



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
2020–21

**SILVICULTURE AWARD 2020**  
[MA000040]

Agricultural industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Ordinary weekly rate (full-time employee)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	826.90	21.76	896.00
Silviculture and afforestation worker grade 2	859.20	22.61	929.30
Silviculture and afforestation worker grade 3	874.80	23.02	945.40
Silviculture and afforestation worker grade 4	896.10	23.58	967.40

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Ordinary weekly rate (full-time employee)</b>
Silviculture and afforestation worker grade 5	912.60	24.02	984.40
Silviculture and afforestation worker grade 6	920.10	24.21	992.20

2. By deleting the words “1 November 2020” in clause 15.5(b) and inserting “1 July 2021”.
3. By deleting the amount “\$33.02” appearing in clause 17.4(a) and inserting “\$33.84”.
4. By deleting the table appearing in clause 17.4(b)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
1 person	21.64
2 to 5 persons	48.11
6 to 10 persons	61.00
more than 10 persons	81.26

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Public holiday<sup>1</sup></b>
		<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	23.58	58.95
Silviculture and afforestation worker grade 2	24.46	61.15

Classification	Ordinary hours	Public holiday <sup>1</sup>
		All hours
	% of ordinary hourly rate <sup>2</sup>	
	100%	250%
	\$	\$
Silviculture and afforestation worker grade 3	24.88	62.20
Silviculture and afforestation worker grade 4	25.46	63.65
Silviculture and afforestation worker grade 5	25.91	64.78
Silviculture and afforestation worker grade 6	26.11	65.28

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

Classification	Monday to Saturday		Sunday	Public holiday
	first 2 hours	after 2 hours	all day	all day
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Silviculture and afforestation worker grade 1	35.37	47.16	47.16	58.95
Silviculture and afforestation worker grade 2	36.69	48.92	48.92	61.15
Silviculture and afforestation worker grade 3	37.32	49.76	49.76	62.20
Silviculture and afforestation worker grade 4	38.19	50.92	50.92	63.65
Silviculture and afforestation worker grade 5	38.87	51.82	51.82	64.78
Silviculture and afforestation worker grade 6	39.17	52.22	52.22	65.28

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

<b>Classification</b>	<b>Day</b>	<b>Afternoon and night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Less than 5 successive shifts<sup>1</sup></b>	<b>Overtime<sup>2</sup></b>	<b>Public holidays</b>
	<b>% of ordinary hourly rate<sup>3</sup></b>						
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	23.58	27.12	35.37	47.16	35.37	47.16	58.95
Silviculture and afforestation worker grade 2	24.46	28.13	36.69	48.92	36.69	48.92	61.15
Silviculture and afforestation worker grade 3	24.88	28.61	37.32	49.76	37.32	49.76	62.20
Silviculture and afforestation worker grade 4	25.46	29.28	38.19	50.92	38.19	50.92	63.65
Silviculture and afforestation worker grade 5	25.91	29.80	38.87	51.82	38.87	51.82	64.78
Silviculture and afforestation worker grade 6	26.11	30.03	39.17	52.22	39.17	52.22	65.28

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

<b>Classification</b>	<b>Casual hourly rate</b>	<b>Public holiday<sup>1</sup></b>
		<b>All hours</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	29.48	64.85
Silviculture and afforestation worker grade 2	30.58	67.27
Silviculture and afforestation worker grade 3	31.10	68.42
Silviculture and afforestation worker grade 4	31.83	70.02
Silviculture and afforestation worker grade 5	32.39	71.25
Silviculture and afforestation worker grade 6	32.64	71.80

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

Classification	Day	Afternoon and night	Saturday	Sunday	Less than 5 successive shifts <sup>1</sup>	Public holidays
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	29.48	33.01	41.27	53.06	41.27	64.85
Silviculture and afforestation worker grade 2	30.58	34.24	42.81	55.04	42.81	67.27
Silviculture and afforestation worker grade 3	31.10	34.83	43.54	55.98	43.54	68.42
Silviculture and afforestation worker grade 4	31.83	35.64	44.56	57.29	44.56	70.02
Silviculture and afforestation worker grade 5	32.39	36.27	45.34	58.30	45.34	71.25
Silviculture and afforestation worker grade 6	32.64	36.55	45.69	58.75	45.69	71.80

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

Classification	Monday to Friday		Saturday		Sunday	Public holidays
	After 8 hours <sup>1</sup>	After 10 hours	First 2 hours	After 2 hours	All hours	All hours
	% of ordinary hourly rate <sup>2</sup>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Silviculture and afforestation worker grade 1	35.37	47.16	35.37	47.16	47.16	58.95

Silviculture and afforestation worker grade 2	36.69	48.92	36.69	48.92	48.92	61.15
Silviculture and afforestation worker grade 3	37.32	49.76	37.32	49.76	49.76	62.20
Silviculture and afforestation worker grade 4	38.19	50.92	38.19	50.92	50.92	63.65
Silviculture and afforestation worker grade 5	38.87	51.82	38.87	51.82	51.82	64.78
Silviculture and afforestation worker grade 6	39.17	52.22	39.17	52.22	52.22	65.28

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

Classification	Monday to Friday		Saturday		Sunday	Public holidays
	After 8 hours <sup>1</sup>	After 10 hours	First 2 hours	After 2 hours	All hours	All hours
	% of ordinary hourly rate <sup>2</sup>					
	175%	225%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$
Silviculture and afforestation worker grade 1	41.27	53.06	41.27	53.06	53.06	64.85
Silviculture and afforestation worker grade 2	42.81	55.04	42.81	55.04	55.04	67.27
Silviculture and afforestation worker grade 3	43.54	55.98	43.54	55.98	55.98	68.42
Silviculture and afforestation worker grade 4	44.56	57.29	44.56	57.29	57.29	70.02
Silviculture and afforestation worker grade 5	45.34	58.30	45.34	58.30	58.30	71.25
Silviculture and afforestation worker	45.69	58.75	45.69	58.75	58.75	71.80

Classification	Monday to Friday		Saturday		Sunday	Public holidays
	After 8 hours <sup>1</sup>	After 10 hours	First 2 hours	After 2 hours	All hours	All hours
	% of ordinary hourly rate <sup>2</sup>					
	175%	225%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$
grade 6						

12. By deleting the amount “\$22.46” appearing in clause B.1.1 and inserting “\$23.02”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance <sup>1</sup>	17.4(a)	147.0	33.84	per week
Leading hand in charge of—1 person	17.4(b)(i)	94.0	21.64	per week
Leading hand in charge of—2 to 5 persons	17.4(b)(i)	209.0	48.11	per week
Leading hand in charge of—6 to 10 persons	17.4(b)(i)	265.0	61.00	per week
Leading hand in charge of—More than 10 persons	17.4(b)(i)	353.0	81.26	per week

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2021.

PRESIDENT