

FINAL RATES FOR PART FIVE OF THE CEA

For Firefighters and Officers

BASED ON ANNUAL FIGURES AGREED, REFLECTED IN TERMS OF SETTLEMENT

As per current methodology

- The total weekly wage rates are 1/52 of the annualised rate agreed in the Terms of settlement
- The hourly rate is 1/42 of the total weekly wage rate
- The overtime rate is T1.5
- The overtime shift rate is:
 - Day shift overtime rate is 10 hours multiplied by T1.5
 - Night shift overtime is 14 hours multiplied by T1.5
 - Yellow Watch overtime shift is 10.5 hours multiplied by T1.5

NOTE: Ongoing litigation continues relating to overtime on a Public Holiday but the rates in this document reflect the CEA provisions and will be changed by the Parties if required as an outcome of the litigation and will be published accordingly.

Rates Effective 1 July 2021

Table 1: Allowances Claimable by Workers Under Part 1 of the Agreement

Allowance	Detail	Amount
Mess Allowance	Per week	\$5.09
Meal Allowance	Per meal	\$17.17
Qualification Bonus - Institute of Fire Engineers		
Graduate	Per Fortnight	\$50.15
Member	Per Fortnight	\$74.86

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 7, 8A and 8B apply to all Part 2 Employees

TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS				
Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 985.14	\$ 1,003.95	
75%	Firefighter	\$ 1,055.51	\$ 1,074.32	\$ 1,101.68
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 1,125.87	\$ 1,144.68	\$ 1,172.05
90%	Qualified Firefighter	\$ 1,266.61	\$ 1,285.42	\$ 1,312.78
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	\$ 1,336.97	\$ 1,355.78	\$ 1,383.15
100%	Senior Firefighter	\$ 1,407.34	\$ 1,426.15	\$ 1,453.52
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,442.52	\$ 1,461.33	\$ 1,488.70
105%	Senior Firefighter, Station Officer Qualified	\$ 1,477.71	\$ 1,496.52	\$ 1,523.88

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,602.38	\$ 1,629.75
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,637.58	\$ 1,664.94
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,672.77	\$ 1,700.13
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,707.96	\$ 1,735.32
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,743.15	\$ 1,770.51
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,778.34	\$ 1,805.70
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,822.33	\$ 1,849.69
105%	Senior Station Officer	\$ 1,866.31	\$ 1,893.68
110%	Senior Station Officer, Executive Officer Qualified	\$ 1,954.29	\$ 1,981.66

TABLE 3A - OVERTIME HOURLY RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 37.70	\$ 38.37	\$ 39.35
	Rate 2	\$ 37.70	\$ 38.37	\$ 39.35
	Rate 3	\$ 37.70	\$ 38.37	\$ 39.35
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 40.21	\$ 40.88	\$ 41.86
	Rate 2	\$ 40.21	\$ 40.88	\$ 41.86
	Rate 3	\$ 40.21	\$ 40.88	\$ 41.86
Qualified Firefighter	Rate 1	\$ 45.24	\$ 45.91	\$ 46.89
	Rate 2	\$ 45.24	\$ 45.91	\$ 46.89
	Rate 3	\$ 45.24	\$ 45.91	\$ 46.89
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 47.75	\$ 48.42	\$ 49.40
	Rate 2	\$ 47.75	\$ 48.42	\$ 49.40
	Rate 3	\$ 47.75	\$ 48.42	\$ 49.40
Senior Firefighter	Rate 1	\$ 50.26	\$ 50.93	\$ 51.91
	Rate 2	\$ 50.26	\$ 50.93	\$ 51.91
	Rate 3	\$ 50.26	\$ 50.93	\$ 51.91
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 51.52	\$ 52.19	\$ 53.17
	Rate 2	\$ 51.52	\$ 52.19	\$ 53.17
	Rate 3	\$ 51.52	\$ 52.19	\$ 53.17
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 52.78	\$ 53.45	\$ 54.42
	Rate 2	\$ 52.78	\$ 53.45	\$ 54.42
	Rate 3	\$ 52.78	\$ 53.45	\$ 54.42
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	\$ 57.23	\$ 58.21
	Rate 2	\$ 57.23	\$ 58.21
	Rate 3	\$ 57.23	\$ 58.21
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 58.48	\$ 59.46
	Rate 2	\$ 58.48	\$ 59.46
	Rate 3	\$ 58.48	\$ 59.46
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 59.74	\$ 60.72
	Rate 2	\$ 59.74	\$ 60.72
	Rate 3	\$ 59.74	\$ 60.72
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 61.00	\$ 61.98
	Rate 2	\$ 61.00	\$ 61.98
	Rate 3	\$ 61.00	\$ 61.98
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 62.26	\$ 63.23
	Rate 2	\$ 62.26	\$ 63.23
	Rate 3	\$ 62.26	\$ 63.23
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 63.51	\$ 64.49
	Rate 2	\$ 63.51	\$ 64.49
	Rate 3	\$ 63.51	\$ 64.49
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 65.08	\$ 66.06
	Rate 2	\$ 65.08	\$ 66.06
	Rate 3	\$ 65.08	\$ 66.06
Senior Station Officer	Rate 1	\$ 66.65	\$ 67.63
	Rate 2	\$ 66.65	\$ 67.63
	Rate 3	\$ 66.65	\$ 67.63
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 69.80	\$ 70.77
	Rate 2	\$ 69.80	\$ 70.77
	Rate 3	\$ 69.80	\$ 70.77
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 4A - OVERTIME DAY SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 376.97	\$ 383.68	\$ 393.46
	Rate 2	\$ 376.97	\$ 383.68	\$ 393.46
	Rate 3	\$ 376.97	\$ 383.68	\$ 393.46
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 402.10	\$ 408.82	\$ 418.59
	Rate 2	\$ 402.10	\$ 408.82	\$ 418.59
	Rate 3	\$ 402.10	\$ 408.82	\$ 418.59
Qualified Firefighter	Rate 1	\$ 452.36	\$ 459.08	\$ 468.85
	Rate 2	\$ 452.36	\$ 459.08	\$ 468.85
	Rate 3	\$ 452.36	\$ 459.08	\$ 468.85
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 477.49	\$ 484.21	\$ 493.98
	Rate 2	\$ 477.49	\$ 484.21	\$ 493.98
	Rate 3	\$ 477.49	\$ 484.21	\$ 493.98
Senior Firefighter	Rate 1	\$ 502.62	\$ 509.34	\$ 519.11
	Rate 2	\$ 502.62	\$ 509.34	\$ 519.11
	Rate 3	\$ 502.62	\$ 509.34	\$ 519.11
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 515.19	\$ 521.91	\$ 531.68
	Rate 2	\$ 515.19	\$ 521.91	\$ 531.68
	Rate 3	\$ 515.19	\$ 521.91	\$ 531.68
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 527.75	\$ 534.47	\$ 544.24
	Rate 2	\$ 527.75	\$ 534.47	\$ 544.24
	Rate 3	\$ 527.75	\$ 534.47	\$ 544.24
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	\$ 572.28	\$ 582.05
	Rate 2	\$ 572.28	\$ 582.05
	Rate 3	\$ 572.28	\$ 582.05
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 584.85	\$ 594.62
	Rate 2	\$ 584.85	\$ 594.62
	Rate 3	\$ 584.85	\$ 594.62
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 597.42	\$ 607.19
	Rate 2	\$ 597.42	\$ 607.19
	Rate 3	\$ 597.42	\$ 607.19
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 609.98	\$ 619.76
	Rate 2	\$ 609.98	\$ 619.76
	Rate 3	\$ 609.98	\$ 619.76
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 622.55	\$ 632.33
	Rate 2	\$ 622.55	\$ 632.33
	Rate 3	\$ 622.55	\$ 632.33
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 635.12	\$ 644.89
	Rate 2	\$ 635.12	\$ 644.89
	Rate 3	\$ 635.12	\$ 644.89
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 650.83	\$ 660.60
	Rate 2	\$ 650.83	\$ 660.60
	Rate 3	\$ 650.83	\$ 660.60
Senior Station Officer	Rate 1	\$ 666.54	\$ 676.31
	Rate 2	\$ 666.54	\$ 676.31
	Rate 3	\$ 666.54	\$ 676.31
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 697.96	\$ 707.73
	Rate 2	\$ 697.96	\$ 707.73
	Rate 3	\$ 697.96	\$ 707.73
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 5A - OVERTIME NIGHT SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 527.75	\$ 537.16	\$ 550.84
	Rate 2	\$ 527.75	\$ 537.16	\$ 550.84
	Rate 3	\$ 527.75	\$ 537.16	\$ 550.84
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 562.94	\$ 572.34	\$ 586.02
	Rate 2	\$ 562.94	\$ 572.34	\$ 586.02
	Rate 3	\$ 562.94	\$ 572.34	\$ 586.02
Qualified Firefighter	Rate 1	\$ 633.30	\$ 642.71	\$ 656.39
	Rate 2	\$ 633.30	\$ 642.71	\$ 656.39
	Rate 3	\$ 633.30	\$ 642.71	\$ 656.39
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 668.49	\$ 677.89	\$ 691.57
	Rate 2	\$ 668.49	\$ 677.89	\$ 691.57
	Rate 3	\$ 668.49	\$ 677.89	\$ 691.57
Senior Firefighter	Rate 1	\$ 703.67	\$ 713.08	\$ 726.76
	Rate 2	\$ 703.67	\$ 713.08	\$ 726.76
	Rate 3	\$ 703.67	\$ 713.08	\$ 726.76
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 721.26	\$ 730.67	\$ 744.35
	Rate 2	\$ 721.26	\$ 730.67	\$ 744.35
	Rate 3	\$ 721.26	\$ 730.67	\$ 744.35
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 738.85	\$ 748.26	\$ 761.94
	Rate 2	\$ 738.85	\$ 748.26	\$ 761.94
	Rate 3	\$ 738.85	\$ 748.26	\$ 761.94
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	\$ 801.19	\$ 814.88
	Rate 2	\$ 801.19	\$ 814.88
	Rate 3	\$ 801.19	\$ 814.88
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 818.79	\$ 832.47
	Rate 2	\$ 818.79	\$ 832.47
	Rate 3	\$ 818.79	\$ 832.47
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 836.38	\$ 850.07
	Rate 2	\$ 836.38	\$ 850.07
	Rate 3	\$ 836.38	\$ 850.07
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 853.98	\$ 867.66
	Rate 2	\$ 853.98	\$ 867.66
	Rate 3	\$ 853.98	\$ 867.66
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 871.57	\$ 885.26
	Rate 2	\$ 871.57	\$ 885.26
	Rate 3	\$ 871.57	\$ 885.26
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 889.17	\$ 902.85
	Rate 2	\$ 889.17	\$ 902.85
	Rate 3	\$ 889.17	\$ 902.85
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 911.16	\$ 924.85
	Rate 2	\$ 911.16	\$ 924.85
	Rate 3	\$ 911.16	\$ 924.85
Senior Station Officer	Rate 1	\$ 933.16	\$ 946.84
	Rate 2	\$ 933.16	\$ 946.84
	Rate 3	\$ 933.16	\$ 946.84
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 977.15	\$ 990.83
	Rate 2	\$ 977.15	\$ 990.83
	Rate 3	\$ 977.15	\$ 990.83
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

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 395.81	\$ 402.87	\$ 413.13
	Rate 2	\$ 395.81	\$ 402.87	\$ 413.13
Firefighter Who Has Completed Stage 1 of QFF TAPS Programme	Rate 1	\$ 422.20	\$ 429.26	\$ 439.52
	Rate 2	\$ 422.20	\$ 429.26	\$ 439.52
Qualified Firefighter	Rate 1	\$ 474.98	\$ 482.03	\$ 492.29
	Rate 2	\$ 474.98	\$ 482.03	\$ 492.29
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 501.36	\$ 508.42	\$ 518.68
	Rate 2	\$ 501.36	\$ 508.42	\$ 518.68
Senior Firefighter	Rate 1	\$ 527.75	\$ 534.81	\$ 545.07
	Rate 2	\$ 527.75	\$ 534.81	\$ 545.07
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 540.95	\$ 548.00	\$ 558.26
	Rate 2	\$ 540.95	\$ 548.00	\$ 558.26
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 554.14	\$ 561.19	\$ 571.46
	Rate 2	\$ 554.14	\$ 561.19	\$ 571.46
Station Officer - On Appointment	Rate 1	\$ 600.89	\$ 611.16	
	Rate 2	\$ 600.89	\$ 611.16	
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 614.09	\$ 624.35	
	Rate 2	\$ 614.09	\$ 624.35	
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 627.29	\$ 637.55	
	Rate 2	\$ 627.29	\$ 637.55	
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 640.48	\$ 650.75	
	Rate 2	\$ 640.48	\$ 650.75	
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 653.68	\$ 663.94	
	Rate 2	\$ 653.68	\$ 663.94	
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 666.88	\$ 677.14	
	Rate 2	\$ 666.88	\$ 677.14	
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 683.37	\$ 693.63	
	Rate 2	\$ 683.37	\$ 693.63	
Senior Station Officer	Rate 1	\$ 699.87	\$ 710.13	
	Rate 2	\$ 699.87	\$ 710.13	
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 732.86	\$ 743.12	
	Rate 2	\$ 732.86	\$ 743.12	
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: Allowances Claimable by Officers and Firefighters under Part 2 of this Agreement

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 5.09
TELARC Qualification	Per Fortnight	\$ 30.47
Tool Allowance	Per Annum	\$ 655.88
Tradespersons Work	Per Week	\$ 10.96
Training Volunteers	Per Hour	\$ 19.46
BA Filler Certificate	On Attainment/ Re-attainment	\$ 110.31

TABLE 8A - HOURLY RATES FOR FIREFIGHTERS

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 23.46	\$ 23.90	
Firefighter	\$ 25.13	\$ 25.58	\$ 26.23
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 26.81	\$ 27.25	\$ 27.91
Qualified Firefighter	\$ 30.16	\$ 30.61	\$ 31.26
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 31.83	\$ 32.28	\$ 32.93
Senior Firefighter	\$ 33.51	\$ 33.96	\$ 34.61
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 34.35	\$ 34.79	\$ 35.45
Senior Firefighter, Station Officer Qualified	\$ 35.18	\$ 35.63	\$ 36.28

TABLE 8B - HOURLY RATES FOR OFFICERS

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 38.15	\$ 38.80
Station Officer - 1 Year Satisfactory Performance	\$ 38.99	\$ 39.64
Station Officer - 2 Years Satisfactory Performance	\$ 39.83	\$ 40.48
Station Officer - 3 Years Satisfactory Performance	\$ 40.67	\$ 41.32
Station Officer - 4 Years Satisfactory Performance	\$ 41.50	\$ 42.16
Station Officer - 5 Years Satisfactory Performance	\$ 42.34	\$ 42.99
Station Officer, Senior Station Officer Qualified	\$ 43.39	\$ 44.04
Senior Station Officer	\$ 44.44	\$ 45.09
Senior Station Officer, Executive Officer Qualified	\$ 46.53	\$ 47.18

Rates Effective 1 July 2022

Table 1: Allowances Claimable by Workers Under Part 1 of the Agreement

Allowance	Detail	Amount
Mess Allowance	Per week	\$5.35
Meal Allowance	Per meal	\$18.03
Qualification Bonus - Institute of Fire Engineers		
Graduate	Per Fortnight	\$52.66
Member	Per Fortnight	\$78.60

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 7, 8A and 8B apply to all Part 2 Employees

TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 1,034.40	\$ 1,054.15	
75%	Firefighter	\$ 1,108.28	\$ 1,128.03	\$ 1,156.77
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 1,182.17	\$ 1,201.92	\$ 1,230.65
90%	Qualified Firefighter	\$ 1,329.94	\$ 1,349.69	\$ 1,378.42
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	\$ 1,403.82	\$ 1,423.57	\$ 1,452.31
100%	Senior Firefighter	\$ 1,477.71	\$ 1,497.46	\$ 1,526.19
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,514.65	\$ 1,534.40	\$ 1,563.14
105%	Senior Firefighter, Station Officer Qualified	\$ 1,551.59	\$ 1,571.34	\$ 1,600.08

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,682.50	\$ 1,711.24
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,719.45	\$ 1,748.19
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,756.40	\$ 1,785.14
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,793.35	\$ 1,822.09
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,830.30	\$ 1,859.04
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,867.25	\$ 1,895.99
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,913.44	\$ 1,942.18
105%	Senior Station Officer	\$ 1,959.63	\$ 1,988.36
110%	Senior Station Officer, Executive Officer Qualified	\$ 2,052.00	\$ 2,080.74

TABLE 3A - OVERTIME HOURLY RATES FOR FIREFIGHTERS				
		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 39.58	\$ 40.29	\$ 41.31
	Rate 2	\$ 39.58	\$ 40.29	\$ 41.31
	Rate 3	\$ 39.58	\$ 40.29	\$ 41.31
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 42.22	\$ 42.93	\$ 43.95
	Rate 2	\$ 42.22	\$ 42.93	\$ 43.95
	Rate 3	\$ 42.22	\$ 42.93	\$ 43.95
Qualified Firefighter	Rate 1	\$ 47.50	\$ 48.20	\$ 49.23
	Rate 2	\$ 47.50	\$ 48.20	\$ 49.23
	Rate 3	\$ 47.50	\$ 48.20	\$ 49.23
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 50.14	\$ 50.84	\$ 51.87
	Rate 2	\$ 50.14	\$ 50.84	\$ 51.87
	Rate 3	\$ 50.14	\$ 50.84	\$ 51.87
Senior Firefighter	Rate 1	\$ 52.78	\$ 53.48	\$ 54.51
	Rate 2	\$ 52.78	\$ 53.48	\$ 54.51
	Rate 3	\$ 52.78	\$ 53.48	\$ 54.51
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 54.09	\$ 54.80	\$ 55.83
	Rate 2	\$ 54.09	\$ 54.80	\$ 55.83
	Rate 3	\$ 54.09	\$ 54.80	\$ 55.83
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 55.41	\$ 56.12	\$ 57.15
	Rate 2	\$ 55.41	\$ 56.12	\$ 57.15
	Rate 3	\$ 55.41	\$ 56.12	\$ 57.15
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	\$ 60.09	\$ 61.12
	Rate 2	\$ 60.09	\$ 61.12
	Rate 3	\$ 60.09	\$ 61.12
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 61.41	\$ 62.44
	Rate 2	\$ 61.41	\$ 62.44
	Rate 3	\$ 61.41	\$ 62.44
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 62.73	\$ 63.75
	Rate 2	\$ 62.73	\$ 63.75
	Rate 3	\$ 62.73	\$ 63.75
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 64.05	\$ 65.07
	Rate 2	\$ 64.05	\$ 65.07
	Rate 3	\$ 64.05	\$ 65.07
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 65.37	\$ 66.39
	Rate 2	\$ 65.37	\$ 66.39
	Rate 3	\$ 65.37	\$ 66.39
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 66.69	\$ 67.71
	Rate 2	\$ 66.69	\$ 67.71
	Rate 3	\$ 66.69	\$ 67.71
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 68.34	\$ 69.36
	Rate 2	\$ 68.34	\$ 69.36
	Rate 3	\$ 68.34	\$ 69.36
Senior Station Officer	Rate 1	\$ 69.99	\$ 71.01
	Rate 2	\$ 69.99	\$ 71.01
	Rate 3	\$ 69.99	\$ 71.01
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 73.29	\$ 74.31
	Rate 2	\$ 73.29	\$ 74.31
	Rate 3	\$ 73.29	\$ 74.31
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 4A - OVERTIME DAY SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 395.81	\$ 402.87	\$ 413.13
	Rate 2	\$ 395.81	\$ 402.87	\$ 413.13
	Rate 3	\$ 395.81	\$ 402.87	\$ 413.13
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 422.20	\$ 429.26	\$ 439.52
	Rate 2	\$ 422.20	\$ 429.26	\$ 439.52
	Rate 3	\$ 422.20	\$ 429.26	\$ 439.52
Qualified Firefighter	Rate 1	\$ 474.98	\$ 482.03	\$ 492.29
	Rate 2	\$ 474.98	\$ 482.03	\$ 492.29
	Rate 3	\$ 474.98	\$ 482.03	\$ 492.29
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 501.36	\$ 508.42	\$ 518.68
	Rate 2	\$ 501.36	\$ 508.42	\$ 518.68
	Rate 3	\$ 501.36	\$ 508.42	\$ 518.68
Senior Firefighter	Rate 1	\$ 527.75	\$ 534.81	\$ 545.07
	Rate 2	\$ 527.75	\$ 534.81	\$ 545.07
	Rate 3	\$ 527.75	\$ 534.81	\$ 545.07
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 540.95	\$ 548.00	\$ 558.26
	Rate 2	\$ 540.95	\$ 548.00	\$ 558.26
	Rate 3	\$ 540.95	\$ 548.00	\$ 558.26
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 554.14	\$ 561.19	\$ 571.46
	Rate 2	\$ 554.14	\$ 561.19	\$ 571.46
	Rate 3	\$ 554.14	\$ 561.19	\$ 571.46
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	\$ 600.89	\$ 611.16
	Rate 2	\$ 600.89	\$ 611.16
	Rate 3	\$ 600.89	\$ 611.16
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 614.09	\$ 624.35
	Rate 2	\$ 614.09	\$ 624.35
	Rate 3	\$ 614.09	\$ 624.35
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 627.29	\$ 637.55
	Rate 2	\$ 627.29	\$ 637.55
	Rate 3	\$ 627.29	\$ 637.55
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 640.48	\$ 650.75
	Rate 2	\$ 640.48	\$ 650.75
	Rate 3	\$ 640.48	\$ 650.75
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 653.68	\$ 663.94
	Rate 2	\$ 653.68	\$ 663.94
	Rate 3	\$ 653.68	\$ 663.94
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 666.88	\$ 677.14
	Rate 2	\$ 666.88	\$ 677.14
	Rate 3	\$ 666.88	\$ 677.14
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 683.37	\$ 693.63
	Rate 2	\$ 683.37	\$ 693.63
	Rate 3	\$ 683.37	\$ 693.63
Senior Station Officer	Rate 1	\$ 699.87	\$ 710.13
	Rate 2	\$ 699.87	\$ 710.13
	Rate 3	\$ 699.87	\$ 710.13
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 732.86	\$ 743.12
	Rate 2	\$ 732.86	\$ 743.12
	Rate 3	\$ 732.86	\$ 743.12
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 5A - OVERTIME NIGHT SHIFT RATES FOR FIREFIGHTERS				
		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 554.14	\$ 564.02	\$ 578.38
	Rate 2	\$ 554.14	\$ 564.02	\$ 578.38
	Rate 3	\$ 554.14	\$ 564.02	\$ 578.38
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 591.08	\$ 600.96	\$ 615.33
	Rate 2	\$ 591.08	\$ 600.96	\$ 615.33
	Rate 3	\$ 591.08	\$ 600.96	\$ 615.33
Qualified Firefighter	Rate 1	\$ 664.97	\$ 674.84	\$ 689.21
	Rate 2	\$ 664.97	\$ 674.84	\$ 689.21
	Rate 3	\$ 664.97	\$ 674.84	\$ 689.21
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 701.91	\$ 711.79	\$ 726.15
	Rate 2	\$ 701.91	\$ 711.79	\$ 726.15
	Rate 3	\$ 701.91	\$ 711.79	\$ 726.15
Senior Firefighter	Rate 1	\$ 738.85	\$ 748.73	\$ 763.10
	Rate 2	\$ 738.85	\$ 748.73	\$ 763.10
	Rate 3	\$ 738.85	\$ 748.73	\$ 763.10
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 757.33	\$ 767.20	\$ 781.57
	Rate 2	\$ 757.33	\$ 767.20	\$ 781.57
	Rate 3	\$ 757.33	\$ 767.20	\$ 781.57
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 775.80	\$ 785.67	\$ 800.04
	Rate 2	\$ 775.80	\$ 785.67	\$ 800.04
	Rate 3	\$ 775.80	\$ 785.67	\$ 800.04
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	\$ 841.25	\$ 855.62	
	Rate 2	\$ 841.25	\$ 855.62	
	Rate 3	\$ 841.25	\$ 855.62	
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 859.73	\$ 874.09	
	Rate 2	\$ 859.73	\$ 874.09	
	Rate 3	\$ 859.73	\$ 874.09	
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 878.20	\$ 892.57	
	Rate 2	\$ 878.20	\$ 892.57	
	Rate 3	\$ 878.20	\$ 892.57	
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 896.68	\$ 911.04	
	Rate 2	\$ 896.68	\$ 911.04	
	Rate 3	\$ 896.68	\$ 911.04	
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 915.15	\$ 929.52	
	Rate 2	\$ 915.15	\$ 929.52	
	Rate 3	\$ 915.15	\$ 929.52	
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 933.63	\$ 947.99	
	Rate 2	\$ 933.63	\$ 947.99	
	Rate 3	\$ 933.63	\$ 947.99	
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 956.72	\$ 971.09	
	Rate 2	\$ 956.72	\$ 971.09	
	Rate 3	\$ 956.72	\$ 971.09	
Senior Station Officer	Rate 1	\$ 979.81	\$ 994.18	
	Rate 2	\$ 979.81	\$ 994.18	
	Rate 3	\$ 979.81	\$ 994.18	
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 1,026.00	\$ 1,040.37	
	Rate 2	\$ 1,026.00	\$ 1,040.37	
	Rate 3	\$ 1,026.00	\$ 1,040.37	
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

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 415.61	\$ 423.01	\$ 433.79
	Rate 2	\$ 415.61	\$ 423.01	\$ 433.79
Firefighter Who Has Completed Stage 1 of QFF TAPS Programme	Rate 1	\$ 443.31	\$ 450.72	\$ 461.49
	Rate 2	\$ 443.31	\$ 450.72	\$ 461.49
Qualified Firefighter	Rate 1	\$ 498.73	\$ 506.13	\$ 516.91
	Rate 2	\$ 498.73	\$ 506.13	\$ 516.91
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 526.43	\$ 533.84	\$ 544.62
	Rate 2	\$ 526.43	\$ 533.84	\$ 544.62
Senior Firefighter	Rate 1	\$ 554.14	\$ 561.55	\$ 572.32
	Rate 2	\$ 554.14	\$ 561.55	\$ 572.32
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 567.99	\$ 575.40	\$ 586.18
	Rate 2	\$ 567.99	\$ 575.40	\$ 586.18
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 581.85	\$ 589.25	\$ 600.03
	Rate 2	\$ 581.85	\$ 589.25	\$ 600.03
Station Officer - On Appointment	Rate 1	\$ 630.94	\$ 641.71	
	Rate 2	\$ 630.94	\$ 641.71	
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 644.80	\$ 655.57	
	Rate 2	\$ 644.80	\$ 655.57	
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 658.65	\$ 669.43	
	Rate 2	\$ 658.65	\$ 669.43	
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 672.51	\$ 683.28	
	Rate 2	\$ 672.51	\$ 683.28	
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 686.36	\$ 697.14	
	Rate 2	\$ 686.36	\$ 697.14	
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 700.22	\$ 711.00	
	Rate 2	\$ 700.22	\$ 711.00	
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 717.54	\$ 728.32	
	Rate 2	\$ 717.54	\$ 728.32	
Senior Station Officer	Rate 1	\$ 734.86	\$ 745.64	
	Rate 2	\$ 734.86	\$ 745.64	
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 769.50	\$ 780.28	
	Rate 2	\$ 769.50	\$ 780.28	
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: Allowances Claimable by Officers and Firefighters under Part 2 of this Agreement

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 5.35
TELARC Qualification	Per Fortnight	\$ 31.99
Tool Allowance	Per Annum	\$ 688.67
Tradespersons Work	Per Week	\$ 11.50
Training Volunteers	Per Hour	\$ 20.43
BA Filler Certificate	On Attainment/ Re-attainment	\$ 115.83

TABLE 8A - HOURLY RATES FOR FIREFIGHTERS

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 24.63	\$ 25.10	
Firefighter	\$ 26.39	\$ 26.86	\$ 27.54
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 28.15	\$ 28.62	\$ 29.30
Qualified Firefighter	\$ 31.67	\$ 32.14	\$ 32.82
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 33.42	\$ 33.89	\$ 34.58
Senior Firefighter	\$ 35.18	\$ 35.65	\$ 36.34
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 36.06	\$ 36.53	\$ 37.22
Senior Firefighter, Station Officer Qualified	\$ 36.94	\$ 37.41	\$ 38.10

TABLE 8B - HOURLY RATES FOR OFFICERS

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 40.06	\$ 40.74
Station Officer - 1 Year Satisfactory Performance	\$ 40.94	\$ 41.62
Station Officer - 2 Years Satisfactory Performance	\$ 41.82	\$ 42.50
Station Officer - 3 Years Satisfactory Performance	\$ 42.70	\$ 43.38
Station Officer - 4 Years Satisfactory Performance	\$ 43.58	\$ 44.26
Station Officer - 5 Years Satisfactory Performance	\$ 44.46	\$ 45.14
Station Officer, Senior Station Officer Qualified	\$ 45.56	\$ 46.24
Senior Station Officer	\$ 46.66	\$ 47.34
Senior Station Officer, Executive Officer Qualified	\$ 48.86	\$ 49.54

Rates Effective 1 July 2023

Table 1: Allowances Claimable by Workers Under Part 1 of the Agreement

Allowance	Detail	Amount
Mess Allowance	Per week	\$5.62
Meal Allowance	Per meal	\$18.93
Qualification Bonus - Institute of Fire Engineers		
Graduate	Per Fortnight	\$55.29
Member	Per Fortnight	\$82.53

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 7, 8A and 8B apply to all Part 2 Employees				
TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS				
Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 1,086.11	\$ 1,106.85	
75%	Firefighter	\$ 1,163.69	\$ 1,184.43	\$ 1,214.60
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 1,241.27	\$ 1,262.01	\$ 1,292.18
90%	Qualified Firefighter	\$ 1,396.43	\$ 1,417.17	\$ 1,447.34
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	\$ 1,474.01	\$ 1,494.75	\$ 1,524.92
100%	Senior Firefighter	\$ 1,551.59	\$ 1,572.33	\$ 1,602.50
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,590.38	\$ 1,611.12	\$ 1,641.29
105%	Senior Firefighter, Station Officer Qualified	\$ 1,629.17	\$ 1,649.91	\$ 1,680.08

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,766.63	\$ 1,796.80
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,805.43	\$ 1,835.60
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,844.22	\$ 1,874.40
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,883.02	\$ 1,913.19
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,921.82	\$ 1,951.99
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,960.62	\$ 1,990.79
102.5%	Station Officer, Senior Station Officer Qualified	\$ 2,009.11	\$ 2,039.29
105%	Senior Station Officer	\$ 2,057.61	\$ 2,087.78
110%	Senior Station Officer, Executive Officer Qualified	\$ 2,154.61	\$ 2,184.78

TABLE 3A - OVERTIME HOURLY RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 41.56	\$ 42.30	\$ 43.38
	Rate 2	\$ 41.56	\$ 42.30	\$ 43.38
	Rate 3	\$ 41.56	\$ 42.30	\$ 43.38
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 44.33	\$ 45.07	\$ 46.15
	Rate 2	\$ 44.33	\$ 45.07	\$ 46.15
	Rate 3	\$ 44.33	\$ 45.07	\$ 46.15
Qualified Firefighter	Rate 1	\$ 49.87	\$ 50.61	\$ 51.69
	Rate 2	\$ 49.87	\$ 50.61	\$ 51.69
	Rate 3	\$ 49.87	\$ 50.61	\$ 51.69
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 52.64	\$ 53.38	\$ 54.46
	Rate 2	\$ 52.64	\$ 53.38	\$ 54.46
	Rate 3	\$ 52.64	\$ 53.38	\$ 54.46
Senior Firefighter	Rate 1	\$ 55.41	\$ 56.15	\$ 57.23
	Rate 2	\$ 55.41	\$ 56.15	\$ 57.23
	Rate 3	\$ 55.41	\$ 56.15	\$ 57.23
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 56.80	\$ 57.54	\$ 58.62
	Rate 2	\$ 56.80	\$ 57.54	\$ 58.62
	Rate 3	\$ 56.80	\$ 57.54	\$ 58.62
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 58.18	\$ 58.93	\$ 60.00
	Rate 2	\$ 58.18	\$ 58.93	\$ 60.00
	Rate 3	\$ 58.18	\$ 58.93	\$ 60.00
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	\$ 63.09	\$ 64.17
	Rate 2	\$ 63.09	\$ 64.17
	Rate 3	\$ 63.09	\$ 64.17
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 64.48	\$ 65.56
	Rate 2	\$ 64.48	\$ 65.56
	Rate 3	\$ 64.48	\$ 65.56
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 65.87	\$ 66.94
	Rate 2	\$ 65.87	\$ 66.94
	Rate 3	\$ 65.87	\$ 66.94
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 67.25	\$ 68.33
	Rate 2	\$ 67.25	\$ 68.33
	Rate 3	\$ 67.25	\$ 68.33
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 68.64	\$ 69.71
	Rate 2	\$ 68.64	\$ 69.71
	Rate 3	\$ 68.64	\$ 69.71
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 70.02	\$ 71.10
	Rate 2	\$ 70.02	\$ 71.10
	Rate 3	\$ 70.02	\$ 71.10
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 71.75	\$ 72.83
	Rate 2	\$ 71.75	\$ 72.83
	Rate 3	\$ 71.75	\$ 72.83
Senior Station Officer	Rate 1	\$ 73.49	\$ 74.56
	Rate 2	\$ 73.49	\$ 74.56
	Rate 3	\$ 73.49	\$ 74.56
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 76.95	\$ 78.03
	Rate 2	\$ 76.95	\$ 78.03
	Rate 3	\$ 76.95	\$ 78.03
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 4A - OVERTIME DAY SHIFT RATES FOR FIREFIGHTERS				
		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 415.61	\$ 423.01	\$ 433.79
	Rate 2	\$ 415.61	\$ 423.01	\$ 433.79
	Rate 3	\$ 415.61	\$ 423.01	\$ 433.79
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 443.31	\$ 450.72	\$ 461.49
	Rate 2	\$ 443.31	\$ 450.72	\$ 461.49
	Rate 3	\$ 443.31	\$ 450.72	\$ 461.49
Qualified Firefighter	Rate 1	\$ 498.73	\$ 506.13	\$ 516.91
	Rate 2	\$ 498.73	\$ 506.13	\$ 516.91
	Rate 3	\$ 498.73	\$ 506.13	\$ 516.91
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 526.43	\$ 533.84	\$ 544.62
	Rate 2	\$ 526.43	\$ 533.84	\$ 544.62
	Rate 3	\$ 526.43	\$ 533.84	\$ 544.62
Senior Firefighter	Rate 1	\$ 554.14	\$ 561.55	\$ 572.32
	Rate 2	\$ 554.14	\$ 561.55	\$ 572.32
	Rate 3	\$ 554.14	\$ 561.55	\$ 572.32
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 567.99	\$ 575.40	\$ 586.18
	Rate 2	\$ 567.99	\$ 575.40	\$ 586.18
	Rate 3	\$ 567.99	\$ 575.40	\$ 586.18
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 581.85	\$ 589.25	\$ 600.03
	Rate 2	\$ 581.85	\$ 589.25	\$ 600.03
	Rate 3	\$ 581.85	\$ 589.25	\$ 600.03
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	\$ 630.94	\$ 641.71
	Rate 2	\$ 630.94	\$ 641.71
	Rate 3	\$ 630.94	\$ 641.71
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 644.80	\$ 655.57
	Rate 2	\$ 644.80	\$ 655.57
	Rate 3	\$ 644.80	\$ 655.57
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 658.65	\$ 669.43
	Rate 2	\$ 658.65	\$ 669.43
	Rate 3	\$ 658.65	\$ 669.43
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 672.51	\$ 683.28
	Rate 2	\$ 672.51	\$ 683.28
	Rate 3	\$ 672.51	\$ 683.28
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 686.36	\$ 697.14
	Rate 2	\$ 686.36	\$ 697.14
	Rate 3	\$ 686.36	\$ 697.14
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 700.22	\$ 711.00
	Rate 2	\$ 700.22	\$ 711.00
	Rate 3	\$ 700.22	\$ 711.00
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 717.54	\$ 728.32
	Rate 2	\$ 717.54	\$ 728.32
	Rate 3	\$ 717.54	\$ 728.32
Senior Station Officer	Rate 1	\$ 734.86	\$ 745.64
	Rate 2	\$ 734.86	\$ 745.64
	Rate 3	\$ 734.86	\$ 745.64
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 769.50	\$ 780.28
	Rate 2	\$ 769.50	\$ 780.28
	Rate 3	\$ 769.50	\$ 780.28
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 5A - OVERTIME NIGHT SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 581.85	\$ 592.22	\$ 607.30
	Rate 2	\$ 581.85	\$ 592.22	\$ 607.30
	Rate 3	\$ 581.85	\$ 592.22	\$ 607.30
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 620.64	\$ 631.01	\$ 646.09
	Rate 2	\$ 620.64	\$ 631.01	\$ 646.09
	Rate 3	\$ 620.64	\$ 631.01	\$ 646.09
Qualified Firefighter	Rate 1	\$ 698.22	\$ 708.59	\$ 723.67
	Rate 2	\$ 698.22	\$ 708.59	\$ 723.67
	Rate 3	\$ 698.22	\$ 708.59	\$ 723.67
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 737.01	\$ 747.38	\$ 762.46
	Rate 2	\$ 737.01	\$ 747.38	\$ 762.46
	Rate 3	\$ 737.01	\$ 747.38	\$ 762.46
Senior Firefighter	Rate 1	\$ 775.80	\$ 786.17	\$ 801.25
	Rate 2	\$ 775.80	\$ 786.17	\$ 801.25
	Rate 3	\$ 775.80	\$ 786.17	\$ 801.25
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 795.19	\$ 805.56	\$ 820.65
	Rate 2	\$ 795.19	\$ 805.56	\$ 820.65
	Rate 3	\$ 795.19	\$ 805.56	\$ 820.65
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 814.59	\$ 824.96	\$ 840.04
	Rate 2	\$ 814.59	\$ 824.96	\$ 840.04
	Rate 3	\$ 814.59	\$ 824.96	\$ 840.04
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	\$ 883.31	\$ 898.40
	Rate 2	\$ 883.31	\$ 898.40
	Rate 3	\$ 883.31	\$ 898.40
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 902.71	\$ 917.80
	Rate 2	\$ 902.71	\$ 917.80
	Rate 3	\$ 902.71	\$ 917.80
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 922.11	\$ 937.20
	Rate 2	\$ 922.11	\$ 937.20
	Rate 3	\$ 922.11	\$ 937.20
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 941.51	\$ 956.60
	Rate 2	\$ 941.51	\$ 956.60
	Rate 3	\$ 941.51	\$ 956.60
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 960.91	\$ 976.00
	Rate 2	\$ 960.91	\$ 976.00
	Rate 3	\$ 960.91	\$ 976.00
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 980.31	\$ 995.39
	Rate 2	\$ 980.31	\$ 995.39
	Rate 3	\$ 980.31	\$ 995.39
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 1,004.56	\$ 1,019.64
	Rate 2	\$ 1,004.56	\$ 1,019.64
	Rate 3	\$ 1,004.56	\$ 1,019.64
Senior Station Officer	Rate 1	\$ 1,028.81	\$ 1,043.89
	Rate 2	\$ 1,028.81	\$ 1,043.89
	Rate 3	\$ 1,028.81	\$ 1,043.89
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 1,077.30	\$ 1,092.39
	Rate 2	\$ 1,077.30	\$ 1,092.39
	Rate 3	\$ 1,077.30	\$ 1,092.39
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				
		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 436.39	\$ 444.16	\$ 455.48
	Rate 2	\$ 436.39	\$ 444.16	\$ 455.48
Firefighter Who Has Completed Stage 1 of QFF TAPS Programme	Rate 1	\$ 465.48	\$ 473.25	\$ 484.57
	Rate 2	\$ 465.48	\$ 473.25	\$ 484.57
Qualified Firefighter	Rate 1	\$ 523.66	\$ 531.44	\$ 542.75
	Rate 2	\$ 523.66	\$ 531.44	\$ 542.75
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 552.75	\$ 560.53	\$ 571.85
	Rate 2	\$ 552.75	\$ 560.53	\$ 571.85
Senior Firefighter	Rate 1	\$ 581.85	\$ 589.62	\$ 600.94
	Rate 2	\$ 581.85	\$ 589.62	\$ 600.94
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 596.39	\$ 604.17	\$ 615.48
	Rate 2	\$ 596.39	\$ 604.17	\$ 615.48
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 610.94	\$ 618.72	\$ 630.03
	Rate 2	\$ 610.94	\$ 618.72	\$ 630.03
Station Officer - On Appointment	Rate 1	\$ 662.49	\$ 673.80	\$ 673.80
	Rate 2	\$ 662.49	\$ 673.80	\$ 673.80
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 677.04	\$ 688.35	\$ 688.35
	Rate 2	\$ 677.04	\$ 688.35	\$ 688.35
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 691.58	\$ 702.90	\$ 702.90
	Rate 2	\$ 691.58	\$ 702.90	\$ 702.90
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 706.13	\$ 717.45	\$ 717.45
	Rate 2	\$ 706.13	\$ 717.45	\$ 717.45
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 720.68	\$ 732.00	\$ 732.00
	Rate 2	\$ 720.68	\$ 732.00	\$ 732.00
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 735.23	\$ 746.55	\$ 746.55
	Rate 2	\$ 735.23	\$ 746.55	\$ 746.55
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 753.42	\$ 764.73	\$ 764.73
	Rate 2	\$ 753.42	\$ 764.73	\$ 764.73
Senior Station Officer	Rate 1	\$ 771.60	\$ 782.92	\$ 782.92
	Rate 2	\$ 771.60	\$ 782.92	\$ 782.92
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 807.98	\$ 819.29	\$ 819.29
	Rate 2	\$ 807.98	\$ 819.29	\$ 819.29
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: Allowances Claimable by Officers and Firefighters under Part 2 of this Agreement

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 5.62
TELARC Qualification	Per Fortnight	\$ 33.59
Tool Allowance	Per Annum	\$ 723.10
Tradespersons Work	Per Week	\$ 12.08
Training Volunteers	Per Hour	\$ 21.45
BA Filler Certificate	On Attainment/ Re-attainment	\$ 121.62

TABLE 8A - HOURLY RATES FOR FIREFIGHTERS				
		Non Driver	Grade 2 Driver	Grade 1 Driver
	Trainee Firefighter	\$ 25.86	\$ 26.35	
	Firefighter	\$ 27.71	\$ 28.20	\$ 28.92
	Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 29.55	\$ 30.05	\$ 30.77
	Qualified Firefighter	\$ 33.25	\$ 33.74	\$ 34.46
	Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 35.10	\$ 35.59	\$ 36.31
	Senior Firefighter	\$ 36.94	\$ 37.44	\$ 38.15
	Senior Firefighter With 10 Years Experience at SFF Rank	\$ 37.87	\$ 38.36	\$ 39.08
	Senior Firefighter, Station Officer Qualified	\$ 38.79	\$ 39.28	\$ 40.00
TABLE 8B - HOURLY RATES FOR OFFICERS				
			Grade 2 Driver	Grade 1 Driver
	Station Officer - On Appointment		\$ 42.06	\$ 42.78
	Station Officer - 1 Year Satisfactory Performance		\$ 42.99	\$ 43.70
	Station Officer - 2 Years Satisfactory Performance		\$ 43.91	\$ 44.63
	Station Officer - 3 Years Satisfactory Performance		\$ 44.83	\$ 45.55
	Station Officer - 4 Years Satisfactory Performance		\$ 45.76	\$ 46.48
	Station Officer - 5 Years Satisfactory Performance		\$ 46.68	\$ 47.40
	Station Officer, Senior Station Officer Qualified		\$ 47.84	\$ 48.55
	Senior Station Officer		\$ 48.99	\$ 49.71
	Senior Station Officer, Executive Officer Qualified		\$ 51.30	\$ 52.02