

**PART 3 - CLAUSE 3 - REMUNERATION**

3.3.1 The Total Remuneration package rate for Communicators and Shift Managers is set out in the table below.

**PART 3 - TOTAL REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS 1 July 2021**

<b>Full Time Rates</b>		
<b>Position/Grade</b>	<b>Base Salary</b>	<b>Total Rem</b>
Trainee Dispatcher	\$ 54,886.27	-
Dispatcher Grade 1	\$ 58,545.36	-
Dispatcher Grade 2	\$ 65,863.53	-
Dispatcher Grade 3	\$ 69,522.61	\$ 78,986.17
Senior Dispatcher Grade 4	\$ 73,181.70	\$ 83,143.34
Senior Dispatcher Grade 5	\$ 76,840.78	\$ 87,300.50
Shift Manager	\$ 92,657.68	\$ 105,270.42

**PART 3 - TOTAL REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS 1 July 2022**

<b>Full Time Rates</b>		
<b>Position/Grade</b>	<b>Base Salary</b>	<b>Total Rem</b>
Trainee Dispatcher	\$ 57,630.59	-
Dispatcher Grade 1	\$ 61,472.63	-
Dispatcher Grade 2	\$ 69,156.70	-
Dispatcher Grade 3	\$ 72,998.74	\$ 82,935.48
Senior Dispatcher Grade 4	\$ 76,840.78	\$ 87,300.50
Senior Dispatcher Grade 5	\$ 80,682.82	\$ 91,665.53
Shift Manager	\$ 97,290.56	\$ 110,533.95

**PART 3 - TOTAL REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS 1 July 2023**

<b>Full Time Rates</b>		
<b>Position/Grade</b>	<b>Base Salary</b>	<b>Total Rem</b>
Trainee Dispatcher	\$ 60,512.12	-
Dispatcher Grade 1	\$ 64,546.26	-
Dispatcher Grade 2	\$ 72,614.54	-
Dispatcher Grade 3	\$ 76,648.68	\$ 87,082.25
Senior Dispatcher Grade 4	\$ 80,682.82	\$ 91,665.53
Senior Dispatcher Grade 5	\$ 84,716.96	\$ 96,248.81
Shift Manager	\$ 102,155.09	\$ 116,060.64

**PART 4 - CLAUSE 2 - REMUNERATION**

4.2.1 Remuneration Rates

4.2.1 Remuneration Rates - With effect from 1 July 2021

	Minimum appointment step	Step 1	Step 2	Step 3	Step 4	Step 5	Additional qualification step
FRMO Trainer VSO	\$79,522.34	\$86,088.66	\$88,015.27	\$89,913.64	\$91,825.56	\$95,892.36	-
Senior FRMO Senior Trainer (NTC)	\$91,256.42	\$93,198.16	\$95,138.79	\$97,081.65	\$99,507.71	\$101,934.90	\$106,789.26
Advisor Community Readiness and Recovery Advisor Risk Reduction	\$89,261.91	\$91,245.42	\$93,229.59	\$95,212.66	\$97,196.82	\$99,179.90	\$104,138.68
Senior Advisor Community Readiness and Recovery Senior Advisor Risk Reduction	\$106,332.27	\$108,694.95	\$111,057.62	\$113,421.38	\$115,784.06	\$118,146.92	\$124,054.50

Employees employed at the time that this Agreement commenced and who had an existing entitlement to receive a total remuneration package may retain this condition provided that the gross cost of any employer contribution to a superannuation scheme is deducted from the total remuneration package. From 1 January 2007, all employees appointed into positions covered by this part of the Agreement will be remunerated only on a base salary and, if a member of the New Zealand Fire Service Superannuation Scheme or any other scheme for which Fire and Emergency New Zealand must make compulsory contributions, will have employer contributions directed into the scheme in addition. New appointments from 1 July 2007 will be to a salary step determined by the employer and agreed with the employee, depending upon their relevant experience.

#### 4.2.1 Remuneration Rates - with effect from 1 July 2022.

	Minimum appointment step	Step 1	Step 2	Step 3	Step 4	Step 5	Additional qualification step
Trainer VSO	\$83,498.46	\$90,393.09	\$92,416.04	\$94,409.32	\$96,416.84	\$100,686.98	-
Senior Trainer (NTC)	\$95,819.24	\$97,858.07	\$99,895.73	\$101,935.74	\$104,483.10	\$107,031.64	\$112,128.72
Advisor Community Readiness and Recovery Advisor Risk Reduction	\$93,725.01	\$95,807.69	\$97,891.06	\$99,973.26	\$102,056.67	\$104,138.89	\$109,345.61
Senior Advisor Community Readiness and Recovery Senior Advisor Risk Reduction	\$111,648.89	\$114,129.69	\$116,610.50	\$119,092.45	\$121,573.26	\$124,054.27	\$130,257.23

Employees employed at the time that this Agreement commenced and who had an existing entitlement to receive a total remuneration package may retain this condition provided that the gross cost of any employer contribution to a superannuation scheme is deducted from the total remuneration package. From 1 January 2007, all employees appointed into positions covered by this part of the Agreement will be remunerated only on a base salary and, if a member of the New Zealand Fire Service Superannuation Scheme or any other scheme for which Fire and Emergency New Zealand must make compulsory contributions, will have employer contributions directed into the scheme in addition. New appointments from 1 July 2007 will be to a salary step determined by the employer and agreed with the employee, depending upon their relevant experience.

#### 4.2.1 Remuneration Rates - with effect from 1 July 2023.

	Minimum appointment step	Step 1	Step 2	Step 3	Step 4	Step 5	Additional qualification step
Trainer VSO	\$87,673.38	\$94,912.75	\$97,036.84	\$99,129.79	\$101,237.69	\$105,721.33	-
Senior Trainer (NTC)	\$100,610.20	\$102,750.98	\$104,890.51	\$107,032.52	\$109,707.26	\$112,383.22	\$117,735.16
Advisor Community Readiness and Recovery Advisor Risk Reduction	\$98,411.26	\$100,598.08	\$102,785.62	\$104,971.96	\$107,159.50	\$109,345.84	\$114,812.89
Senior Advisor Community Readiness and Recovery Senior Advisor Risk Reduction	\$117,231.33	\$119,836.18	\$122,441.03	\$125,047.08	\$127,651.92	\$130,256.98	\$136,770.09

Employees employed at the time that this Agreement commenced and who had an existing entitlement to receive a total remuneration package may retain this condition provided that the gross cost of any employer contribution to a superannuation scheme is deducted from the total remuneration package. From 1 January 2007, all employees appointed into positions covered by this part of the Agreement will be remunerated only on a base salary and, if a member of the New Zealand Fire Service Superannuation Scheme or any other scheme for which Fire and Emergency New Zealand must make compulsory contributions, will have employer contributions directed into the scheme in addition. New appointments from 1 July 2007 will be to a salary step determined by the employer and agreed with the employee, depending upon their relevant experience.

