

Table 1: Allowances Claimable by Workers Under Part 1 of the Agreement

Allowance	Detail	Amount
Mess Allowance	Per week	\$4.51
Meal Allowance	Per meal	\$15.20
Qualification Bonus - Institute of Fire		
Graduate	Per Fortnight	\$44.38
Member	Per Fortnight	\$66.25

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 7, 8A and 8B apply to all Part 2 Employees

TABLE 2A - TOTAL WEEKLY WAGE PAYMENTS FOR FIREFIGHTERS

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 859.29	\$ 871.60	
75%	Firefighter	\$ 920.66	\$ 938.26	\$ 963.86
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 982.04	\$ 999.64	\$ 1,025.24
90%	Qualified Firefighter	\$ 1,104.80	\$ 1,122.39	\$ 1,148.00
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	\$ 1,166.17	\$ 1,183.77	\$ 1,209.37
100%	Senior Firefighter	\$ 1,227.55	\$ 1,245.15	\$ 1,270.75
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,258.24	\$ 1,275.84	\$ 1,301.44
105%	Senior Firefighter, Station Officer Qualified	\$ 1,288.93	\$ 1,306.53	\$ 1,332.13

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,427.38	\$ 1,452.98
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,459.10	\$ 1,484.70
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,490.82	\$ 1,516.42
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,522.54	\$ 1,548.14
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,554.26	\$ 1,579.86
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,585.98	\$ 1,611.58
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,625.62	\$ 1,651.23
105%	Senior Station Officer	\$ 1,665.27	\$ 1,690.88
110%	Senior Station Officer, Executive Officer Qualified	\$ 1,744.57	\$ 1,770.18

TABLE 3A - OVERTIME HOURLY RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 32.88	\$ 33.51	\$ 34.42
	Rate 2	\$ 32.88	\$ 33.51	\$ 34.42
	Rate 3	\$ 32.88	\$ 33.51	\$ 34.42
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 35.07	\$ 35.70	\$ 36.62
	Rate 2	\$ 35.07	\$ 35.70	\$ 36.62
	Rate 3	\$ 35.07	\$ 35.70	\$ 36.62
Qualified Firefighter	Rate 1	\$ 39.46	\$ 40.09	\$ 41.00
	Rate 2	\$ 39.46	\$ 40.09	\$ 41.00
	Rate 3	\$ 39.46	\$ 40.09	\$ 41.00
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 41.65	\$ 42.28	\$ 43.19
	Rate 2	\$ 41.65	\$ 42.28	\$ 43.19
	Rate 3	\$ 41.65	\$ 42.28	\$ 43.19
Senior Firefighter	Rate 1	\$ 43.84	\$ 44.47	\$ 45.38
	Rate 2	\$ 43.84	\$ 44.47	\$ 45.38
	Rate 3	\$ 43.84	\$ 44.47	\$ 45.38
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 44.94	\$ 45.57	\$ 46.48
	Rate 2	\$ 44.94	\$ 45.57	\$ 46.48
	Rate 3	\$ 44.94	\$ 45.57	\$ 46.48
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 46.03	\$ 46.66	\$ 47.58
	Rate 2	\$ 46.03	\$ 46.66	\$ 47.58
	Rate 3	\$ 46.03	\$ 46.66	\$ 47.58

Rate 1 is payable for the first three hours

Rate 2 is payable for all hours in excess of the first three, and for all hours worked after 12pm on a Saturday or all hours worked on a Sunday.

Rate 3 is payable for all hours worked on Public Holidays

TABLE 3B - OVERTIME HOURLY RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 50.98	\$ 51.89
	Rate 2	\$ 50.98	\$ 51.89
	Rate 3	\$ 50.98	\$ 51.89
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 52.11	\$ 53.02
	Rate 2	\$ 52.11	\$ 53.02
	Rate 3	\$ 52.11	\$ 53.02
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 53.24	\$ 54.16
	Rate 2	\$ 53.24	\$ 54.16
	Rate 3	\$ 53.24	\$ 54.16
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 54.38	\$ 55.29
	Rate 2	\$ 54.38	\$ 55.29
	Rate 3	\$ 54.38	\$ 55.29
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 55.51	\$ 56.42
	Rate 2	\$ 55.51	\$ 56.42
	Rate 3	\$ 55.51	\$ 56.42
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 56.64	\$ 57.56
	Rate 2	\$ 56.64	\$ 57.56
	Rate 3	\$ 56.64	\$ 57.56
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 58.06	\$ 58.97
	Rate 2	\$ 58.06	\$ 58.97
	Rate 3	\$ 58.06	\$ 58.97
Senior Station Officer	Rate 1	\$ 59.47	\$ 60.39
	Rate 2	\$ 59.47	\$ 60.39
	Rate 3	\$ 59.47	\$ 60.39
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 62.31	\$ 63.22
	Rate 2	\$ 62.31	\$ 63.22
	Rate 3	\$ 62.31	\$ 63.22

Rate 1 is payable for the first three hours

Rate 2 is payable for all hours in excess of the first three, and for all hours worked on Sundays, Public Holidays and after 12pm on a Saturday.

Rate 3 is payable for all hours worked on Public Holidays

TABLE 4A - OVERTIME DAY SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 328.81	\$ 335.09	\$ 344.24
	Rate 2	\$ 328.81	\$ 335.09	\$ 344.24
	Rate 3	\$ 328.81	\$ 335.09	\$ 344.24
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 350.73	\$ 357.01	\$ 366.16
	Rate 2	\$ 350.73	\$ 357.01	\$ 366.16
	Rate 3	\$ 350.73	\$ 357.01	\$ 366.16
Qualified Firefighter	Rate 1	\$ 394.57	\$ 400.86	\$ 410.00
	Rate 2	\$ 394.57	\$ 400.86	\$ 410.00
	Rate 3	\$ 394.57	\$ 400.86	\$ 410.00
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 416.49	\$ 422.78	\$ 431.92
	Rate 2	\$ 416.49	\$ 422.78	\$ 431.92
	Rate 3	\$ 416.49	\$ 422.78	\$ 431.92
Senior Firefighter	Rate 1	\$ 438.41	\$ 444.70	\$ 453.84
	Rate 2	\$ 438.41	\$ 444.70	\$ 453.84
	Rate 3	\$ 438.41	\$ 444.70	\$ 453.84
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 449.37	\$ 455.66	\$ 464.80
	Rate 2	\$ 449.37	\$ 455.66	\$ 464.80
	Rate 3	\$ 449.37	\$ 455.66	\$ 464.80
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 460.33	\$ 466.62	\$ 475.76
	Rate 2	\$ 460.33	\$ 466.62	\$ 475.76
	Rate 3	\$ 460.33	\$ 466.62	\$ 475.76

Rate 1 is payable Monday to Saturday Day Shift

Rate 2 is payable Sunday Day Shift

Rate 3 is payable Public Holiday Day Shift

TABLE 4B - OVERTIME DAY SHIFT RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 509.78	\$ 518.92
	Rate 2	\$ 509.78	\$ 518.92
	Rate 3	\$ 509.78	\$ 518.92
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 521.11	\$ 530.25
	Rate 2	\$ 521.11	\$ 530.25
	Rate 3	\$ 521.11	\$ 530.25
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 532.43	\$ 541.58
	Rate 2	\$ 532.43	\$ 541.58
	Rate 3	\$ 532.43	\$ 541.58
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 543.76	\$ 552.91
	Rate 2	\$ 543.76	\$ 552.91
	Rate 3	\$ 543.76	\$ 552.91
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 555.09	\$ 564.24
	Rate 2	\$ 555.09	\$ 564.24
	Rate 3	\$ 555.09	\$ 564.24
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 566.42	\$ 575.56
	Rate 2	\$ 566.42	\$ 575.56
	Rate 3	\$ 566.42	\$ 575.56
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 580.58	\$ 589.72
	Rate 2	\$ 580.58	\$ 589.72
	Rate 3	\$ 580.58	\$ 589.72
Senior Station Officer	Rate 1	\$ 594.74	\$ 603.88
	Rate 2	\$ 594.74	\$ 603.88
	Rate 3	\$ 594.74	\$ 603.88
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 623.06	\$ 632.21
	Rate 2	\$ 623.06	\$ 632.21
	Rate 3	\$ 623.06	\$ 632.21

Rate 1 is payable Monday to Saturday Day Shift

Rate 2 is payable Sunday Day Shift

Rate 3 is payable Public Holiday Day Shift

TABLE 5A - OVERTIME NIGHT SHIFT RATES FOR FIREFIGHTERS

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 460.33	\$ 469.13	\$ 481.93
	Rate 2	\$ 460.33	\$ 469.13	\$ 481.93
	Rate 3	\$ 460.33	\$ 469.13	\$ 481.93
Firefighter Who Has Completed Stage One of QFF TAPS Programme	Rate 1	\$ 491.02	\$ 499.82	\$ 512.62
	Rate 2	\$ 491.02	\$ 499.82	\$ 512.62
	Rate 3	\$ 491.02	\$ 499.82	\$ 512.62
Qualified Firefighter	Rate 1	\$ 552.40	\$ 561.20	\$ 574.00
	Rate 2	\$ 552.40	\$ 561.20	\$ 574.00
	Rate 3	\$ 552.40	\$ 561.20	\$ 574.00
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 583.09	\$ 591.89	\$ 604.69
	Rate 2	\$ 583.09	\$ 591.89	\$ 604.69
	Rate 3	\$ 583.09	\$ 591.89	\$ 604.69
Senior Firefighter	Rate 1	\$ 613.78	\$ 622.57	\$ 635.38
	Rate 2	\$ 613.78	\$ 622.57	\$ 635.38
	Rate 3	\$ 613.78	\$ 622.57	\$ 635.38
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 629.12	\$ 637.92	\$ 650.72
	Rate 2	\$ 629.12	\$ 637.92	\$ 650.72
	Rate 3	\$ 629.12	\$ 637.92	\$ 650.72
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 644.46	\$ 653.26	\$ 666.06
	Rate 2	\$ 644.46	\$ 653.26	\$ 666.06
	Rate 3	\$ 644.46	\$ 653.26	\$ 666.06

Rate 1 is payable Monday to Friday Night Shift

Rate 2 is payable Saturday, Sunday Night Shift

Rate 3 is payable Public Holiday Night Shift

TABLE 5B - OVERTIME NIGHT SHIFT RATES FOR OFFICERS

		Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	Rate 1	\$ 713.69	\$ 726.49
	Rate 2	\$ 713.69	\$ 726.49
	Rate 3	\$ 713.69	\$ 726.49
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 729.55	\$ 742.35
	Rate 2	\$ 729.55	\$ 742.35
	Rate 3	\$ 729.55	\$ 742.35
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 745.41	\$ 758.21
	Rate 2	\$ 745.41	\$ 758.21
	Rate 3	\$ 745.41	\$ 758.21
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 761.27	\$ 774.07
	Rate 2	\$ 761.27	\$ 774.07
	Rate 3	\$ 761.27	\$ 774.07
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 777.13	\$ 789.93
	Rate 2	\$ 777.13	\$ 789.93
	Rate 3	\$ 777.13	\$ 789.93
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 792.99	\$ 805.79
	Rate 2	\$ 792.99	\$ 805.79
	Rate 3	\$ 792.99	\$ 805.79
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 812.81	\$ 825.61
	Rate 2	\$ 812.81	\$ 825.61
	Rate 3	\$ 812.81	\$ 825.61
Senior Station Officer	Rate 1	\$ 832.64	\$ 845.44
	Rate 2	\$ 832.64	\$ 845.44
	Rate 3	\$ 832.64	\$ 845.44
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 872.29	\$ 885.09
	Rate 2	\$ 872.29	\$ 885.09
	Rate 3	\$ 872.29	\$ 885.09

Rate 1 is payable Monday to Friday Night Shift

Rate 2 is payable Saturday, Sunday Night Shift

Rate 3 is payable Public Holiday Night Shift

TABLE 6 - OVERTIME SHIFT RATES FOR YELLOW WATCH

		Non Driver	Grade 2 Driver	Grade 1 Driver
Firefighter	Rate 1	\$ 345.25	\$ 351.85	\$ 361.45
	Rate 2	\$ 345.25	\$ 351.85	\$ 361.45
Firefighter Who Has Completed Stage 1 of QFF TAPS Programme	Rate 1	\$ 368.27	\$ 374.86	\$ 384.47
	Rate 2	\$ 368.27	\$ 374.86	\$ 384.47
Qualified Firefighter	Rate 1	\$ 414.30	\$ 420.90	\$ 430.50
	Rate 2	\$ 414.30	\$ 420.90	\$ 430.50
Qualified Firefighter Who Has Completed Stage 1 of SFF TAPS Programme	Rate 1	\$ 437.32	\$ 443.91	\$ 453.52
	Rate 2	\$ 437.32	\$ 443.91	\$ 453.52
Senior Firefighter	Rate 1	\$ 460.33	\$ 466.93	\$ 476.53
	Rate 2	\$ 460.33	\$ 466.93	\$ 476.53
Senior Firefighter With 10 Years Experience at SFF Rank	Rate 1	\$ 471.84	\$ 478.44	\$ 488.04
	Rate 2	\$ 471.84	\$ 478.44	\$ 488.04
Senior Firefighter, Station Officer Qualified	Rate 1	\$ 483.35	\$ 489.95	\$ 499.55
	Rate 2	\$ 483.35	\$ 489.95	\$ 499.55
Station Officer - On Appointment	Rate 1	\$ 535.27	\$ 544.87	\$ 544.87
	Rate 2	\$ 535.27	\$ 544.87	\$ 544.87
Station Officer - 1 Year Satisfactory Performance	Rate 1	\$ 547.16	\$ 556.76	\$ 556.76
	Rate 2	\$ 547.16	\$ 556.76	\$ 556.76
Station Officer - 2 Years Satisfactory Performance	Rate 1	\$ 559.06	\$ 568.66	\$ 568.66
	Rate 2	\$ 559.06	\$ 568.66	\$ 568.66
Station Officer - 3 Years Satisfactory Performance	Rate 1	\$ 570.95	\$ 580.55	\$ 580.55
	Rate 2	\$ 570.95	\$ 580.55	\$ 580.55
Station Officer - 4 Years Satisfactory Performance	Rate 1	\$ 582.85	\$ 592.45	\$ 592.45
	Rate 2	\$ 582.85	\$ 592.45	\$ 592.45
Station Officer - 5 Years Satisfactory Performance	Rate 1	\$ 594.74	\$ 604.34	\$ 604.34
	Rate 2	\$ 594.74	\$ 604.34	\$ 604.34
Station Officer, Senior Station Officer Qualified	Rate 1	\$ 609.61	\$ 619.21	\$ 619.21
	Rate 2	\$ 609.61	\$ 619.21	\$ 619.21
Senior Station Officer	Rate 1	\$ 624.48	\$ 634.08	\$ 634.08
	Rate 2	\$ 624.48	\$ 634.08	\$ 634.08
Senior Station Officer, Executive Officer Qualified	Rate 1	\$ 654.21	\$ 663.82	\$ 663.82
	Rate 2	\$ 654.21	\$ 663.82	\$ 663.82

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

Rate 2 is payable for overtime shifts worked on a public holiday

Table 7: Allowances Claimable by Officers and Firefighters under Part 2 of this Agreement

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 4.51
TELARC Qualification	Per Fortnight	\$ 26.96
Tool Allowance	Per Annum	\$ 580.43
Tradespersons Work	Per Week	\$ 9.70
Training Volunteers	Per Hour	\$ 17.22
BA Filler Certificate	On Attainment/ Re-attainment	\$ 97.62

TABLE 8A - HOURLY RATES FOR FIREFIGHTERS

	Non Driver	Grade 2 Driver	Grade 1 Driver
Trainee Firefighter	\$ 20.46	\$ 20.75	
Firefighter	\$ 21.92	\$ 22.34	\$ 22.95
Firefighter Who Has Completed Stage One of QFF TAPS Programme	\$ 23.38	\$ 23.80	\$ 24.41
Qualified Firefighter	\$ 26.30	\$ 26.72	\$ 27.33
Qualified Firefighter Who Has Completed Modules 1 - 3 Of SFF TAPS Programme	\$ 27.77	\$ 28.19	\$ 28.79
Senior Firefighter	\$ 29.23	\$ 29.65	\$ 30.26
Senior Firefighter With 10 Years Experience at SFF Rank	\$ 29.96	\$ 30.38	\$ 30.99
Senior Firefighter, Station Officer Qualified	\$ 30.69	\$ 31.11	\$ 31.72

TABLE 8B - HOURLY RATES FOR OFFICERS

	Grade 2 Driver	Grade 1 Driver
Station Officer - On Appointment	\$ 33.99	\$ 34.59
Station Officer - 1 Year Satisfactory Performance	\$ 34.74	\$ 35.35
Station Officer - 2 Years Satisfactory Performance	\$ 35.50	\$ 36.11
Station Officer - 3 Years Satisfactory Performance	\$ 36.25	\$ 36.86
Station Officer - 4 Years Satisfactory Performance	\$ 37.01	\$ 37.62
Station Officer - 5 Years Satisfactory Performance	\$ 37.76	\$ 38.37
Station Officer, Senior Station Officer Qualified	\$ 38.71	\$ 39.31
Senior Station Officer	\$ 39.65	\$ 40.26
Senior Station Officer, Executive Officer Qualified	\$ 41.54	\$ 42.15

PART 4 – CLAUSE 2 - REMUNERATION**4.2.1 Remuneration Rates for Fire Risk Management, Trainers and Volunteer Support Officers**

With effect from 1 July 2019

	Minimum appointment step	Step 1	Step 2	Step 3	Step 4	Step 5	Additional qualification step
FRMO Trainer VSO	\$70,375	\$76,186	\$77,891	\$79,571	\$81,263	\$84,862	-
Senior FRMO Senior Trainer (NTC)	\$81,399	\$83,131	\$84,862	\$86,595	\$88,759	\$90,924	\$95,254

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.