

Joint NZFS and NZPFU Notice to Clarify QFF Progression to SFF

Situation

The following extract from Part 5 of the New Zealand Professional Firefighters Union Collective Agreement is causing confusion for Qualified Firefighters who are doing Senior Firefighter TAPS.

TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 774.05	\$ 785.08	
75%	Firefighter	\$ 829.34	\$ 845.10	\$ 868.07
80%	Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 884.62	\$ 900.39	\$ 923.36
90%	Qualified Firefighter	\$ 995.20	\$ 1,010.97	\$ 1,033.94
95%	Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme, or Who Had Completed 15 Years Service at QFF Rank at 1 July 2013	\$ 1,050.49	\$ 1,066.26	\$ 1,089.22
100%	Senior Firefighter	\$ 1,105.78	\$ 1,121.55	\$ 1,144.51
102.5%	Senior Firefighter With 10 Years Experience at SFF Rank	\$ 1,133.42	\$ 1,149.19	\$ 1,172.16
105%	Senior Firefighter, Station Officer Qualified	\$ 1,161.07	\$ 1,176.84	\$ 1,199.80

The 'Modules' referred to above, were part of the way the previous Senior Firefighter (SFF) development programme was described, and the term was retained during the implementation of the new pay structure for consistency reasons.

The new SFF TAPS programme is structured in Workbooks and Stages, rather than in Modules. Some Qualified Firefighters (QFFs) currently undertaking SFF TAPS have interpreted the 'Modules' referred to in the Agreement to relate directly to the Workbooks currently being used, so they are asking for payment of the 95% pay step on completion of Workbooks 1 to 3.

The interpretation agreed between the New Zealand Fire Service and the New Zealand Professional Firefighters Union, is that the first six Workbooks make up Stage 1, and the 95% pay step is paid on completion of Stage 1 – that is when all six Workbooks have been completed. This approach has been applied since the introduction of the progression steps in 2013.

Looking ahead the wording will be changed in the next revision of the NZPFU Collective Agreement so that it reads as follows - to ensure there is no further confusion:

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
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With thanks from New Zealand Fire Service and New Zealand Professional Firefighters Union