



Fire and Emergency New Zealand

New Zealand Professional Firefighters Union Offer of Settlement for Ratification

1 October 2026

This document sets out the components of an offer to settle the Collective Agreement between Fire and Emergency New Zealand and the New Zealand Professional Firefighters Union (NZPFU). Any collective agreement shall be subject to ratification by NZPFU members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by NZPFU provided ratification is confirmed no later than midday on **Thursday 5 November 2026** or until this offer is replaced or withdrawn, whichever is sooner.

Backdating of terms prior to settlement/ratification is not offered except where expressly stated in these terms of settlement.

Fire and Emergency offers the following:

1. Term of the Agreement

The term of the collective agreement will be from the date that this settlement agreement is signed by both parties, or the date that Fire and Emergency New Zealand is notified in writing of its ratification, for a period of 2 years.

2. Remuneration

The current remuneration/wage rates for positions within coverage of the agreement will be increased by 2.2% from the date the collective agreement comes into force (refer to Term of Agreement above). The remuneration/wage rates for positions within coverage of the agreement will increase by a further 2.2% 12 months after the collective agreement comes into force. The new rates are detailed in Appendix A.

3. Meal Allowance (Part 2, Clause 6.9, Pg 43, CEA 2024)

The meal allowance will increase from \$18.90 to \$22.00 per meal from the date the collective agreement comes into force.

4. Mess Allowance (Part 1 Clause 15, Pg 27, CEA 2024)

The current wording is replaced with the following wording:

1.15 MESS ALLOWANCE

1.15.1 Fire and Emergency New Zealand will pay a Mess Allowance for each employee covered by this Agreement to each station, brigade, Communications Centre, or other workplace, at the rate specified in Table 1 of Part 5 of the Agreement.

1.15.2 The Mess Allowance is intended to support collective workplace welfare and may be used for the purchase of tea, coffee, milk, sugar, biscuits and similar refreshments, or cooking supplies.

1.15.3 Employees at the workplace may determine by consensus how the Mess Allowance is to be applied, provided the expenditure is consistent with clause 1.15.2.

1.15.4 Where employees are unable to reach agreement on the use of the Mess Allowance, the relevant District Commander, National Manager, Communications Centre Manager, or their delegated representative will determine how the allowance is to be applied. That determination will be final, subject to compliance with this clause.

1.15.5 A record of all Mess Allowance receipts, expenditure and balances must be maintained by the workplace and retained for a minimum period of seven years.

1.15.6 Fire and Emergency New Zealand may, on reasonable notice, audit or review the administration and expenditure of Mess Allowance funds to ensure compliance with this clause. Employees and workplace representatives will cooperate with any such audit or review and provide access to relevant records.

1.15.7 Where an audit identifies expenditure that is inconsistent with this clause, Fire and Emergency New Zealand may direct that future expenditure be corrected and may take reasonable steps to recover or reconcile any improperly applied funds.

5. Health Screening Testing (Part 2, Clause 18, P 53, CEA 2024)

The reimbursement amount referenced in Clause 2.18.1 of the NZPFU CEA 2022-2024 will be increased to \$400 plus GST per person for the annual baseline health check, and \$800 plus GST for the bi-annual baseline check.

The replacement of Clause 2.18.2 with the following wording:

The reimbursement detailed in Clause 2.18.1 above will cease upon introduction of the Health Monitoring regime for Firefighters and Officers being developed through the Health Monitoring project.

6. Medical Testing Reimbursement for Communications Centre Employees

The following clauses will be added into Part 3 of the CEA:

All workers will be provided with reimbursement of up to \$400 plus GST per person, to undergo an annual baseline health check and/or blood screening for the early detection of occupational illness. Workers may alternatively claim up to \$800 plus GST bi-annually. The cost of the health check/blood screening will be met by FENZ via a reimbursement arrangement up to this amount (this does not preclude payment being made in advance of the cost being incurred by the worker).

The reimbursement detailed in Clause 2.18.1 above will cease upon introduction of the Health Monitoring regime for Communication Centre personnel being developed through the Health Monitoring Project.

Unless and until that should occur, communication centre personnel are encouraged to undertake a programme of annual assessment based on a recommended approach to be agreed between the parties that reflects known exposures in the nature of Communication Centre work. Reimbursement can also be used for clinical supervision as an alternative.

The parties agree that, while all Communication Centre personnel at all stages of their career can benefit from baseline testing and early detection, the nature of baseline testing is such that the earlier in the career the baseline testing commences, the better. Communication Centre personnel early in their career are therefore particularly encouraged to adopt this approach early.

There shall be total worker-doctor confidentiality. All worker information including medical information will be confidential between the worker and the medical practitioner and will not be disclosed to the employer, unless the worker agrees otherwise in writing. The worker and the medical practitioner are under no obligation to disclose the information to the employer and there shall be no adverse impact for the worker if they chose not to disclose the information.

There will be no adverse impact for a worker choosing to participate or choosing not to participate in voluntary screening.

7. Progression to Communications Centre Shift Manager (Part 3, Clause 4.1, Pg 60, CEA 2024)

Under the heading FROM: SENIOR DISPATCHER (GRADE 5) TO SHIFT MANAGER. Replace "Subject to five years' continuous employment..." with "Subject to four years' continuous employment..."

8. Income Protection and Life Insurance (Part 1, Clause 24, Pg 30, CEA 2024)

Fire and Emergency agrees to meet annually with the NZPFU and the Insurer to discuss the scheme's operation, performance and premiums for the coming year, and consider whether any adjustment to contribution rates is appropriate.

Fire and Emergency and the NZPFU will work together to identify how employees can continue to receive wage payments when acceptance of a claim has been notified by the insurer, but insurance payments have not yet commenced.

Add the following words to Clause 1.24.1"

"As an alternative to reimbursement, Fire and Emergency will make payment direction to the insurer for the NZPFU Protect Insurance Scheme, up to \$50 per week, subject to provision of

a completed authorisation form permitting Fire and Emergency to do so (on the prescribed form agreed between Fire and Emergency and the NZPFU), satisfactory evidence that the employee is enrolled in the Scheme, and subject to the provision of a bulk billing invoice provided by the insurer, detailing each member's premium."

9. Mobile Phone Allowance

On ratification firefighters who have worked a minimum of nine overtime shifts or nine callouts over and above their normal rostered shifts over the 18 months from 1 April 2025 to 30 September 2026 will receive a one-off \$400 mobile phone allowance.

From 1 October 2026, A \$260 per annum mobile phone allowance payable to firefighters who have worked a minimum of six overtime shifts or six callouts over and above their normal rostered shifts in the 12 months prior to 30 September 2027, and then every 12-month period thereafter, in recognition of them making themselves available to be contacted on their personal mobile phone for work purposes. The allowance will cease once an alternative to contacting personnel via personal mobile phone is in place.

10. Mentoring Allowance in Communications Centre

New Clause in Part 3:

Mentoring Allowance

Where a mentoring arrangement is approved by management, the mentor will receive an allowance of \$4 per hour spent mentoring in accordance with that approved arrangement. This provision recognises the unique operating environment of our communications centres

11. Secondments

The parties agree to work together to develop a Standard Secondment Agreement Template and agreed set of principles to guide secondments. If no agreement can be reached, Fire and Emergency will finalise and implement a standard agreement and set of principles to guide secondments during the term of the Collective Agreement.

12. Commitment to Taskforces

Fire and Emergency agrees to establish a maximum of six taskforces over the life of the collective, with no more than two operating at any given time, that are established for a specified period based on the work to be progressed with no taskforce lasting longer than six months. The work of each established taskforce will be defined as a series of problem statements that the parties will work together to identify solutions to. Terms of reference will be developed. The first two taskforces, to be established within three months of ratification of the Collective Agreement are:

- Trainer Staffing and Health and Safety
- Policy and processes to address increasing overtime trend

The parties recognise that for some taskforces there will be other interested parties whose views will also need to be considered and agree that taskforce membership may either include those interested parties or Fire and Emergency will engage separately with those interested parties to ensure their views are represented.

13. Commitment to Consultative Committees

Fire and Emergency agrees to establish an operational consultative committee made up of a representative group of frontline personnel to identify issues and develop solutions in partnership with Operational Response Leadership Team representatives including the DCE Operational Response as Chair. A Terms of Reference will be developed.

Fire and Emergency agrees to establish ongoing consultative committees that support and contribute expertise to ongoing work in the areas of:

- Fleet
- Uniform and Equipment

These consultative committees will come together as needed to contribute their expertise to key areas of work in the nominated areas. Terms of Reference will be developed.

14. Mental Health Programme Participation

Fire and Emergency agrees to meet travel costs and provide special paid leave for attendance at mental health programmes including, for example, Te Kiwi Maia, where participation has been endorsed and agreed by Fire and Emergency.

15. Psychological Literacy

Fire and Emergency agrees to develop a psychological literacy online learning module and resources and make these available to all FENZ personnel during the term of the Collective.

16. Whanaungatanga Programme

Fire and Emergency commits to continuing the focus on addressing organisational factors impacting health and wellbeing that has been established through the Whanaungatanga Programme, and continuing NZPFU's role in the governance group overseeing this work.

17. Redundancy Provision (Part 3, Clause 17.2, Pg 71, CEA 2024)

The following clauses are to be inserted in Part One of the CEA, and as a consequence, Part 3, Clause 17 is to be removed.

1 RESTRUCTURING

Fire and Emergency New Zealand may restructure or change the organisational structure or positions within that structure. When such restructuring or change directly affects you, you will be consulted and given the opportunity to make submissions before proposed changes are finalised.

If, following such consultation, your position is disestablished as a result of restructuring the following shall apply:

- (a) Fire and Emergency New Zealand shall endeavour to find you an alternative position within Fire and Emergency New Zealand, appropriate to your skills and experience.

(b) If Fire and Emergency New Zealand is not able to offer you an alternative position within Fire and Emergency New Zealand appropriate to your skills and experience, and your employment is terminated on the grounds of redundancy, you will receive:

- One month's notice of termination of employment or payment of base salary in lieu of that notice. This will be in substitution of and not in addition to, the notice referred to in the termination clause above.
- Redundancy compensation based on the following formula:
- Six (6) weeks base salary for the first complete year of service; plus
- Two (2) weeks base salary for each completed year of service thereafter; up to a maximum of fifty-two (52) weeks base salary.

For the purposes of the redundancy payment 'service' means continuous (i.e. unbroken) service with Fire and Emergency New Zealand.

There is no entitlement to any redundancy payment where Fire and Emergency New Zealand:

- Offers you an alternative position with Fire and Emergency New Zealand on substantially the same terms and conditions of employment; and/or
- Sells, transfers or leases any activity of Fire and Emergency New Zealand (or part thereof) within which you work, and Fire and Emergency New Zealand offers to transfer you to the new employer (whether a purchaser, transferee, lessee or otherwise) on substantially the same terms and conditions of employment.

(c) Where Fire and Emergency New Zealand proposes a restructuring (as defined by section 69L of the Employment Relations Act 2000) that would, if it occurred, involve the transfer to another employer of the work performed by you, Fire and Emergency New Zealand will negotiate with the other employer (the transferee) about options that may exist for you to transfer employment to the transferee. The negotiations will include discussions on the possible terms of employment the transferee may consider offering to you.

(d) If the transferee does not wish to employ you and you are, as a result of the restructuring, surplus to the requirements of Fire and Emergency New Zealand, Fire and Emergency New Zealand will give notice of termination of employment of one month to you. Fire and Emergency New Zealand may at its discretion pay salary in lieu of part or all of this notice. You will also be entitled to redundancy compensation in accordance with (b) above.

(e) If the transferee wishes to employ you, and offers you a position of employment on substantially the same terms of employment as your current terms of employment, or better, the following sub clauses apply:

- (i) You have the option of whether or not to transfer to the transferee.
- (ii) If you elect not to transfer to the transferee and you are, as a result of the restructuring, surplus to the requirements of Fire and Emergency New Zealand, you will be entitled to receive notice of termination of employment from Fire and Emergency New Zealand but shall not be entitled to any redundancy compensation or any other payment whatsoever.
- (iii) If you accept the position of employment with the transferee, your employment with Fire and Emergency New Zealand will cease on a date specified by Fire and Emergency New Zealand.

Zealand, and you will not be entitled to any redundancy compensation from Fire and Emergency New Zealand.

18. Part Four

Insert the following clause into Part 4 of the Agreement:

Personal Protective Equipment (PPE)

Fire and Emergency will ensure the PPE provided to Fire Investigators is suitable for the exposures they face in their role, and appropriate training on its use will be provided. Supplied PPE must be worn by Fire investigators

19. Part Four

If employees employed under Part 4 of the Agreement have previously been firefighters within Fire and Emergency New Zealand or its predecessors, they will have access to the health monitoring provisions detailed in Part 2, Clause 18 of this Agreement .

20. Accessing the current provision for the Additional Qualification Step for Senior Trainer, Community Readiness and Recovery, and Risk Reduction Roles

The Additional Qualification Step in the expired CEA will be removed and a new clause inserted as per below:

Additional Qualification Step / Qualification Allowance

Employees in the roles of Senior Trainer, Advisor Community Readiness and Recovery, and Advisor Risk Reduction will be eligible for a Qualification Allowance of \$5,000 per annum gross once they have reached Step Three of the Remuneration Range AND have successfully attained one of the prescribed qualifications to be agreed between Fire and Emergency and the NZPFU.

Employees in the roles of Senior Advisor Community Readiness and Recovery and Senior Advisor Risk Reduction who have progressed to Step Three of the Remuneration Range will be eligible for a Qualification Allowance of \$6,000 per annum gross once they have reached Step Three of the Remuneration Range AND have successfully attained one of the prescribed qualifications to be agreed between Fire and Emergency and the NZPFU.

Eligibility for the allowance will be subject to the employee meeting the criteria agreed between Fire and Emergency and the NZPFU. In developing and applying those criteria, the parties acknowledge that recognition may not be limited to the attainment of prescribed external qualifications and may also include other demonstrated competencies, experience, or achievements that warrant recognition at this level.

21. Commitment to Introduction of Health Monitoring Programme

Fire and Emergency and NZPFU are committed to working collaboratively to implement a comprehensive health monitoring programme for roles covered by the CEA which, once in place, will deliver regular health monitoring assessments to manage the risks of known exposures. On ratification of this Agreement, in recognition of this commitment, individuals covered by the CEA as at the date of ratification will receive a one-off lump sum payment of \$600. On the programme's introduction, individuals covered by the CEA at that time will

receive a further one-off lump sum payment of \$1,200, the equivalent of three years' reimbursement allowance for individual health monitoring.

22. Agreed Technical Claims (Holidays Act compliance issues)

The parties agree to the amended clauses and sub-clauses as shown in the marked-up CEA attached as **Appendix A**, to address the Holidays Act compliance issues identified by the Payroll Compliance Audit.

23. Agreed Technical Claims

The parties have agreed to implement the technical changes to the CEA as detailed in Appendix B.

- 24.** No member shall be entitled to any payments or the benefits of this settlement after their employment with Fire and Emergency has ceased.
- 25.** Unless specified in this agreement, all other terms and conditions remain the same as in the 2022-2024 Fire and Emergency and PFU Collective Agreement.

Signed

Dated.....

Joanne (Wattie) Watson
Secretary
the Professional Fire Fighters Union

Signed

Dated.....

Darryl Purdy
Acting Chief Executive
Fire and Emergency New Zealand

Appendices

- **Appendix A** –Remuneration Rates

Note: that effective dates linked to the date of ratification / settlement

Appendix A –Remuneration Rates

Firefighters

Table One: Total (Smoothed) Weekly Wage Rates from CEA Commencement Date

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$1,110.00	\$1,131.20	
Firefighter	\$1,189.29	\$1,210.49	\$1,241.32
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$1,268.58	\$1,289.77	\$1,320.61
Qualified Firefighter	\$1,427.15	\$1,448.35	\$1,479.21
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$1,506.44	\$1,527.63	\$1,558.47
Senior Firefighter	\$1,585.72	\$1,606.92	\$1,637.76
Senior Firefighter With 10 Years Experience at SFF Rank	\$1,625.37	\$1,646.56	\$1,677.40
Senior Firefighter, Station Officer Qualified	\$1,665.01	\$1,686.21	\$1,717.04

Table Two: Hourly Rates from CEA Commencement Date

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 26.43	\$ 26.93	
Firefighter	\$ 28.32	\$ 28.82	\$ 29.56
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$30.20	\$30.71	\$31.45
Qualified Firefighter	\$33.98	\$34.48	\$35.22
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$35.87	\$36.37	\$37.11
Senior Firefighter	\$37.75	\$38.26	\$38.99
Senior Firefighter With 10 Years Experience at SFF Rank	\$38.70	\$39.20	\$39.94
Senior Firefighter, Station Officer Qualified	\$39.64	\$40.14	\$40.88

Table Three: Overtime Hourly Rates from CEA Commencement Date

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$42.47	\$43.23	\$44.33
	Rate 2	\$63.71	\$64.85	\$66.50
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$45.31	\$46.06	\$47.17
	Rate 2	\$67.96	\$69.09	\$70.75
Qualified Firefighter	Rate 1	\$50.97	\$51.72	\$52.83
	Rate 2	\$76.45	\$77.59	\$79.24
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	Rate 1	\$53.80	\$54.55	\$55.66
	Rate 2	\$80.70	\$81.83	\$83.49
Senior Firefighter	Rate 1	\$56.63	\$57.39	\$58.49
	Rate 2	\$84.94	\$86.08	\$87.73
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$58.05	\$58.81	\$59.91
	Rate 2	\$87.07	\$88.21	\$89.86
Senior Firefighter, Station Officer Qualified	Rate 1	\$59.46	\$60.23	\$61.32
	Rate 2	\$89.19	\$90.34	\$91.98

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

Rate 2 is payable for all overtime hours worked on a public holiday and reflects the requirement under the Holidays Act to pay 0.5 extra for all hours worked on a public holiday.

Table Four: Total (Smoothed) Weekly Wage Rates from 12 months after CEA Commencement Date

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 1,134.42	\$ 1,156.09	
Firefighter	\$ 1,215.46	\$ 1,237.12	\$ 1,268.63
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 1,296.49	\$ 1,318.15	\$ 1,349.66
Qualified Firefighter	\$ 1,458.55	\$ 1,480.21	\$ 1,511.75
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 1,539.58	\$ 1,561.24	\$ 1,592.75
Senior Firefighter	\$ 1,620.61	\$ 1,642.27	\$ 1,673.79
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 1,661.13	\$ 1,682.79	\$ 1,714.30
Senior Firefighter, Station Officer Qualified	\$ 1,701.64	\$ 1,723.30	\$ 1,754.82

Table Five: Hourly Rates from 12 months after CEA Commencement Date

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 27.01	\$ 27.52	
Firefighter	\$ 28.94	\$ 29.45	\$ 30.21
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 30.86	\$ 31.39	\$ 32.14
Qualified Firefighter	\$ 34.73	\$ 35.24	\$ 35.99
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 36.66	\$ 37.17	\$ 37.93
Senior Firefighter	\$ 38.58	\$ 39.11	\$ 39.85
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 39.55	\$ 40.07	\$ 40.82
Senior Firefighter, Station Officer Qualified	\$ 40.52	\$ 41.03	\$ 41.78

Table Six: Overtime Hourly Rates from 12 months after CEA Commencement Date

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 43.41	\$ 44.18	\$ 45.31
	Rate 2	\$ 65.11	\$ 66.27	\$ 67.96
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 46.30	\$ 47.07	\$ 48.20
	Rate 2	\$ 69.45	\$ 70.61	\$ 72.30
Qualified Firefighter	Rate 1	\$ 52.09	\$ 52.86	\$ 53.99
	Rate 2	\$ 78.13	\$ 79.29	\$ 80.98
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	Rate 1	\$ 54.98	\$ 55.75	\$ 56.88
	Rate 2	\$ 82.47	\$ 83.63	\$ 85.32
Senior Firefighter	Rate 1	\$ 57.87	\$ 58.65	\$ 59.78
	Rate 2	\$ 86.81	\$ 87.97	\$ 89.66
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 59.33	\$ 60.10	\$ 61.23
	Rate 2	\$ 88.99	\$ 90.15	\$ 91.84
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 60.77	\$ 61.55	\$ 62.67
	Rate 2	\$ 91.15	\$ 92.33	\$ 94.00

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

Rate 2 is payable for all overtime hours worked on a public holiday and reflects the requirement under the Holidays Act to pay 0.5 extra for all hours worked on a public holiday.

Officers

Table One: Total Weekly Wage Rates from CEA Commencement Date

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 1,805.50	\$ 1,836.33
Station Officer - 1 Year Satisfactory Performance	\$ 1,845.15	\$ 1,875.98
Station Officer - 2 Years Satisfactory Performance	\$ 1,884.79	\$ 1,915.64
Station Officer - 3 Years Satisfactory Performance	\$ 1,924.45	\$ 1,955.28
Station Officer - 4 Years Satisfactory Performance	\$ 1,964.10	\$ 1,994.93
Station Officer - 5 Years Satisfactory Performance	\$ 2,003.75	\$ 2,034.59
Station Officer, Senior Station Officer Qualified	\$ 2,053.31	\$ 2,084.15
Senior Station Officer	\$ 2,102.88	\$ 2,133.71
Senior Station Officer, Executive Officer Qualified	\$ 2,202.01	\$ 2,232.85

Table Two: Hourly Rates from CEA Commencement Date

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 42.99	\$ 43.72
Station Officer - 1 Year Satisfactory Performance	\$ 43.94	\$ 44.66
Station Officer - 2 Years Satisfactory Performance	\$ 44.88	\$ 45.61
Station Officer - 3 Years Satisfactory Performance	\$ 45.82	\$ 46.55
Station Officer - 4 Years Satisfactory Performance	\$ 46.77	\$ 47.50
Station Officer - 5 Years Satisfactory Performance	\$ 47.71	\$ 48.44
Station Officer, Senior Station Officer Qualified	\$ 48.89	\$ 49.62
Senior Station Officer	\$ 50.07	\$ 50.80
Senior Station Officer, Executive Officer Qualified	\$ 52.43	\$ 53.16

Table Three: Overtime Hourly Rates from CEA Commencement Date

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 64.48	\$ 65.58
	Rate 2	\$ 96.72	\$ 98.37
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 65.90	\$ 67.00
	Rate 2	\$ 98.85	\$ 100.50
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 67.32	\$ 68.41
	Rate 2	\$ 100.98	\$ 102.62
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 68.73	\$ 69.83
	Rate 2	\$ 103.09	\$ 104.75
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 70.15	\$ 71.24
	Rate 2	\$ 105.23	\$ 106.87
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 71.56	\$ 72.66
	Rate 2	\$ 107.34	\$ 109.00
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 73.33	\$ 74.43
	Rate 2	\$ 109.99	\$ 111.65
Senior Station Officer	Rate 1	\$ 75.11	\$ 76.20
	Rate 2	\$ 112.66	\$ 114.30
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 78.64	\$ 79.75
	Rate 2	\$ 117.96	\$ 119.62

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

Rate 2 is payable for all overtime hours worked on a public holiday and reflects the requirement under the Holidays Act to pay 0.5 extra for all hours worked on a public holiday.

Table Four: Total Weekly Wage Rates from 12 months after CEA Commencement Date

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 1,845.22	\$ 1,876.73
Station Officer - 1 Year Satisfactory Performance	\$ 1,885.74	\$ 1,917.25
Station Officer - 2 Years Satisfactory Performance	\$ 1,926.26	\$ 1,957.78
Station Officer - 3 Years Satisfactory Performance	\$ 1,966.78	\$ 1,998.30
Station Officer - 4 Years Satisfactory Performance	\$ 2,007.31	\$ 2,038.82
Station Officer - 5 Years Satisfactory Performance	\$ 2,047.84	\$ 2,079.35
Station Officer, Senior Station Officer Qualified	\$ 2,098.48	\$ 2,130.01
Senior Station Officer	\$ 2,149.14	\$ 2,180.65
Senior Station Officer, Executive Officer Qualified	\$ 2,250.46	\$ 2,281.97

Table Five: Hourly Rates from 12 months after CEA Commencement Date

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 43.93	\$ 44.68
Station Officer - 1 Year Satisfactory Performance	\$ 44.90	\$ 45.64
Station Officer - 2 Years Satisfactory Performance	\$ 45.86	\$ 46.62
Station Officer - 3 Years Satisfactory Performance	\$ 46.82	\$ 47.58
Station Officer - 4 Years Satisfactory Performance	\$ 47.80	\$ 48.55
Station Officer - 5 Years Satisfactory Performance	\$ 48.76	\$ 49.51
Station Officer, Senior Station Officer Qualified	\$ 49.97	\$ 50.71
Senior Station Officer	\$ 51.17	\$ 51.92
Senior Station Officer, Executive Officer Qualified	\$ 53.58	\$ 54.33

Table Six: Overtime Hourly Rates from 12 months after CEA Commencement Date

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 65.90	\$ 67.02
	Rate 2	\$ 98.84	\$ 100.54
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 67.35	\$ 68.48
	Rate 2	\$ 101.02	\$ 102.71
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 68.80	\$ 69.92
	Rate 2	\$ 103.20	\$ 104.88
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 70.24	\$ 71.37
	Rate 2	\$ 105.36	\$ 107.05
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 71.69	\$ 72.81
	Rate 2	\$ 107.54	\$ 109.22
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 73.13	\$ 74.26
	Rate 2	\$ 109.70	\$ 111.39
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 74.94	\$ 76.07
	Rate 2	\$ 112.41	\$ 114.10
Senior Station Officer	Rate 1	\$ 76.76	\$ 77.88
	Rate 2	\$ 115.14	\$ 116.82
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 80.37	\$ 81.50
	Rate 2	\$ 120.56	\$ 122.25

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

Rate 2 is payable for all overtime hours worked on a public holiday

Communication Centres

With effect from CEA Commencement Date

	Base Salary	Total Remuneration
Trainee Dispatcher	\$ 61,843.39	
Dispatcher Grade 1	\$ 65,966.28	
Dispatcher Grade 2	\$ 74,212.06	
Dispatcher Grade 3	\$ 78,334.95	\$ 88,998.06
Senior Dispatcher Grade 4	\$ 82,457.84	\$ 93,682.17
Senior Dispatcher Grade 5	\$ 86,580.73	\$ 98,366.28
Shift Manager	\$ 104,402.50	\$ 118,613.97

With effect from 12 months after CEA Commencement Date

	Base Salary	Total Remuneration
Trainee Dispatcher	\$ 63,203.94	
Dispatcher Grade 1	\$ 67,417.54	
Dispatcher Grade 2	\$ 75,844.73	
Dispatcher Grade 3	\$ 80,058.32	\$ 90,956.02
Senior Dispatcher Grade 4	\$ 84,271.91	\$ 95,743.18
Senior Dispatcher Grade 5	\$ 88,485.51	\$ 100,530.34
Shift Manager	\$ 106,699.36	\$ 121,223.48

Part 4

With effect from CEA Commencement Date

	Minimum Appointment Step	Step 1	Step 2	Step 3	Step 4	Step 5
Trainer	\$ 89,602.19	\$ 97,000.83	\$ 99,171.65	\$ 101,310.65	\$ 103,464.92	\$ 108,047.20
Volunteer Support Officer	\$ 89,602.19	\$ 97,000.83	\$ 99,171.65	\$ 101,310.65	\$ 103,464.92	\$ 108,047.20
Senior Trainer (NTC)	\$ 102,823.62	\$ 105,011.50	\$ 107,198.10	\$ 109,387.24	\$ 112,120.82	\$ 114,855.65
Advisory Community Readiness and Recovery	\$ 100,576.31	\$ 102,811.24	\$ 105,046.90	\$ 107,281.34	\$ 109,517.01	\$ 111,751.45
Advisor Risk Reduction	\$ 100,576.31	\$ 102,811.24	\$ 105,046.90	\$ 107,281.34	\$ 109,517.01	\$ 111,751.45
Senior Advisor Community Readiness and Recovery	\$ 119,810.42	\$ 122,472.58	\$ 125,134.73	\$ 127,798.12	\$ 130,460.26	\$ 133,122.63
Senior Advisor Risk Reduction	\$ 119,810.42	\$ 122,472.58	\$ 125,134.73	\$ 127,798.12	\$ 130,460.26	\$ 133,122.63

With effect from 12 months after CEA Commencement Date

	Minimum Appointment Step	Step 1	Step 2	Step 3	Step 4	Step 5
Trainer	\$ 91,573.44	\$ 99,134.85	\$ 101,353.43	\$ 103,539.48	\$ 105,741.15	\$ 110,424.24
Volunteer Support Officer	\$ 91,573.44	\$ 99,134.85	\$ 101,353.43	\$ 103,539.48	\$ 105,741.15	\$ 110,424.24
Senior Trainer (NTC)	\$ 105,085.74	\$ 107,321.75	\$ 109,556.46	\$ 111,793.75	\$ 114,587.48	\$ 117,382.48
Advisory Community Readiness and Recovery	\$ 102,788.99	\$ 105,073.08	\$ 107,357.94	\$ 109,641.53	\$ 111,926.38	\$ 114,209.98
Advisor Risk Reduction	\$ 102,788.99	\$ 105,073.08	\$ 107,357.94	\$ 109,641.53	\$ 111,926.38	\$ 114,209.98
Senior Advisor Community Readiness and Recovery	\$ 122,446.25	\$ 125,166.97	\$ 127,887.70	\$ 130,609.67	\$ 133,330.39	\$ 136,051.33
Senior Advisor Risk Reduction	\$ 122,446.25	\$ 125,166.97	\$ 127,887.70	\$ 130,609.67	\$ 133,330.39	\$ 136,051.33

Appendix A – Part One

2.6.1.2 Total (Smoothed) Weekly Wage means the weekly wages specified in the relevant tables of Part 5 of this Agreement as applicable.

TOTAL (SMOOTHED) WEEKLY WAGE

2.6.2 The total (smoothed) weekly wage to be paid to Firefighters and Officers shall be as shown in the relevant tables in Part 5 of this Agreement. Progression to the next pay rate will be dependent on meeting the requirements for that pay rate as specified in

2.6.2.1 The smoothed weekly wage includes recognition of the 24/7 nature of Fire and Emergency New Zealand's operations, and that firefighters on operational rosters are required to:

- Work, on average, 42 hours per week
- Work shift work including working on weekends and statutory holidays
- Be available to respond to fire calls and other emergencies when off duty

2.6.2.2 Fire and Emergency will maintain a record of actual hours worked versus hours paid through the smoothed weekly wage to ensure firefighters have been paid for all rostered hours worked at the point they move off the operational roster for any reason.

Appendix B - Final Technical Claims

Technical Claims that Reflect Fire and Emergency New Zealand

Clause	New Wording
1.4.8.1	All long service leave shall be taken within eight years of the worker's entitlement falling due and shall be taken at a time that is approved by the Chief Fire Officer District Manager.
1.4.10.2	Where special leave on pay is granted, a certificate is to be given to the worker by the Chief Fire Officer District Manager to the effect that he/she has they have been granted special leave on pay and requesting the court to complete details of juror's fees and expenses paid. The worker is to pay the fees received to Fire and Emergency New Zealand but may retain expenses.
2.3.7	When for any reason it is necessary to shift any Yellow Watch worker from one part of the Yellow Watch roster to another part of the Yellow Watch roster, or from Yellow Watch to Green, Red, Brown or Blue Watch, the Chief Fire Officer District Manager may do so provided that the appropriate overtime rate is paid and provided that the other overtime provisions of this Agreement are applied with regard to any additional time worked within the Yellow Watch five day cycle during which the change takes place and/or the Eight-day cycle of the operational roster during which the change takes place, and provided further that no deduction shall be made through any time lost because of such Watch change made by the Chief Fire Officer District Manager.
2.3.8	When for any reason it is necessary to change a worker from Green Watch, or Red Watch, or Brown Watch or Blue Watch to Yellow Watch or Black Watch such change shall follow the worker's rostered days off, except where otherwise agreed between the Union and the Chief Fire Officer District Manager.
2.3.9	When for any reason it is necessary to change a worker from Yellow Watch or Black Watch to Green Watch or Red Watch or Brown Watch or Blue Watch such change shall follow the worker's rostered days off, except where otherwise agreed between the Union and the Chief Fire Officer District Manager.
2.3.10	In the event of any dispute arising with Watch Changes under this sub clause, the Chief Fire Officer District Manager and a representative of the Union shall attempt to resolve the dispute.
2.3.11	Workers may, with the permission of the Chief Fire Officer District Manager, (which shall not be unreasonably withheld) change time off between themselves or with workers who normally relieve them, provided that no worker shall be rostered for more than two consecutive shifts (exclusive of overtime due to an emergency incident(s)), followed by a minimum break of eight hours before the next shift and provided, further that all payments accruing to a worker changing his or her their time off shall not be more than would otherwise be the case if such worker had not changed his/her their time off.

2.3.12	When a worker is required to commence or finish work outside of the ordinary duty hours at a time when public transport is not available, he/she they shall be transported free of charge to or from home by the Fire Service Fire and Emergency. No worker residing less than 2.5 km from the place where work is to be performed shall be entitled to the provisions of this subclause.
2.4.3	Operational workers with specialist references may, by agreement with the Chief Fire Officer District Manager, be assigned to Black Watch. Fire Risk Management Officers shall be assigned to Black Watch.
2.6.9.2	The Chief Fire Officer District Manager shall, so far as may be found practicable, make arrangements so that Firefighters or Officers are not employed working at the scene of a fire or other emergency incident for periods exceeding four hours between meals without receiving refreshments.
2.7.1.4	Annual leave shall be given and taken at times to be determined by the Chief Fire Officer District Manager.
2.7.1.5	At the request of the worker, the Chief Fire Officer District Manager may permit a portion of the extended leave to be taken at other periods and not in consecutive days as provided above.
2.7.4.1	The worker shall first seek the agreement of their Chief Fire Officer District Manager to the timing of the alternative holiday.
2.7.8	Subject to satisfactory reasons an exchange of up to three annual leaves may be approved by the Chief Fire Officer District Manager.
2.7.12	The additional service holidays may be taken in conjunction with or separately from annual leave as determined by the Chief Fire Officer District Manager and in a manner agreed upon between the Chief Executive/National Commander and the Union.
4.6.1	When for any reason it is necessary to change a worker from Yellow Watch or Black Watch to Green Watch or Red Watch or Brown Watch or Blue Watch such change shall follow the worker's rostered days off, except where otherwise agreed between the Union and the Chief Fire Officer District Manager.
4.6.2	When for any reason it is necessary to change a worker from Green Watch, or Red Watch, or Brown Watch or Blue Watch to Yellow Watch or Black Watch such change shall follow the worker's rostered days off, except where otherwise agreed between the Union and the Chief Fire Officer District Manager.

Technical Claims that Update Personal Pronouns

Clause	New Wording
1.3.11	“ Minimum Shift Staffing Manning (MSSM) ” means the minimum number as determined by the Chief Executive/National Commander of Firefighters and Officers who shall be on duty twenty four hours every day, seven days of the week throughout each year. In determining such minimum shift staffing the Chief Executive/National Commander shall have regard to the operational needs of the District and the health and safety of the members of the brigade concerned. Should there be any need to review the minimum shift staffing of any brigade, then the Chief Executive/National Commander shall consult with the Union prior to any changes taking place. Such consultation shall be conducted in a manner that allows the Union to consult the members of the brigade(s) concerned.
1.4.10.3	Where special leave on pay is granted, it is only in respect of time spent on Jury Service, including reasonable travelling time. Where a worker on special leave on pay is not required by the court during normal duty hours he/she is they are to return to duty and to continue to work until again required for Jury Service.
1.14.10.4	If during a period of scheduled annual leave, a worker is required to serve on a jury he/she they may seek and shall be granted a deferment of the annual leave.
1.4.11.8	Whilst on leave without pay, a worker contributing to a superannuation scheme may exercise any option applicable according to the rules of the scheme to which he or she they belongs.
1.4.15	Where with the prior approval of the employer a worker attends any job related course of tuition during working hours he/she they shall be allowed time off without loss of ordinary pay on producing satisfactory proof of attendance. Where the worker completes the course, the employer shall reimburse him/her them the cost of tuition and examinations.
1.5.2	Prior to an adverse entry being placed on a worker’s personal file, it shall be shown to him or her them .
1.5.3	Any record on a worker’s personal file shall be deemed to be an adverse entry if, in the opinion of the worker, it reflects adversely on him or her them .
1.5.4	If the worker has had no entry against him or her them for a period of two years, all previous adverse entries shall be cancelled and he or she they shall be deemed to have a clean record.
1.8.1 (g)(i)	Any employee who considers that he or she has they have grounds for a personal grievance may submit the grievance to the employer or a representative of the employer.

1.21.3	Every worker shall be issued with a copy of this Agreement on his or her their first day of employment and a copy of this Agreement shall be displayed in a prominent place in each workplace.
1.12.3.5	Storage and insurance cover (where a worker cannot immediately take delivery of his/her their furniture on arrival at the new location).
1.12.4	A worker moving his/her their household to a new location may be granted amounts for:
1.12.5	Payment of the foregoing expenses to a new worker is contingent upon the worker signing an agreement to refund the amount if he/she they resign within two years of appointment.
2.1.8	Where prior to the date of this Agreement any worker who is currently employed in the Service, has, during his or her their present term of employment, so transferred to a non-operational position before having completed the term or terms of employment required under the provisions of the progression clause of this Agreement for appointment or promotion to any rank or position, then such worker's employment shall be deemed to have been interrupted (but not broken) by the period of time during which any worker was employed in such non-operational position and such term of employment may be resumed on return to operational duties.
2.6.8.3	In all other cases payment for annual leave shall be on the basis of the worker's average weekly taxable earnings for the last 12 pays (or lesser period where applicable) immediately preceding his/her their leave entitlement; provided that in no case shall the leave pay be less than the worker's ordinary wage at the time of taking the leave.
2.6.9	Where a worker is employed at fires or other emergency incidents he/she they shall either be relieved for sufficient time to enable him/her to return to the station and partake of the luncheon meal or be supplied with a hot meal or be paid the meal allowance set out in Table 1 of Part 5 of this Agreement (see flow chart at Part 5 – Chart).
2.6.9.3.4	A worker who is engaged on emergency standby at a station other than his/her their normal place of work shall be returned to the fire station to partake of a meal or be supplied with a hot meal or be paid a meal allowance at the rate provided in Table 1 of Part 5 of this Agreement for every four continuous hours so employed which begins after 1800 hours and before 0800 hours.
2.6.9.4	Where a worker is employed for one hour or more immediately before normal time for commencing duty or one hour or more immediately following normal time for ceasing duty, he/she they shall be supplied with a hot meal by the employer or in lieu thereof paid a meal allowance at the rate provided in Table 1 of Part 5 of this Agreement.
2.6.10.1	If at any time a worker is called out by Fire and Emergency New Zealand after having ceased work for the day and left his/her their place of employment, or before the normal time of starting work, such worker shall be paid a minimum of three hours at the appropriate overtime rate, provided that, for the purpose of this minimum, more than one call completed within three consecutive hours shall be deemed to be one call.

2.6.16	A worker who is appointed by the Chief Executive/National Commander to maintain brigade vehicles, appliances and pumps and who is required to provide sufficient privately owned tools of trade to carry out such trade work for the brigade and who uses them for that purpose for an equivalent of at least 50% of the routine hours for which he/she is they are employed each week, shall be paid a tool allowance at the rate set out in Table 8 of Part 5 of this Agreement.
2.8.7.3	Nothing in this clause shall prevent the approving Manager using his/her their discretion to grant sick leave to a worker to care for any sick or injured person.
2.9.1.3	From place of work or employment to any other place to which he/she has they have access by virtue of employment
2.9.1.5	Where a worker suffers injury or accident during a rest or meal break on work premises or those to which he/she has they have access by right or employment, the injury shall be regarded as being due to a work accident.
2.13.1	Whenever a worker is required during the course of a shift to relieve in a position that carries a higher wage than he/she is they are receiving, such a worker shall be paid per hour or part thereof at a rate not less than such higher wage.
3.3.9	Where a worker is employed for one hour or more immediately before normal time for commencing duty or one hour or more immediately following normal time for ceasing duty, he/she they shall be supplied with a hot meal by the employer or in lieu thereof paid a meal allowance at the rate provided in Table 1 of Part 5 of this Agreement.
3.6.2.4	In all other cases payment for annual leave shall be on the basis of the worker's average weekly taxable earnings for the 12 pays (or lesser period where applicable) immediately preceding his/her their leave entitlement; provided that in no case shall the leave pay be less than the worker's ordinary wage at the time of taking the leave.
3.7.7.3	Nothing in this clause shall prevent the approving Manager using his/her their discretion to grant sick leave to a worker to care for any sick or injured person.
3.8.2	From place of work or employment to any other place to which he/she has they have access by virtue of employment:
3.8.3	Where a worker suffers injury or accident during a rest or meal break on work premises or those to which he/she has they have access by right or employment, the injury shall be regarded as being due to a work accident.

4.3.4	Workers may from time to time be required to work in excess of 40 hours per week due to planned activities or the non-emergency requirements of their roles. Fire Risk Management, Operational Planning and Volunteer Support Officers may be rostered on call in accordance with an availability roster and may be called-out in the event of an emergency incident. A worker who is called out by the employer, in the event of an emergency incident, after having ceased work for the day and left his/her their place of employment, or before the normal time of starting work, shall be paid a minimum of three hours at the appropriate over time rate, provided that, for the purposes of this minimum, more than one call-out completed within three consecutive hours shall be deemed to be one call-out. Managers may approve a call- out payment for a worker who is required to undertake substantive work while on-call regardless if they are not physically required to leave their residence in order to conduct that work.
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Technical Claims that Update legislation

Clause	New Wording
1.8.1 (e)	For the purposes of Sub-clause 8(a)(iv) and Sections 103(i1)(d) and 123(d) of the Employment Relations Act 2000, an employee is also sexually harassed in the employee’s employment (whether by a co-employee or by a client or customer of the employer), if the circumstances described in Section 108(2) of the Employment Relations Act 2000 have occurred.

Other Technical Claims

Clause	New Wording
1.21.4	The Chief Executive/National Commander shall make provision for disinfection of breathing apparatus equipment after use in accordance with the recommendations of the Ministry of Business Innovation and Employment (MBIE) or such other Government agency as is charged with the responsibility of issuing guidelines in this regard.
6.2.1	the Employment Relations Info-line on 0800 800 863 or on its website at www.ers.dol.govt.nz https://www.employment.govt.nz/about/contact-us/