



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**TIMBER INDUSTRY AWARD 2020**  
[MA000071]

Timber and paper products industry

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the amount “\$10.07” appearing in clause 14.3(p)(iii) and inserting “\$10.44”.
2. By deleting the table appearing in clause 20.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	891.50	23.46
Level 2	915.90	24.10
Level 3	949.20	24.98
Level 4	980.40	25.80
Level 5	1032.30	27.17
Level 6	1064.70	28.02
Level 7	1126.30	29.64

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	891.50	23.46
Level 2	915.90	24.10
Level 3	949.20	24.98
Level 4	980.40	25.80
Level 4A	996.30	26.22
Level 5	1032.30	27.17
Level 6	1064.70	28.02
Level 7	1126.30	29.64

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	934.80	24.60
Level 2	965.60	25.41
Level 3	984.40	25.91
Level 4	1003.00	26.39
Level 5	1032.30	27.17
Level 6	1064.70	28.02
Level 7	1097.10	28.87
Level 8	1126.30	29.64
Level 9	1158.60	30.49

5. By deleting the year “2023” in clause 20.11(b) and inserting “2024”.
6. By deleting the amount “\$31.84” appearing in clause 22.3(a) and inserting “\$33.03”.
7. By deleting the amount “\$1.69” appearing in clause 22.4(a) and inserting “\$1.75”.
8. By deleting the amount “\$32.84” appearing in clause 22.5(a) and inserting “\$34.07”.
9. By deleting the amount “\$50.75” appearing in clause 22.5(b) and inserting “\$52.65”.

- 10. By deleting the amount “\$1.99” appearing in clause 22.6 and inserting “\$2.06”.
- 11. By deleting the amount “\$1.49” appearing in clause 22.7 and inserting “\$1.55”.
- 12. By deleting the table appearing in clause 22.8(a) and inserting the following:

<b>Engine driver/fireman</b>	<b>Allowance</b>	<b>Payable</b>
	<b>\$</b>	
In charge of plant	43.36	per week
Cleaner, greaser or oiler, under supervision of engine driver, who stops or starts engine	43.36	per week
Driver, where 2 or more fork-lifts or cranes engaged on one lift	4.13	per day

- 13. By deleting the amount “\$19.90” appearing in clause 22.9 and inserting “\$20.65”.
- 14. By deleting the amount “\$6.97” appearing in clause 22.10. and inserting “\$7.23”.
- 15. By deleting the amount “\$3.28” appearing in clause 22.11 and inserting “\$3.41”.
- 16. By deleting the amount “\$0.60” appearing in clause 22.12(a) and inserting “\$0.62”.
- 17. By deleting the amount “\$0.60” appearing in clause 22.13(a)(i) and inserting “\$0.62”.
- 18. By deleting the amount “\$1.00” appearing in clause 22.13(a)(ii) and inserting “\$1.03”.
- 19. By deleting the amount “\$0.60” appearing in clause 22.14(a) and inserting “\$0.62”.
- 20. By deleting the amount “\$0.80” appearing in clause 22.15 and inserting “\$0.83”.
- 21. By deleting the amount “\$1.99” appearing in clause 22.16 and inserting “\$2.06”.
- 22. By deleting the table appearing in clause D.2.1 and inserting the following:

	<b>Ordinary</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%<sup>2</sup></b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>				
Level 1	23.46	35.19	46.92	58.65
Level 2	24.10	36.15	48.20	60.25

	<b>Ordinary</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%<sup>2</sup></b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3	24.98	37.47	49.96	62.45
Level 4	25.80	38.70	51.60	64.50
Level 4A*	26.22	39.33	52.44	65.55
Level 5	27.17	40.76	54.34	67.93
Level 6	28.02	42.03	56.04	70.05
Level 7	29.64	44.46	59.28	74.10
<b>Pulp and Paper Stream</b>				
Level 1	24.60	36.90	49.20	61.50
Level 2	25.41	38.12	50.82	63.53
Level 3	25.91	38.87	51.82	64.78
Level 4	26.39	39.59	52.78	65.98
Level 5	27.17	40.76	54.34	67.93
Level 6	28.02	42.03	56.04	70.05
Level 7	28.87	43.31	57.74	72.18
Level 8	29.64	44.46	59.28	74.10
Level 9	30.49	45.74	60.98	76.23

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

	<b>Ordinary</b>	<b>Afternoon &amp; night-rotating</b>	<b>Night-non-rotating</b>	<b>Saturday</b>	<b>Sunday &amp; public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%<sup>2</sup></b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>					
Level 1	23.46	26.98	30.50	35.19	46.92
Level 2	24.10	27.72	31.33	36.15	48.20
Level 3	24.98	28.73	32.47	37.47	49.96
Level 4	25.80	29.67	33.54	38.70	51.60

	<b>Ordinary</b>	<b>Afternoon &amp; night- rotating</b>	<b>Night-non- rotating</b>	<b>Saturday</b>	<b>Sunday &amp; public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%<sup>2</sup></b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4A*	26.22	30.15	34.09	39.33	52.44
Level 5	27.17	31.25	35.32	40.76	54.34
Level 6	28.02	32.22	36.43	42.03	56.04
Level 7	29.64	34.09	38.53	44.46	59.28
<b>Pulp and Paper Stream</b>					
Level 1	24.60	28.29	31.98	36.90	49.20
Level 2	25.41	29.22	33.03	38.12	50.82
Level 3	25.91	29.80	33.68	38.87	51.82
Level 4	26.39	30.35	34.31	39.59	52.78
Level 5	27.17	31.25	35.32	40.76	54.34
Level 6	28.02	32.22	36.43	42.03	56.04
Level 7	28.87	33.20	37.53	43.31	57.74
Level 8	29.64	34.09	38.53	44.46	59.28
Level 9	30.49	35.06	39.64	45.74	60.98

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>				
Level 1	35.19	46.92	46.92	58.65
Level 2	36.15	48.20	48.20	60.25
Level 3	37.47	49.96	49.96	62.45
Level 4	38.70	51.60	51.60	64.50

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4A*	39.33	52.44	52.44	65.55
Level 5	40.76	54.34	54.34	67.93
Level 6	42.03	56.04	56.04	70.05
Level 7	44.46	59.28	59.28	74.10
<b>Pulp and Paper Stream</b>				
Level 1	36.90	49.20	49.20	61.50
Level 2	38.12	50.82	50.82	63.53
Level 3	38.87	51.82	51.82	64.78
Level 4	39.59	52.78	52.78	65.98
Level 5	40.76	54.34	54.34	67.93
Level 6	42.03	56.04	56.04	70.05
Level 7	43.31	57.74	57.74	72.18
Level 8	44.46	59.28	59.28	74.10
Level 9	45.74	60.98	60.98	76.23

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

	Continuous shiftworkers	Non-continuous shiftworkers	
		First 2 hours	After 2 hours
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>			
Level 1	46.92	35.19	46.92
Level 2	48.20	36.15	48.20
Level 3	49.96	37.47	49.96

	Continuous shiftworkers	Non-continuous shiftworkers	
		First 2 hours	After 2 hours
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 4	51.60	38.70	51.60
Level 4A*	52.44	39.33	52.44
Level 5	54.34	40.76	54.34
Level 6	56.04	42.03	56.04
Level 7	59.28	44.46	59.28

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

	<b>All overtime hours</b>
	<b>200% of ordinary hourly rate<sup>1</sup></b>
	<b>\$</b>
Level 1	49.20
Level 2	50.82
Level 3	51.82
Level 4	52.78
Level 5	54.34
Level 6	56.04
Level 7	57.74
Level 8	59.28
Level 9	60.98

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

	<b>Ordinary</b>	<b>Public Holiday<sup>1</sup></b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>		
Level 1	29.33	64.52
Level 2	30.13	66.28
Level 3	31.23	68.70
Level 4	32.25	70.95
Level 4A*	32.78	72.11
Level 5	33.96	74.72
Level 6	35.03	77.06
Level 7	37.05	81.51
<b>Pulp and Paper Stream</b>		
Level 1	30.75	–
Level 2	31.76	–
Level 3	32.39	–
Level 4	32.99	–
Level 5	33.96	–
Level 6	35.03	–
Level 7	36.09	–
Level 8	37.05	–
Level 9	38.11	–



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

	Ordinary	Afternoon & night rotating	Night-non-rotating	Saturday	Sunday & public holiday
	% of ordinary hourly rate <sup>1</sup>				
	125%	140%	155%	175% <sup>2</sup>	225%
	\$	\$	\$	\$	\$
<b>General Timber Stream and Wood and Timber Furniture Stream</b>					
Level 1	29.33	32.84	36.36	41.06	52.79
Level 2	30.13	33.74	37.36	42.18	54.23
Level 3	31.23	34.97	38.72	43.72	56.21
Level 4	32.25	36.12	39.99	45.15	58.05
Level 4A*	32.78	36.71	40.64	45.89	59.00
Level 5	33.96	38.04	42.11	47.55	61.13
Level 6	35.03	39.23	43.43	49.04	63.05
Level 7	37.05	41.50	45.94	51.87	66.69
<b>Pulp and Paper Stream</b>					
Level 1	30.75	34.44	38.13	43.05	55.35
Level 2	31.76	35.57	39.39	44.47	57.17
Level 3	32.39	36.27	40.16	45.34	58.30
Level 4	32.99	36.95	40.90	46.18	59.38
Level 5	33.96	38.04	42.11	47.55	61.13
Level 6	35.03	39.23	43.43	49.04	63.05
Level 7	36.09	40.42	44.75	50.52	64.96
Level 8	37.05	41.50	45.94	51.87	66.69
Level 9	38.11	42.69	47.26	53.36	68.60

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

	<b>Monday to Saturday<sup>1</sup></b>		<b>Sunday<sup>2</sup></b>
	<b>First 2 hours</b>	<b>After 2 hours</b>	
	<b>% of casual ordinary hourly rate<sup>3</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>General Timber Stream and Wood and Timber Furniture Stream</b>			
Level 1	44.00	58.66	58.66
Level 2	45.20	60.26	60.26
Level 3	46.85	62.46	62.46
Level 4	48.38	64.50	64.50
Level 4A*	49.17	65.56	65.56
Level 5	50.94	67.92	67.92
Level 6	52.55	70.06	70.06
Level 7	55.58	74.10	74.10
<b>Pulp and Paper Stream</b>			
Level 1	46.13	61.50	61.50
Level 2	47.64	63.52	63.52
Level 3	48.59	64.78	64.78
Level 4	49.49	65.98	65.98
Level 5	50.94	67.92	67.92
Level 6	52.55	70.06	70.06
Level 7	54.14	72.18	72.18
Level 8	55.58	74.10	74.10
Level 9	57.17	76.22	76.22

30. By deleting the amount “\$995.00” appearing in clause E.1.1 and inserting “\$1032.30”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Stand-by	14.3(p)(iii)	1.0116	10.44	per hour
Forest work <sup>1</sup>	22.3(a)	3.2	33.03	per week
Low loader <sup>1</sup>	22.4(a)	0.17	1.75	per each additional complete tonne
Leading hand supervising— 2 to 6 employees	22.5(a)	3.3	34.07	per week
Leading hand supervising— more than 6 employees	22.5(b)	5.1	52.65	per week
Cleaning of boilers and associated equipment	22.6	0.2	2.06	per hour
Repairs inside boilers and associated equipment	22.7	0.15	1.55	per hour
Additional allowances for engine drivers/firemen—in charge of plant	22.8(a)	4.2	43.36	per week
Additional allowances for engine drivers/firemen— cleaner, greaser or oiler, under supervision of engine driver, who stops or starts engine	22.8(a)	4.2	43.36	per week
Additional allowances for engine drivers/firemen— driver, where 2 or more fork-lifts or cranes engaged on one lift	22.8(a)	0.4	4.13	per day
First aid	22.9	2.0	20.65	per week
Charred timber	22.10	0.7	7.23	per day
Dirty work	22.11	0.33	3.41	per day
Wet places	22.12(a)	0.06	0.62	per part of day/shift whilst so engaged
Hot work—between 46°C and 54°C	22.13(a)(i)	0.06	0.62	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Hot work—in excess of 54°C	22.13(a)(ii)	0.1	1.03	per hour
Cold places—below 0°C	22.14(a)	0.06	0.62	per hour
Confined spaces	22.15	0.08	0.83	per hour or part thereof
Height money	22.16	0.2	2.06	per day or shift or part thereof

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

<b>Coup Assessment</b>	<b>Sawlog</b>	<b>Sawlog</b>	<b>Mixed</b>	<b>-85</b>	<b>-56</b>	<b>-56 Non-Con</b>
	<b>\$/m<sup>3</sup></b>	<b>\$/t</b>	<b>\$/t</b>	<b>\$/t</b>	<b>\$/t</b>	<b>\$/t</b>
A1	5.43	4.89	3.61	4.05	4.49	5.38
A2	5.64	5.10	4.00	4.24	4.69	5.59
A3	5.84	5.31	3.97	4.43	4.88	5.83
A4	6.32	5.75	4.24	4.72	5.27	6.31
B1	5.84	5.31	3.98	4.43	4.89	5.83
B2	6.13	5.56	4.08	4.64	5.10	6.10
B3	6.40	5.77	4.27	4.76	5.31	6.35
B4	6.85	6.30	4.66	5.16	5.75	6.85
C1	6.32	5.76	4.25	4.76	5.27	6.32
C2	6.63	6.04	4.45	5.03	5.56	6.57
C3	6.85	6.30	4.66	5.16	5.75	6.85
C4	7.42	6.74	5.03	5.59	6.21	7.42
Landing	1.51	1.35	1.15	1.15	1.23	1.51

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

Coup Assessment	Sawlog	Conventional		-85	Non-conventional		
		Sawlog	Mixed		Mixed	-85	-40
	\$/m <sup>3</sup>	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t
A1	5.43	4.89	3.61	4.05	3.83	4.24	6.30
A2	5.64	5.10	4.00	4.24	4.00	4.43	6.54
A3	5.83	5.31	3.97	4.25	4.09	4.63	6.80
A4	6.32	5.75	4.24	4.72	4.47	5.03	7.23
B1	5.84	5.31	3.98	4.43	4.09	4.66	6.80
B2	6.13	5.56	4.08	4.64	4.33	4.76	7.07
B3	6.40	5.77	4.27	4.76	4.49	5.03	7.42
B4	6.85	6.30	4.66	5.16	4.81	5.42	7.96
C1	6.32	5.76	4.25	4.76	4.47	5.03	7.31
C2	6.61	6.04	4.45	5.03	4.69	5.16	7.67
C3	6.85	6.30	4.66	5.16	4.89	5.50	7.97
C4	7.45	6.74	5.03	5.59	5.21	5.83	8.64
Landing	1.51	1.35	1.15	1.15	1.15	1.15	1.74

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

	Manual	Pulp	Pulp	Short	Short	Short	Short	Long	Long
	T1R3	wood	wood	s/log	s/log	peelers	peelers	s/log	s/log
	\$T25	(+1.5)	(-1.5)	(+1.5)	(-1.5)	(+1.5)	(-1.5)	(+1.5)	(-1.5)
	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t	\$/t
<b>Falling</b>									
<b>A</b>	19.02	8.52	9.80	10.31	11.61	10.49	11.83	9.13	10.45
<b>B</b>	19.61	8.81	10.44	10.54	12.25	10.83	9.88	9.42	11.04
<b>C</b>	20.09	9.22	10.81	11.02	12.63	11.23	12.80	9.81	11.44

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

<b>Stump diameter (where cut)</b>	<b>Payment per tree</b>
	<b>\$</b>
0–25 cm	1.27
26–50 cm	2.61
51–75 cm	3.92
76–100 cm	5.18
101–150 cm	13.00
151–200 cm	18.21
over 200 cm	20.84

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.

PRESIDENT