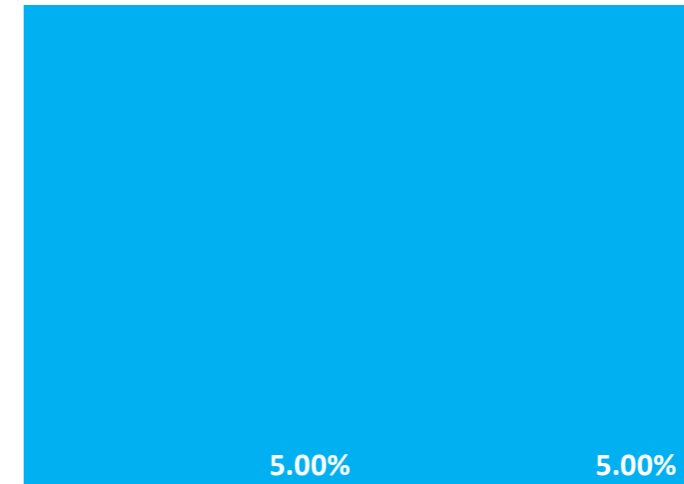


2022 terms of settlement  
for the CEA 2021 to  
2024

Appendix One – Rates  
reflecting the agreed  
increases for the years  
commencing 1 July  
2021/2022/2023



| Grade Description                         | 2020 Weekly | 2020 Annual  | % of Base | New Base     | D1 / D2    | 2021/22 Rate | 2022/23      |              | 2023/24 |  |
|---|-------------|--------------|-----------|--------------|------------|--------------|--------------|--------------|---------|--|
|   |             |              |           |              |            |              | 5.00%        | 5.00%        |         |  |
| Trainee Firefighter – ND                  | \$ 885.07   | \$ 46,023.42 | 70.0%     | \$ 51,227.19 |            | \$ 51,227.19 | \$ 53,788.55 | \$ 56,477.98 |         |  |
| Trainee Firefighter - D2                  | \$ 897.75   | \$ 46,683.19 | 70.0%     | \$ 51,227.19 | \$978.13   | \$ 52,205.32 | \$ 54,815.58 | \$ 57,556.36 |         |  |
| Firefighter - ND                          | \$ 948.29   | \$ 49,311.04 | 75.0%     | \$ 54,886.27 |            | \$ 54,886.27 | \$ 57,630.59 | \$ 60,512.12 |         |  |
| Firefighter - D2                          | \$ 966.45   | \$ 50,255.59 | 75.0%     | \$ 54,886.27 | \$978.13   | \$ 55,864.40 | \$ 58,657.62 | \$ 61,590.50 |         |  |
| Firefighter - D1                          | \$ 992.81   | \$ 51,625.87 | 75.0%     | \$ 54,886.27 | \$2,401.17 | \$ 57,287.45 | \$ 60,151.82 | \$ 63,159.41 |         |  |
| Firefighter + Stage 1 TAPS - ND           | \$ 1,011.51 | \$ 52,598.66 | 80.0%     | \$ 58,545.36 |            | \$ 58,545.36 | \$ 61,472.63 | \$ 64,546.26 |         |  |
| Firefighter + Stage 1 TAPS - D2           | \$ 1,029.68 | \$ 53,543.21 | 80.0%     | \$ 58,545.36 | \$978.13   | \$ 59,523.49 | \$ 62,499.66 | \$ 65,624.64 |         |  |
| Firefighter + Stage 1 TAPS - D1           | \$ 1,056.03 | \$ 54,913.49 | 80.0%     | \$ 58,545.36 | \$2,401.17 | \$ 60,946.53 | \$ 63,993.86 | \$ 67,193.55 |         |  |
| Qualified Firefighter - ND                | \$ 1,124.68 | \$ 58,483.53 | 90.0%     | \$ 65,863.53 |            | \$ 65,863.53 | \$ 69,156.70 | \$ 72,614.54 |         |  |
| Qualified Firefighter - D2                | \$ 1,142.60 | \$ 59,415.08 | 90.0%     | \$ 65,863.53 | \$978.13   | \$ 66,841.66 | \$ 70,183.74 | \$ 73,692.93 |         |  |
| Qualified Firefighter - D1                | \$ 1,168.66 | \$ 60,770.36 | 90.0%     | \$ 65,863.53 | \$2,401.17 | \$ 68,264.70 | \$ 71,677.93 | \$ 75,261.83 |         |  |
| Qualified Firefighter + Stage 1 TAPS - ND | \$ 1,187.17 | \$ 61,732.61 | 95.0%     | \$ 69,522.61 |            | \$ 69,522.61 | \$ 72,998.74 | \$ 76,648.68 |         |  |
| Qualified Firefighter + Stage 1 TAPS - D2 | \$ 1,205.08 | \$ 62,664.16 | 95.0%     | \$ 69,522.61 | \$978.13   | \$ 70,500.74 | \$ 74,025.78 | \$ 77,727.07 |         |  |
| Qualified Firefighter + Stage 1 TAPS - D1 | \$ 1,231.14 | \$ 64,019.44 | 95.0%     | \$ 69,522.61 | \$2,401.17 | \$ 71,923.78 | \$ 75,519.97 | \$ 79,295.97 |         |  |
| Senior Firefighter – ND                   | \$ 1,249.65 | \$ 64,981.70 | 100.0%    | \$ 73,181.70 |            | \$ 73,181.70 | \$ 76,840.78 | \$ 80,682.82 |         |  |
| Senior Firefighter - D2                   | \$ 1,267.56 | \$ 65,913.25 | 100.0%    | \$ 73,181.70 | \$978.13   | \$ 74,159.83 | \$ 77,867.82 | \$ 81,761.21 |         |  |
| Senior Firefighter - D1                   | \$ 1,293.63 | \$ 67,268.53 | 100.0%    | \$ 73,181.70 | \$2,401.17 | \$ 75,582.87 | \$ 79,362.01 | \$ 83,330.11 |         |  |
| Senior Firefighter + 10 Years – ND        | \$ 1,280.89 | \$ 66,606.24 | 102.5%    | \$ 75,011.24 |            | \$ 75,011.24 | \$ 78,761.80 | \$ 82,699.89 |         |  |
| Senior Firefighter + 10 Years - D2        | \$ 1,298.80 | \$ 67,537.79 | 102.5%    | \$ 75,011.24 | \$978.13   | \$ 75,989.37 | \$ 79,788.84 | \$ 83,778.28 |         |  |

|                                      |    |          |              |        |    |           |            |    |           |    |           |    |           |
|--------------------------------------|----|----------|--------------|--------|----|-----------|------------|----|-----------|----|-----------|----|-----------|
| Senior Firefighter + 10 Years - D1   | \$ | 1,324.87 | \$ 68,893.07 | 102.5% | \$ | 75,011.24 | \$2,401.17 | \$ | 77,412.41 | \$ | 81,283.03 | \$ | 85,347.18 |
| Senior Firefighter SO Qualified – ND | \$ | 1,312.13 | \$ 68,230.78 | 105.0% | \$ | 76,840.78 |            | \$ | 76,840.78 | \$ | 80,682.82 | \$ | 84,716.96 |
| Senior Firefighter SO Qualified - D2 | \$ | 1,330.04 | \$ 69,162.33 | 105.0% | \$ | 76,840.78 | \$978.13   | \$ | 77,818.91 | \$ | 81,709.86 | \$ | 85,795.35 |
| Senior Firefighter SO Qualified - D1 | \$ | 1,356.11 | \$ 70,517.61 | 105.0% | \$ | 76,840.78 | \$2,401.17 | \$ | 79,241.95 | \$ | 83,204.05 | \$ | 87,364.25 |

| Grade Description                         | 2020 Weekly | 2020 Annual | % of Base    | New Base | D1 / D2 | 2021/22 Rate | 2022/23    | 2023/24 |            |    |            |    |            |
|---|-------------|-------------|--------------|----------|---------|--------------|------------|---------|------------|----|------------|----|------------|
| Station Officer On Appointment - D2       | \$          | 1,441.65    | \$ 74,965.88 | 90.0%    | \$      | 82,345.88    | \$978.13   | \$      | 83,324.01  | \$ | 87,490.21  | \$ | 91,864.72  |
| Station Officer On Appointment - D1       | \$          | 1,467.51    | \$ 76,310.51 | 90.0%    | \$      | 82,345.88    | \$2,401.17 | \$      | 84,747.05  | \$ | 88,984.41  | \$ | 93,433.63  |
| Station Officer + 1 Year SP - D2          | \$          | 1,473.69    | \$ 76,631.79 | 92.0%    | \$      | 84,175.79    | \$978.13   | \$      | 85,153.92  | \$ | 89,411.61  | \$ | 93,882.19  |
| Station Officer + 1 Year SP - D1          | \$          | 1,499.55    | \$ 77,976.42 | 92.0%    | \$      | 84,175.79    | \$2,401.17 | \$      | 86,576.96  | \$ | 90,905.81  | \$ | 95,451.10  |
| Station Officer + 2 Years SP - D2         | \$          | 1,505.72    | \$ 78,297.70 | 94.0%    | \$      | 86,005.70    | \$978.13   | \$      | 86,983.83  | \$ | 91,333.02  | \$ | 95,899.67  |
| Station Officer + 2 Years SP - D1         | \$          | 1,531.58    | \$ 79,642.33 | 94.0%    | \$      | 86,005.70    | \$2,401.17 | \$      | 88,406.87  | \$ | 92,827.21  | \$ | 97,468.57  |
| Station Officer + 3 Years SP - D2         | \$          | 1,537.76    | \$ 79,963.61 | 96.0%    | \$      | 87,835.61    | \$978.13   | \$      | 88,813.74  | \$ | 93,254.42  | \$ | 97,917.14  |
| Station Officer + 3 Years SP - D1         | \$          | 1,563.62    | \$ 81,308.24 | 96.0%    | \$      | 87,835.61    | \$2,401.17 | \$      | 90,236.78  | \$ | 94,748.62  | \$ | 99,486.05  |
| Station Officer + 4 Years SP - D2         | \$          | 1,569.80    | \$ 81,629.52 | 98.0%    | \$      | 89,665.52    | \$978.13   | \$      | 90,643.64  | \$ | 95,175.83  | \$ | 99,934.62  |
| Station Officer + 4 Years SP - D1         | \$          | 1,595.66    | \$ 82,974.15 | 98.0%    | \$      | 89,665.52    | \$2,401.17 | \$      | 92,066.69  | \$ | 96,670.02  | \$ | 101,503.52 |
| Station Officer + 5 Years SP - D2         | \$          | 1,601.84    | \$ 83,295.42 | 100.0%   | \$      | 91,495.42    | \$978.13   | \$      | 92,473.55  | \$ | 97,097.23  | \$ | 101,952.09 |
| Station Officer + 5 Years SP - D1         | \$          | 1,627.69    | \$ 84,640.05 | 100.0%   | \$      | 91,495.42    | \$2,401.17 | \$      | 93,896.60  | \$ | 98,591.43  | \$ | 103,521.00 |
| Station Officer + SSO Qualified - D2      | \$          | 1,641.88    | \$ 85,377.81 | 102.5%   | \$      | 93,782.81    | \$978.13   | \$      | 94,760.94  | \$ | 99,498.98  | \$ | 104,473.93 |
| Station Officer + SSO Qualified - D1      | \$          | 1,667.74    | \$ 86,722.44 | 102.5%   | \$      | 93,782.81    | \$2,401.17 | \$      | 96,183.98  | \$ | 100,993.18 | \$ | 106,042.84 |
| Senior Station Officer - D2               | \$          | 1,681.93    | \$ 87,460.20 | 105.0%   | \$      | 96,070.20    | \$978.13   | \$      | 97,048.32  | \$ | 101,900.74 | \$ | 106,995.78 |
| Senior Station Officer - D1               | \$          | 1,707.79    | \$ 88,804.83 | 105.0%   | \$      | 96,070.20    | \$2,401.17 | \$      | 98,471.37  | \$ | 103,394.94 | \$ | 108,564.68 |
| Senior Station Officer, EO Qualified - D2 | \$          | 1,762.02    | \$ 91,624.97 | 110.0%   | \$      | 100,644.97   | \$978.13   | \$      | 101,623.09 | \$ | 106,704.25 | \$ | 112,039.46 |
| Senior Station Officer, EO Qualified - D1 | \$          | 1,787.88    | \$ 92,969.60 | 110.0%   | \$      | 100,644.97   | \$2,401.17 | \$      | 103,046.14 | \$ | 108,198.45 | \$ | 113,608.37 |

| Grade Description                   | 2020 Weekly | 2020 Annual | % of Base     | New Base | 2021/22 Rate | 2022/23    | 2023/24 |            |    |            |    |            |
|-------------------------------------|-------------|-------------|---------------|----------|--------------|------------|---------|------------|----|------------|----|------------|
| Snr Advisor CRR or RR Min Appt Step | \$          | 1,893.38    | \$ 98,455.81  | 90.0%    | \$           | 106,332.27 | \$      | 106,332.27 | \$ | 111,648.89 | \$ | 117,231.33 |
| Snr Advisor CRR or RR Step 1        | \$          | 1,935.45    | \$ 100,643.47 | 92.0%    | \$           | 108,694.95 | \$      | 108,694.95 | \$ | 114,129.69 | \$ | 119,836.18 |

|  |                    |                    |                  |                 |                     |                |                |            |    |            |    |            |
|--|--------------------|--------------------|------------------|-----------------|---------------------|----------------|----------------|------------|----|------------|----|------------|
| Snr Advisor CRR or RR Step 2             | \$                 | 1,977.52           | \$ 102,831.13    | 94.0%           | \$                  | 111,057.62     | \$             | 111,057.62 | \$ | 116,610.50 | \$ | 122,441.03 |
| Snr Advisor CRR or RR Step 3             | \$                 | 2,019.61           | \$ 105,019.80    | 96.0%           | \$                  | 113,421.38     | \$             | 113,421.38 | \$ | 119,092.45 | \$ | 125,047.08 |
| Snr Advisor CRR or RR Step 4             | \$                 | 2,061.68           | \$ 107,207.46    | 98.0%           | \$                  | 115,784.06     | \$             | 115,784.06 | \$ | 121,573.26 | \$ | 127,651.92 |
| Snr Advisor CRR or RR Step 5             | \$                 | 2,103.76           | \$ 109,395.30    | 100.0%          | \$                  | 118,146.92     | \$             | 118,146.92 | \$ | 124,054.27 | \$ | 130,256.98 |
| Snr Advisor CRR or RR Addn Qualification | \$                 | 2,208.95           | \$ 114,865.28    | 105.0%          | \$                  | 124,054.50     | \$             | 124,054.50 | \$ | 130,257.23 | \$ | 136,770.09 |
| <b>Grade Description</b>                 | <b>2020 Weekly</b> | <b>2020 Annual</b> | <b>% of Base</b> | <b>New Base</b> | <b>2021/22 Rate</b> | <b>2022/23</b> | <b>2023/24</b> |            |    |            |    |            |
| Advisor CRR or RR Min Appt Step          | \$                 | 1,589.42           | \$ 82,649.92     | 90.0%           | \$                  | 89,261.91      | \$             | 89,261.91  | \$ | 93,725.01  | \$ | 98,411.26  |
| Advisor CRR or RR Step 1                 | \$                 | 1,624.74           | \$ 84,486.50     | 92.0%           | \$                  | 91,245.42      | \$             | 91,245.42  | \$ | 95,807.69  | \$ | 100,598.08 |
| Advisor CRR or RR Step 2                 | \$                 | 1,660.07           | \$ 86,323.69     | 94.0%           | \$                  | 93,229.59      | \$             | 93,229.59  | \$ | 97,891.06  | \$ | 102,785.62 |
| Advisor CRR or RR Step 3                 | \$                 | 1,695.38           | \$ 88,159.87     | 96.0%           | \$                  | 95,212.66      | \$             | 95,212.66  | \$ | 99,973.29  | \$ | 104,971.96 |
| Advisor CRR or RR Step 4                 | \$                 | 1,730.71           | \$ 89,997.06     | 98.0%           | \$                  | 97,196.82      | \$             | 97,196.82  | \$ | 102,056.67 | \$ | 107,159.50 |
| Advisor CRR or RR Step 5                 | \$                 | 1,766.02           | \$ 91,833.24     | 100.0%          | \$                  | 99,179.90      | \$             | 99,179.90  | \$ | 104,138.89 | \$ | 109,345.84 |
| Advisor CRR or RR Addn Qualification     | \$                 | 1,854.32           | \$ 96,424.70     | 105.0%          | \$                  | 104,138.68     | \$             | 104,138.68 | \$ | 109,345.61 | \$ | 114,812.89 |
| <b>Grade Description</b>                 | <b>2020 Weekly</b> | <b>2020 Annual</b> | <b>% of Base</b> | <b>New Base</b> | <b>2021/22 Rate</b> | <b>2022/23</b> | <b>2023/24</b> |            |    |            |    |            |
| Trainer min appt step                    | \$                 | 1,377.73           | \$ 71,641.75     |                 | \$                  | 79,522.34      | \$             | 79,522.34  | \$ | 83,498.46  | \$ | 87,673.38  |
| Trainer Step 1                           | \$                 | 1,491.49           | \$ 77,557.35     |                 | \$                  | 86,088.66      | \$             | 86,088.66  | \$ | 90,393.09  | \$ | 94,912.75  |
| Trainer Step 2                           | \$                 | 1,524.87           | \$ 79,293.04     |                 | \$                  | 88,015.27      | \$             | 88,015.27  | \$ | 92,416.04  | \$ | 97,036.84  |
| Trainer Step 3                           | \$                 | 1,557.76           | \$ 81,003.28     |                 | \$                  | 89,913.64      | \$             | 89,913.64  | \$ | 94,409.32  | \$ | 99,129.79  |
| Trainer Step 4                           | \$                 | 1,590.88           | \$ 82,725.73     |                 | \$                  | 91,825.56      | \$             | 91,825.56  | \$ | 96,416.84  | \$ | 101,237.69 |
| Trainer Step 5                           | \$                 | 1,661.34           | \$ 86,389.52     |                 | \$                  | 95,892.36      | \$             | 95,892.36  | \$ | 100,686.98 | \$ | 105,721.33 |
| VSO min appt step                        | \$                 | 1,377.73           | \$ 71,641.75     |                 | \$                  | 79,522.34      | \$             | 79,522.34  | \$ | 83,498.46  | \$ | 87,673.38  |
| VSO Step 1                               | \$                 | 1,491.49           | \$ 77,557.35     |                 | \$                  | 86,088.66      | \$             | 86,088.66  | \$ | 90,393.09  | \$ | 94,912.74  |
| VSO Step 2                               | \$                 | 1,524.87           | \$ 79,293.04     |                 | \$                  | 88,015.27      | \$             | 88,015.27  | \$ | 92,416.04  | \$ | 97,036.84  |
| VSO Step 3                               | \$                 | 1,557.76           | \$ 81,003.28     |                 | \$                  | 89,913.64      | \$             | 89,913.64  | \$ | 94,409.32  | \$ | 99,129.79  |
| VSO Step 4                               | \$                 | 1,590.88           | \$ 82,725.73     |                 | \$                  | 91,825.56      | \$             | 91,825.56  | \$ | 96,416.84  | \$ | 101,237.69 |
| VSO Step 5                               | \$                 | 1,661.34           | \$ 86,389.52     |                 | \$                  | 95,892.36      | \$             | 95,892.36  | \$ | 100,686.98 | \$ | 105,721.33 |

| Grade Description              | 2020 Weekly | 2020 Annual  | % of Base | New Base      |  | 2021/22 Rate  | 2022/23       | 2023/24       |  |
|--------------------------------|-------------|--------------|-----------|---------------|--|---------------|---------------|---------------|--|
| Snr Trainer min appt step      | \$ 1,581.02 | \$ 82,212.99 |           | \$ 91,256.42  |  | \$ 91,256.42  | \$ 95,819.24  | \$ 100,610.20 |  |
| Snr Trainer Step 1             | \$ 1,614.66 | \$ 83,962.31 |           | \$ 93,198.16  |  | \$ 93,198.16  | \$ 97,858.07  | \$ 102,750.98 |  |
| Snr Trainer Step 2             | \$ 1,648.28 | \$ 85,710.62 |           | \$ 95,138.79  |  | \$ 95,138.79  | \$ 99,895.73  | \$ 104,890.51 |  |
| Snr Trainer Step 3             | \$ 1,681.94 | \$ 87,460.95 |           | \$ 97,081.65  |  | \$ 97,081.65  | \$ 101,935.74 | \$ 107,032.52 |  |
| Snr Trainer Step 4             | \$ 1,723.97 | \$ 89,646.59 |           | \$ 99,507.71  |  | \$ 99,507.71  | \$ 104,483.10 | \$ 109,707.26 |  |
| Snr Trainer Step 5             | \$ 1,766.02 | \$ 91,833.24 |           | \$ 101,934.90 |  | \$ 101,934.90 | \$ 107,031.64 | \$ 112,383.22 |  |
| Snr Trainer Addn Qualification | \$ 1,850.13 | \$ 96,206.54 |           | \$ 106,789.26 |  | \$ 106,789.26 | \$ 112,128.72 | \$ 117,735.16 |  |
|                                |             |              |           |               |  |               |               |               |  |
| Grade Description              | 2020 Weekly | 2020 Annual  | % of Base | New Base      |  | 2021/22 Rate  | 2022/23       | 2023/24       |  |
| Trainee Communicator           | \$ 948.29   | \$ 49,311.25 | 75.0%     | \$ 54,886.27  |  | \$ 54,886.27  | \$ 57,630.59  | \$ 60,512.12  |  |
| Communicator Grade 1           | \$ 1,011.50 | \$ 52,597.98 | 80.0%     | \$ 58,545.36  |  | \$ 58,545.36  | \$ 61,472.63  | \$ 64,546.26  |  |
| Communicator Grade 2           | \$ 1,124.67 | \$ 58,483.09 | 90.0%     | \$ 65,863.53  |  | \$ 65,863.53  | \$ 69,156.70  | \$ 72,614.54  |  |
| Communicator Grade 3           | \$ 1,187.16 | \$ 61,732.54 | 95.0%     | \$ 69,522.61  |  | \$ 69,522.61  | \$ 72,998.74  | \$ 76,648.68  |  |
| Senior Communicator Grade 4    | \$ 1,249.65 | \$ 64,982.00 | 100.0%    | \$ 73,181.70  |  | \$ 73,181.70  | \$ 76,840.78  | \$ 80,682.82  |  |
| Senior Communicator Grade 5    | \$ 1,312.12 | \$ 68,230.44 | 105.0%    | \$ 76,840.78  |  | \$ 76,840.78  | \$ 80,682.82  | \$ 84,716.96  |  |
| Shift Manager                  | \$ 1,582.23 | \$ 82,275.78 | 126.6%    | \$ 92,657.68  |  | \$ 92,657.68  | \$ 97,290.56  | \$ 102,155.09 |  |