



New Zealand Fire Service

National Headquarters
Level 12
80 The Terrace
PO Box 2133
Wellington

New Zealand

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Derek Best
Secretary
NZ Professional Firefighters Union
PO Box 38213
PETONE

Dear Derek

2015 Market Rate Review for Firefighters and Officers Employed on the NZPFU Collective Agreement

Clause 2.6.2.2. of the Collective Agreement requires the Fire Service and the Professional Firefighters Union to review market data and discuss and agree the remuneration rates that will apply from 1 July 2015. We have agreed on the following outcomes:

- An increase of 2.62% , for firefighter roles up to Station Officer, based on the job size benchmark of Grade 13 at Senior Firefighter, with effect from 1 July 2015, with the exception of the grandparented rates in tables 7B and 7C with tables 7A, 7D, 7E and 7F now deleted as the rates have been overtaken by the substantive scales. (The updated rate tables are attached as Appendix 1)
 - An increase of 1.2% for Station Officer roles and Senior Station Officer roles based on the job size benchmark of Grade 15, Station Officer, with effect from 1 July 2015 (Appendix 2).
 - Remuneration rates for Communicators and Shift Managers as set out in Part 3 of the CEA, and remuneration rates for those Black Watch positions covered by Part 4 of the CEA, subject to ratification of the new CEA, including the new remuneration schedules aligned to operational roles according to relative job size, with effect from 1 July 2015. (Appendix 3)
 - Allowance rates set out in Part 5 of the CEA based on 1.91% increase. (The updated tables are included in Appendix 1)
1. The increase is informed by the annual market movement for agreed peer group that was used in 2012 to benchmark firefighter pay.
 2. The rates for the Part 3 and 4 roles are subject to ratification of the new CEA and assume translation to the new scales based on like for like step (counting interim steps as a substantive step so as to align the five new steps with the five existing), with progression from 1 July 2015 based on the agreed progression criteria.

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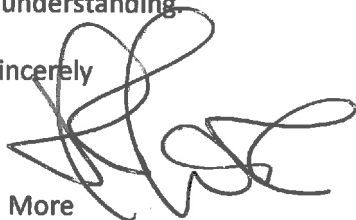
3. Please note that the remuneration review outcomes for Firefighter roles, and for Station Officers and Senior Station Officers, will be implemented in accordance with the CEA. The remuneration review associated with the Part 3 and Part 4 roles has **NOT** yet been implemented as it remains subject to ratification of the agreed structure aligned to operational roles based on job size. Once the CEA is ratified, we will then manually upload the adjusted rates and backdate effective 1 July 2015.

4. The updated TWW rates also include:
 - The previously agreed transition of officers to 97.5% of the agreed market rate
 - An increase in the calculation of the overtime rates for:
 - Firefighters - to 1.3 times the standard hourly rate for the first three hours of all overtime worked on a weekday, and before 12pm on a Saturday
 - Officers – to 1.2 times the standard hourly rate for the first three hours of all overtime worked on a weekday, and before 12pm on a Saturday
 - For the avoidance of doubt, the following overtime rates will continue to be calculated at the same rates as applied in 2014 but they will be adjusted by the increase in the hourly rate. The calculation rates are:
 - Firefighters
 - 1.33 times the standard hourly rates for all overtime worked in excess of the first three hours, and all overtime worked after 12pm on a Saturday, or at any other time on a Sunday
 - 1.5 times the standard hourly rate for all overtime worked on a public holiday
 - Officers
 - 1.3 times the standard hourly rates for all overtime worked in excess of the first three hours, and all overtime worked after 12pm on a Saturday, or at any other time on a Sunday
 - 1.5 times the standard hourly rate for all overtime worked on a public holiday
 - The grand parented rates, where they still apply, will not be adjusted and staff on those rates will remain on current rates.

5. All increased rates for Firefighters and Station Officers and Senior Station Officers will be applicable from 1 July 2015, and we are planning to arrange payment of the increased rates for the payday 8 July 2015. However, as we need time to test the various aspects of the changes, we may need to delay the pay date if there are any concerns as a result of testing. We will keep you informed of progress throughout the implementation process.

Please let me know if you have any questions or concerns, or if this does not fully represent our shared understanding

Yours sincerely



Hamish More
Director People and Capability

TABLE 1 - ALLOWANCES CLAIMABLE BY WORKERS UNDER PART 1 OF THIS AGREEMENT

Allowance	Detail	Amount
Mess Allowance	Per week	\$4.12
Meal Allowance	Per meal	\$13.89
Qualification Bonus - Institute of Fire Engineers Graduate	Per Fortnight	\$40.56
Member	Per Fortnight	\$60.54

TOTAL WEEKLY WAGE RATES 2015

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 9A and 9B apply to all Part 2 employees except those for whom specific rates are prescribed in Table 7.

TABLE 2 - TOTAL WEEKLY WAGE PAYMENTS**TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS**

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$794.32	\$805.57	
75%	Firefighter	\$851.06	\$867.13	\$890.53
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$907.79	\$923.86	\$947.26
90%	Qualified Firefighter	\$1,021.27	\$1,037.34	\$1,060.74
95%	Qualified Firefighter who has completed Stage 1 of SFF TAPS Programme	\$1,078.01	\$1,094.08	\$1,117.48
100%	Senior Firefighter	\$1,134.74	\$1,150.81	\$1,174.21
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$1,163.11	\$1,179.18	\$1,202.58
105%	Senior Firefighter, Station Officer Qualified	\$1,191.48	\$1,207.55	\$1,230.95

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$1,289.79	\$1,313.19
92%	Station Officer - 1 Year Satisfactory Performance	\$1,318.45	\$1,341.85
94%	Station Officer - 2 Years Satisfactory Performance	\$1,347.12	\$1,370.52
96%	Station Officer - 3 Years Satisfactory Performance	\$1,375.78	\$1,399.18
98%	Station Officer - 4 Years Satisfactory Performance	\$1,404.44	\$1,427.84
100%	Station Officer - 5 Years Satisfactory Performance	\$1,433.10	\$1,456.50
102.5%	Station Officer, Senior Station Officer Qualified	\$1,468.93	\$1,492.33
105%	Senior Station Officer	\$1,504.76	\$1,528.16
110%	Senior Station Officer, Executive Officer Qualified	\$1,576.41	\$1,599.81

TABLE 3 - OVERTIME HOURLY RATES**TABLE 3A - OVERTIME HOURLY RATES FOR FIREFIGHTERS**

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 26.34	\$ 26.84	\$ 27.56
	Rate 2	\$ 26.95	\$ 27.46	\$ 28.20
	Rate 3	\$ 30.39	\$ 30.97	\$ 31.80
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 28.10	\$ 28.60	\$ 29.32
	Rate 2	\$ 28.75	\$ 29.26	\$ 30.00
	Rate 3	\$ 32.42	\$ 33.00	\$ 33.83
Qualified Firefighter	Rate 1	\$ 31.61	\$ 32.11	\$ 32.83
	Rate 2	\$ 32.34	\$ 32.85	\$ 33.59
	Rate 3	\$ 36.47	\$ 37.05	\$ 37.88
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 33.37	\$ 33.86	\$ 34.59
	Rate 2	\$ 34.14	\$ 34.65	\$ 35.39
	Rate 3	\$ 38.50	\$ 39.07	\$ 39.91
Senior Firefighter	Rate 1	\$ 35.12	\$ 35.62	\$ 36.34
	Rate 2	\$ 35.93	\$ 36.44	\$ 37.18
	Rate 3	\$ 40.53	\$ 41.10	\$ 41.94
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 36.00	\$ 36.50	\$ 37.22
	Rate 2	\$ 36.83	\$ 37.34	\$ 38.08
	Rate 3	\$ 41.54	\$ 42.11	\$ 42.95
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 36.88	\$ 37.38	\$ 38.10
	Rate 2	\$ 37.73	\$ 38.24	\$ 38.98
	Rate 3	\$ 42.55	\$ 43.13	\$ 43.96

Rate 1 is payable for the first three hours

Rate 2 is payable for all hours in excess of the first three, and for all hours worked after 12pm on a Saturday or all hours worked on a Sunday.

Rate 3 is payable for all hours worked on Public Holidays

TABLE 3B - OVERTIME HOURLY RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 36.85	\$ 37.52
	Rate 2	\$ 39.92	\$ 40.65
	Rate 3	\$ 46.06	\$ 46.90
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 37.67	\$ 38.34
	Rate 2	\$ 40.81	\$ 41.53
	Rate 3	\$ 47.09	\$ 47.92
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 38.49	\$ 39.16
	Rate 2	\$ 41.70	\$ 42.42
	Rate 3	\$ 48.11	\$ 48.95
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 39.31	\$ 39.98
	Rate 2	\$ 42.58	\$ 43.31
	Rate 3	\$ 49.13	\$ 49.97
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 40.13	\$ 40.80
	Rate 2	\$ 43.47	\$ 44.20
	Rate 3	\$ 50.16	\$ 50.99
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 40.95	\$ 41.61
	Rate 2	\$ 44.36	\$ 45.08
	Rate 3	\$ 51.18	\$ 52.02
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 41.97	\$ 42.64
	Rate 2	\$ 45.47	\$ 46.19
	Rate 3	\$ 52.46	\$ 53.30
Senior Station Officer	Rate 1	\$ 42.99	\$ 43.66
	Rate 2	\$ 46.58	\$ 47.30
	Rate 3	\$ 53.74	\$ 54.58
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 45.04	\$ 45.71
	Rate 2	\$ 48.79	\$ 49.52
	Rate 3	\$ 56.30	\$ 57.14

Rate 1 is payable for the first three hours

Rate 2 is payable for all hours in excess of the first three, and for all hours worked on Sundays, Public Holidays and after 12pm on a Saturday.

Rate 3 is payable for all hours worked on Public Holidays

TABLE 4 – OVERTIME DAY SHIFT RATES

TABLE 4A - OVERTIME DAY SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 267.68	\$ 272.73	\$ 280.09
	Rate 2	\$ 269.50	\$ 274.59	\$ 282.00
	Rate 3	\$ 303.95	\$ 309.69	\$ 318.05
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 285.52	\$ 290.58	\$ 297.94
	Rate 2	\$ 287.47	\$ 292.56	\$ 299.97
	Rate 3	\$ 324.21	\$ 329.95	\$ 338.31
Qualified Firefighter	Rate 1	\$ 321.21	\$ 326.27	\$ 333.63
	Rate 2	\$ 323.40	\$ 328.49	\$ 335.90
	Rate 3	\$ 364.74	\$ 370.48	\$ 378.84
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 339.06	\$ 344.11	\$ 351.47
	Rate 2	\$ 341.37	\$ 346.46	\$ 353.87
	Rate 3	\$ 385.00	\$ 390.74	\$ 399.10
Senior Firefighter	Rate 1	\$ 356.90	\$ 361.96	\$ 369.32
	Rate 2	\$ 359.34	\$ 364.42	\$ 371.83
	Rate 3	\$ 405.27	\$ 411.00	\$ 419.36
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 365.83	\$ 370.88	\$ 378.24
	Rate 2	\$ 368.32	\$ 373.41	\$ 380.82
	Rate 3	\$ 415.40	\$ 421.14	\$ 429.49
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 374.75	\$ 379.80	\$ 387.16
	Rate 2	\$ 377.30	\$ 382.39	\$ 389.80
	Rate 3	\$ 425.53	\$ 431.27	\$ 439.63

Rate 1 is payable Monday to Saturday Day Shift

Rate 2 is payable Sunday Day Shift

Rate 3 is payable Public Holiday Day Shift

TABLE 4B - OVERTIME DAY SHIFT RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 390.01	\$ 397.08
	Rate 2	\$ 399.22	\$ 406.46
	Rate 3	\$ 460.64	\$ 469.00
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 398.68	\$ 405.75
	Rate 2	\$ 408.09	\$ 415.34
	Rate 3	\$ 470.88	\$ 479.23
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 407.34	\$ 414.42
	Rate 2	\$ 416.96	\$ 424.21
	Rate 3	\$ 481.11	\$ 489.47
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 416.01	\$ 423.08
	Rate 2	\$ 425.84	\$ 433.08
	Rate 3	\$ 491.35	\$ 499.71
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 424.68	\$ 431.75
	Rate 2	\$ 434.71	\$ 441.95
	Rate 3	\$ 501.59	\$ 509.94
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 433.34	\$ 440.42
	Rate 2	\$ 443.58	\$ 450.82
	Rate 3	\$ 511.82	\$ 520.18
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 444.18	\$ 451.25
	Rate 2	\$ 454.67	\$ 461.91
	Rate 3	\$ 524.62	\$ 532.97
Senior Station Officer	Rate 1	\$ 455.01	\$ 462.09
	Rate 2	\$ 465.76	\$ 473.00
	Rate 3	\$ 537.41	\$ 545.77
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 476.68	\$ 483.75
	Rate 2	\$ 487.94	\$ 495.18
	Rate 3	\$ 563.00	\$ 571.36

Rate 1 is payable Monday to Saturday Day Shift

Rate 2 is payable Sunday Day Shift

Rate 3 is payable Public Holiday Day Shift

TABLE 5 – OVERTIME NIGHT SHIFT RATES

TABLE 5A - OVERTIME NIGHT SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 375.48	\$ 382.57	\$ 392.89
	Rate 2	\$ 377.30	\$ 384.43	\$ 394.80
	Rate 3	\$ 425.53	\$ 433.56	\$ 445.26
Firefighter Who Has Completed Stage One of CFF TAPS Programme	Rate 1	\$ 400.51	\$ 407.60	\$ 417.92
	Rate 2	\$ 402.46	\$ 409.58	\$ 419.95
	Rate 3	\$ 453.90	\$ 461.93	\$ 473.63
Qualified Firefighter	Rate 1	\$ 450.57	\$ 457.66	\$ 467.99
	Rate 2	\$ 452.76	\$ 459.89	\$ 470.26
	Rate 3	\$ 510.63	\$ 518.67	\$ 530.37
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 475.61	\$ 482.70	\$ 493.02
	Rate 2	\$ 477.92	\$ 485.04	\$ 495.41
	Rate 3	\$ 539.00	\$ 547.04	\$ 558.74
Senior Firefighter	Rate 1	\$ 500.64	\$ 507.73	\$ 518.05
	Rate 2	\$ 503.07	\$ 510.19	\$ 520.57
	Rate 3	\$ 567.37	\$ 575.41	\$ 587.11
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 513.15	\$ 520.24	\$ 530.57
	Rate 2	\$ 515.65	\$ 522.77	\$ 533.14
	Rate 3	\$ 581.56	\$ 589.59	\$ 601.29
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 525.67	\$ 532.76	\$ 543.08
	Rate 2	\$ 528.22	\$ 535.35	\$ 545.72
	Rate 3	\$ 595.74	\$ 603.77	\$ 615.48

Rate 1 is payable Monday to Friday Night Shift

Rate 2 is payable Saturday, Sunday Night Shift

Rate 3 is payable Public Holiday Night Shift

TABLE 5B - OVERTIME NIGHT SHIFT RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 549.70	\$ 559.67
	Rate 2	\$ 558.91	\$ 569.05
	Rate 3	\$ 644.90	\$ 656.60
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 561.91	\$ 571.89
	Rate 2	\$ 571.33	\$ 581.47
	Rate 3	\$ 659.23	\$ 670.93
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 574.13	\$ 584.10
	Rate 2	\$ 583.75	\$ 593.89
	Rate 3	\$ 673.56	\$ 685.26
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 586.34	\$ 596.32
	Rate 2	\$ 596.17	\$ 606.31
	Rate 3	\$ 687.89	\$ 699.59
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 598.56	\$ 608.53
	Rate 2	\$ 608.59	\$ 618.73
	Rate 3	\$ 702.22	\$ 713.92
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 610.77	\$ 620.75
	Rate 2	\$ 621.01	\$ 631.15
	Rate 3	\$ 716.55	\$ 728.25
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 626.04	\$ 636.02
	Rate 2	\$ 636.54	\$ 646.68
	Rate 3	\$ 734.46	\$ 746.16
Senior Station Officer	Rate 1	\$ 641.31	\$ 651.29
	Rate 2	\$ 652.06	\$ 662.20
	Rate 3	\$ 752.38	\$ 764.08
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 671.85	\$ 681.82
	Rate 2	\$ 683.11	\$ 693.25
	Rate 3	\$ 788.21	\$ 799.91

Rate 1 is payable Monday to Friday Night Shift

Rate 2 is payable Saturday, Sunday Night Shift

Rate 3 is payable Public Holiday Night Shift

TABLE 6 – OVERTIME SHIFT RATES FOR YELLOW WATCH

TABLE 6 - OVERTIME SHIFT RATES FOR YELLOW WATCH

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 281.15	\$ 286.46	\$ 294.19
	Rate 2	\$ 319.15	\$ 325.17	\$ 333.95
Firefighter Who Has Completed Stage 1 of QFF TAPS Programme	Rate 1	\$ 299.90	\$ 305.21	\$ 312.94
	Rate 2	\$ 340.42	\$ 346.45	\$ 355.22
Qualified Firefighter	Rate 1	\$ 337.38	\$ 342.69	\$ 350.42
	Rate 2	\$ 382.98	\$ 389.00	\$ 397.78
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 356.13	\$ 361.44	\$ 369.17
	Rate 2	\$ 404.25	\$ 410.28	\$ 419.05
Senior Firefighter	Rate 1	\$ 374.87	\$ 380.18	\$ 387.91
	Rate 2	\$ 425.53	\$ 431.55	\$ 440.33
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 384.24	\$ 389.55	\$ 397.28
	Rate 2	\$ 436.17	\$ 442.19	\$ 450.97
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 393.61	\$ 398.92	\$ 406.65
	Rate 2	\$ 446.80	\$ 452.83	\$ 461.61
Station Officer - On Appointment	Rate 1	\$ 409.97	\$ 417.41	\$ 417.41
	Rate 2	\$ 483.67	\$ 492.45	\$ 492.45
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 419.08	\$ 426.52	\$ 426.52
	Rate 2	\$ 494.42	\$ 503.20	\$ 503.20
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 428.19	\$ 435.63	\$ 435.63
	Rate 2	\$ 505.17	\$ 513.94	\$ 513.94
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 437.30	\$ 444.74	\$ 444.74
	Rate 2	\$ 515.92	\$ 524.69	\$ 524.69
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 446.41	\$ 453.85	\$ 453.85
	Rate 2	\$ 526.66	\$ 535.44	\$ 535.44
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 455.52	\$ 462.96	\$ 462.96
	Rate 2	\$ 537.41	\$ 546.19	\$ 546.19
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 466.91	\$ 474.35	\$ 474.35
	Rate 2	\$ 550.85	\$ 559.62	\$ 559.62
Senior Station Officer	Rate 1	\$ 478.30	\$ 485.74	\$ 485.74
	Rate 2	\$ 564.28	\$ 573.06	\$ 573.06
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 501.07	\$ 508.51	\$ 508.51
	Rate 2	\$ 591.15	\$ 599.93	\$ 599.93

Rate 1 is payable for all overtime shifts except those worked on a public holiday

Rate 2 is payable for overtime shifts worked on a public holiday

TABLE 7 - GRANDPARENTED RATES

TABLE 7A - DELETED

TABLE 7B - RATES APPLICABLE TO EMPLOYEES WHO HELD THE RANK OF QUALIFIED FIREFIGHTER AS AT 1 JULY 2013 AND WHO HAVE NOT COMPLETED STAGE 1 OF SFF TAPS PROGRAMME. RATES APPLICABLE TO EMPLOYEES WHO HELD THE RANK OF FIREFIGHTER AS AT 1 JULY 2013, WHO WERE EMPLOYED PRIOR TO 1 AUGUST 2012 AND WHO HAVE ATTAINED THE RANK OF QUALIFIED FIREFIGHTER

	Non Driver	Grade 2 Driver	Grade 1 Driver
Total Weekly Wage	\$ 1,045.49	\$ 1,059.03	\$ 1,079.45
Hourly Rate for Overtime - Rate 1	\$ 31.61	\$ 32.11	\$ 32.83
Hourly Rate for Overtime - Rate 2	\$ 32.70	\$ 33.14	\$ 33.80
Hourly Rate for Overtime - Rate 3	\$ 36.47	\$ 37.05	\$ 37.88
Overtime Shift - Day Shift Rate 1	\$ 310.82	\$ 314.89	\$ 320.99
Overtime Shift - Night Shift Rate 1	\$ 441.62	\$ 447.45	\$ 456.19
Overtime Shift - Day Shift Rate 2	\$ 335.34	\$ 339.74	\$ 346.34
Overtime Shift - Night Shift Rate 2	\$ 466.14	\$ 472.30	\$ 481.54
Overtime Shift - Day Shift Rate 3	\$ 364.74	\$ 370.48	\$ 378.84
Overtime Shift - Night Shift Rate 3	\$ 510.63	\$ 518.67	\$ 530.37
Overtime Shift - Yellow Watch Shift Rate 1	\$ 327.17	\$ 331.46	\$ 337.89
Overtime Shift - Yellow Watch Shift Rate 2	\$ 382.98	\$ 389.00	\$ 397.78

Hourly Rate for Overtime - Rate 1 is payable for the first three hours

Hourly Rate for Overtime - Rate 2 is payable for all hours in excess of the first three, and for all hours worked on Sundays and after 12pm on a Saturday

Hourly Rate for Overtime - Rate 3 is payable for all hours worked on Public Holidays

Overtime Shift Day Shift Rate 1 is payable for day shifts worked Monday to Saturday inclusive

Overtime Shift Night Shift Rate 1 is payable for night shifts worked Monday to Friday inclusive

Overtime Shift Day Shift Rate 2 is payable for day shifts worked on a Sunday

Overtime Shift Night Shift Rate 2 is payable for night shifts worked Saturday to Sunday inclusive

Overtime Shift Day Shift Rate 3 is payable for day shifts worked on public holidays

Overtime Shift Night Shift Rate 3 is payable for night shifts worked on public holidays

Overtime Yellow Watch Shift Rate 1 is payable for all Yellow Watch shifts except those worked on public holidays

Overtime Yellow Watch Shift Rate 2 is payable for Yellow Watch shifts worked on public holidays

TABLE 7C - RATES APPLICABLE TO EMPLOYEES WHO HELD THE RANK OF QUALIFIED FIREFIGHTER AS AT 1 JULY 2013 AND WHO HAVE COMPLETED PART ONE OF THE SFF TAPS PROGRAMME, OR WHO HAVE COMPLETED 15 YEARS SERVICE IN THE RANK OF QUALIFIED FIREFIGHTER

	Non Driver	Grade 2 Driver	Grade 1 Driver
Total Weekly Wage	\$ 1,045.49	\$ 1,059.03	\$ 1,079.45
Hourly Rate for Overtime - Rate 1	\$ 33.37	\$ 33.86	\$ 34.59
Hourly Rate for Overtime - Rate 2	\$ 32.70	\$ 33.14	\$ 33.80
Hourly Rate for Overtime - Rate 3	\$ 38.50	\$ 39.07	\$ 39.91
Overtime Shift - Day Shift Rate 1	\$ 310.82	\$ 314.89	\$ 320.99
Overtime Shift - Night Shift Rate 1	\$ 441.62	\$ 447.45	\$ 456.19
Overtime Shift - Day Shift Rate 2	\$ 335.34	\$ 339.74	\$ 346.34
Overtime Shift - Night Shift Rate 2	\$ 466.14	\$ 472.30	\$ 481.54
Overtime Shift - Day Shift Rate 3	\$ 385.00	\$ 390.74	\$ 399.10
Overtime Shift - Night Shift Rate 3	\$ 539.00	\$ 547.04	\$ 558.74
Overtime Shift - Yellow Watch Shift Rate 1	\$ 327.17	\$ 331.46	\$ 337.89
Overtime Shift - Yellow Watch Shift Rate 2	\$ 404.25	\$ 410.28	\$ 419.05

TABLE 7D - DELETED

TABLE 7E - DELETED

TABLE 7F - DELETED

TABLE 8 - ALLOWANCES

Table 8: Allowances Claimable by Officers and Firefighters under Part 2 of this Agreement

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 4.12
TELARC Qualification	Per Fortnight	\$ 24.64
Tool Allowance	Per Annum	\$ 530.44
Tradespersons Work	Per Week	\$ 8.86
Training Volunteers	Per Hour	\$ 15.74
BA Filler Certificate	On Attainment/ Re-attainment	\$ 89.22

TABLE 9 – HOURLY RATES FOR FIREFIGHTERS

TABLE 9A - HOURLY RATES FOR FIREFIGHTERS

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 18.91	\$ 19.18	
Firefighter	\$ 20.26	\$ 20.65	\$ 21.20
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 21.61	\$ 22.00	\$ 22.55
Qualified Firefighter	\$ 24.32	\$ 24.70	\$ 25.26
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 25.67	\$ 26.05	\$ 26.61
Senior Firefighter	\$ 27.02	\$ 27.40	\$ 27.96
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 27.69	\$ 28.08	\$ 28.63
Senior Firefighter, Station Officer Qualified	\$ 28.37	\$ 28.75	\$ 29.31

TABLE 9B - HOURLY RATES FOR OFFICERS

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 30.71	\$ 31.27
Station Officer - 1 Year Satisfactory Performance	\$ 31.39	\$ 31.95
Station Officer - 2 Years Satisfactory Performance	\$ 32.07	\$ 32.63
Station Officer - 3 Years Satisfactory Performance	\$ 32.76	\$ 33.31
Station Officer - 4 Years Satisfactory Performance	\$ 33.44	\$ 34.00
Station Officer - 5 Years Satisfactory Performance	\$ 34.12	\$ 34.68
Station Officer, Senior Station Officer Qualified	\$ 34.97	\$ 35.53
Senior Station Officer	\$ 35.83	\$ 36.38
Senior Station Officer, Executive Officer Qualified	\$ 37.53	\$ 38.09