



NEWSLETTER TO MEMBERS

17 June 2016

2016 Market Rate Review – to take effect 1 July 2016

Clause 2.6.2.2 of the Collective agreement requires the Union and the Fire Service to review Market Data (provided by Hay Group) and discuss and agree the remuneration rates to apply from 1 July 2016. The following is the outcome.

- An increase of 1.00% for Firefighters rates (with the exception of grand-parented rates in tables 7B and 7C).
- An increase of 0.5% for Officers, plus the final 2.5% catch-up – gives a total of 3.00%.
- Remuneration rates for Communicators (1%) and Shift Managers (3%)
- Allowances in Part 1 and Part 5 increased by 2%

The updated TWW also include an increase in the overtime rates for

- Firefighters to 1.33 times the hourly rate for the first 3 hours of all overtime worked on a week day, and before 12pm on a Saturday.
- Officers to 1.3% times the hourly rate for the first 3 hours of all overtime worked on a week day, and before 12pm on a Saturday.
- For existing overtime at 1.5 the hourly rate will continue for all overtime on a Public Holiday.

It is planned that the new pay rates will be made on the payday 6 July 2016.

For rates on various transition rates (Part 3 and Part 4) the following will apply.

- All Part 3 rates will move to the new substantive step for their current grade.
- All Part 4 F.S.O, Trainers and VSO's will move to the new substantive rate for their current step.
- All Part 4 S FSO and Trainers on transition Step 3 will move to the new substantive Step 3.
- All Part 4 S FSO and Trainers on transition Steps 4 and 5 will move to the new transition steps 4 and 5. The Transition Step has been retained for Step 4 and 5 as the new substantive rates are more than 6% higher. The transition step provides a maximum 5 % increase (effects 8 staff).

The Fire Service will provide an explanation letter (along the lines of that provided 12 months ago) for all those moving off transition steps and those moving on transition steps.

Attached are various new Pay Tables

The Market Rate from Hay Group showed an increase in the Grade 13 rate (the S.FF. benchmark) of 0.79%. The increase for the Grade 15 (S.O benchmark) was 0.46%.

These amounts after discussion, have been rounded up to 1% and 0.5% respectively.

The outcome will be considered disappointing – however with any Benchmarking or Relativity link there will be good years and bad years – swings and roundabouts.

The Market Data provided is what it is. A historical comparison demonstrates this.

Senior Firefighter	Station Officers	Combined Average
6.2%	9.9% Plus 7% Transition Payment	8.9% excluding Transition Payment

For 2013 – 2016

CPI March quarter	Labour Cost Index	Public Sector	Private Sector
2.9%	6.6%	5.3%	7.1%

TOTAL WEEKLY WAGE RATES 2016

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	\$ 802.26	\$ 813.74	
75%	Firefighter	\$ 859.57	\$ 875.97	\$ 899.84
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 916.87	\$ 933.27	\$ 957.14
90%	Qualified Firefighter	\$ 1,031.48	\$ 1,047.88	\$ 1,071.75
95%	Qualified Firefighter who has completed Stage 1 of SFF TAPS Programme, or who had completed 15 years service at QFF rank at 1 July 2013	\$ 1,088.79	\$ 1,105.18	\$ 1,129.06
100%	Senior Firefighter	\$ 1,146.09	\$ 1,162.49	\$ 1,186.36
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,174.74	\$ 1,191.14	\$ 1,215.01
105%	Senior Firefighter, Station Officer Qualified	\$ 1,203.39	\$ 1,219.79	\$ 1,243.66

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,328.49	\$ 1,352.36
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,358.01	\$ 1,381.88
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,387.53	\$ 1,411.40
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,417.05	\$ 1,440.92
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,446.57	\$ 1,470.44
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,476.09	\$ 1,499.97
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,513.00	\$ 1,536.87
105%	Senior Station Officer	\$ 1,549.90	\$ 1,573.77
110%	Senior Station Officer, Executive Officer Qualified	\$ 1,623.70	\$ 1,647.58

TRANSITIONAL ARRANGEMENTS FOR OFFICERS

TWW rates for officers will be increased progressively to the market referenced rates over a three year period based on the following transitional steps

2013 (on initial implementation)	2014	2015	2016
93%	95%	97.5%	100%

PART 3 AND PART 4 REMUNERATION

PART 3 - TOTAL REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS

Position/Grade	FULL TIME RATES	
	Base Salary	Total Rem
Trainee Communicator	\$44,698	-
Communicator Grade 1	\$47,677	-
Communicator Grade 2	*\$53,637 (\$52,703)	-
Communicator Grade 3	\$56,617	\$56,617
Senior Communicator Grade 4	\$59,597	\$59,597
Senior Communicator Grade 5	\$62,577	\$62,577
Shift Manager	*\$75,222 (\$73,180)	*\$75,222 (\$73,180)

The rates marked * are reserved rates for 2015 to 2016 and subject to transitional arrangements for the introduction of the new Part 3 and 4 remuneration scales based on job size. The rates applicable under the transitional arrangements (in brackets) will also apply to new appointments to these scales until such time as the reserved rates become effective, ensuring appropriate relativity is maintained between current staff and new appointees to these scales.

PART 4 - TOTAL REMUNERATION FOR FIRE RISK MANAGEMENT, TRAINING AND VOLUNTEER SUPPORT

	Min Appt Step	Step 1	Step 2	Step 3	Step 4	Step 5	Qual. Step
FRMO Trainer VSO	\$62,577	*\$67,740 (\$67,104)	*\$69,246 (\$67,104)	\$70,751	\$72,255	\$75,222	-
Senior FRMO Senior Trainer (NTC)	\$72,152	\$73,686	\$75,222	*\$76,757 (\$75,857)	*\$78,676 (\$75,857)	*\$80,595 (\$77,802)	\$84,433

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ALLOWANCES

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

Allowance	Detail	Amount
Mess Allowance	Per week	\$4.20
Meal Allowance	Per meal	\$14.17
Qualification Bonus - Institute of Fire		
Graduate	Per Fortnight	\$41.37
Member	Per Fortnight	\$61.75

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	\$ 4.20
TELARC Qualification	Per Fortnight	\$ 25.13
Tool Allowance	Per Annum	\$ 541.05
Tradespersons Work	Per Week	\$ 9.04
Training Volunteers	Per Hour	\$ 16.05
BA Filler Certificate	On Attainment/ Re-attainment	\$ 91.00

PART 3 AND PART 4 REMUNERATION – revised transition steps

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