

Fire and Emergency New Zealand

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19 May 2025

Wattie Watson
National Secretary
NZ Professional Firefighters Union
PO Box 38213
Lower Hutt 5045

Dear Wattie

Re: PCA Payments 2025

I am writing to confirm the details for the 2025 PCA payments.

The rates below have been calculated on the pay rates that were applicable from 1 July 2023. Please note that the estimate of the net amount is based on the top PAYE tax rate plus any applicable ACC levies (combined estimated rate of 40.67%). Individual net payments will be dependent on each employee's income and tax code at the time of payment.

Payment of the allowance to eligible staff will be made through the Payroll for payday 25 June 2025.

This information will also be published on The Portal.

Yours sincerely,

Michael Stevenson
National Manager Workplace Relations



Rank/Position	Step	Driver	Gross payment 2025	Approximate net payment
Firefighter	Firefighter	Non Driver	\$1,707.00	\$1,012.76
	Firefighter	Driver 2	\$1,737.00	\$1,030.56
	Firefighter	Driver 1	\$1,782.00	\$1,057.26
	Firefighter + Stage 1 QFF TAPS	Non Driver	\$1,821.00	\$1,080.40
	Firefighter + Stage 1 QFF TAPS	Driver 2	\$1,851.00	\$1,098.20
	Firefighter + Stage 1 QFF TAPS	Driver 1	\$1,895.00	\$1,124.30
Qualified Firefighter	Qualified Firefighter	Non Driver	\$2,048.00	\$1,215.08
	Qualified Firefighter	Driver 2	\$2,079.00	\$1,233.47
	Qualified Firefighter	Driver 1	\$2,123.00	\$1,259.58
	Qualified Firefighter + Stage 1 SFF TAPS	Non Driver	\$2,162.00	\$1,282.71
	Qualified Firefighter + Stage 1 SFF TAPS	Driver 2	\$2,193.00	\$1,301.11
	Qualified Firefighter + Stage 1 SFF TAPS	Driver 1	\$2,237.00	\$1,327.21
Senior Firefighter	Senior Firefighter	Non Driver	\$2,276.00	\$1,350.35
	Senior Firefighter	Driver 2	\$2,306.00	\$1,368.15
	Senior Firefighter	Driver 1	\$2,351.00	\$1,394.85
	Senior Firefighter + 10 Years	Non Driver	\$2,333.00	\$1,384.17
	Senior Firefighter + 10 Years	Driver 2	\$2,363.00	\$1,401.97
	Senior Firefighter + 10 Years	Driver 1	\$2,407.00	\$1,428.07
	Senior Firefighter SO Qualified	Non Driver	\$2,390.00	\$1,417.99
	Senior Firefighter SO Qualified	Driver 2	\$2,420.00	\$1,435.79
	Senior Firefighter SO Qualified	Driver 1	\$2,464.00	\$1,461.89
Station Officer	Station Officer on Appointment	Driver 2	\$2,591.00	\$1,537.24
	Station Officer on Appointment	Driver 1	\$2,636.00	\$1,563.94
	Station Officer + 1 year satisfactory performance	Driver 2	\$2,648.00	\$1,571.06
	Station Officer + 1 year satisfactory performance	Driver 1	\$2,693.00	\$1,597.76
	Station Officer + 2 years satisfactory performance	Driver 2	\$2,705.00	\$1,604.88
	Station Officer + 2 years satisfactory performance	Driver 1	\$2,749.00	\$1,630.98
	Station Officer + 3 years satisfactory performance	Driver 2	\$2,762.00	\$1,638.69
	Station Officer + 3 years satisfactory performance	Driver 1	\$2,806.00	\$1,664.80
	Station Officer + 4 years satisfactory performance	Driver 2	\$2,819.00	\$1,672.51
	Station Officer + 4 years satisfactory performance	Driver 1	\$2,863.00	\$1,698.62
	Station Officer + 5 years satisfactory performance	Driver 2	\$2,876.00	\$1,706.33
	Station Officer + 5 years satisfactory performance	Driver 1	\$2,920.00	\$1,732.44
	Station Officer, SSO qualified	Driver 2	\$2,947.00	\$1,748.46
	Station Officer, SSO qualified	Driver 1	\$2,991.00	\$1,774.56
Senior Station Officer	Senior Station Officer	Driver 2	\$3,018.00	\$1,790.58
	Senior Station Officer	Driver 1	\$3,062.00	\$1,816.68
	Senior Station Officer, EO qualified	Driver 2	\$3,160.00	\$1,874.83
	Senior Station Officer, EO qualified	Driver 1	\$3,205.00	\$1,901.53
Trainer	Trainer - Step 0		\$2,473.00	\$1,467.23
	Trainer - Step 1		\$2,677.00	\$1,588.26
	Trainer - Step 2		\$2,737.00	\$1,623.86
	Trainer - Step 3		\$2,796.00	\$1,658.87
	Trainer - Step 4		\$2,856.00	\$1,694.46
	Trainer - Step 5		\$2,982.00	\$1,769.22
Senior Trainer (NTC)	Snr Trainer - Step 0		\$2,838.00	\$1,683.79
	Snr Trainer - Step 1		\$2,898.00	\$1,719.38
	Snr Trainer - Step 2		\$2,959.00	\$1,755.57
	Snr Trainer - Step 3		\$3,019.00	\$1,791.17
	Snr Trainer - Step 4		\$3,095.00	\$1,836.26
	Snr Trainer - Step 5		\$3,170.00	\$1,880.76
	Snr Trainer - Step 6		\$3,321.00	\$1,970.35