum of \$3.98 per week
Training costs for fees and textbooks reimbursement (not apprenticeship training)	reimbursement of standard fees for prescribed courses and textbooks

Allowances	Rate
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	\$19.84 per hour 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	\$0.53 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.