

## PART 3 REMUNERATION – FROM 1 July 2020

### PART 3 - TOTAL REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS

Position/Grade	FULL TIME RATES	
	Base Salary	Total Rem
Trainee Communicator	\$49,311.25	-
Communicator Grade 1	\$52,597.98	-
Communicator Grade 2	\$58,483.09	-
Communicator Grade 3	\$61,732.54	\$
Senior Communicator Grade 4	\$64,982.00	\$
Senior Communicator Grade 5	\$68,230.44	\$
Shift Manager	\$82,275.78	\$

The Total Remuneration Packages set out above are inclusive of the gross cost of the employer contribution to the New Zealand Fire Service Superannuation Scheme (NZFSSS) or any other superannuation scheme for which compulsory employer contributions are made (including KiwiSaver).

Employees employed prior to 1 November 2006 may elect not to join the NZFSSS or any other superannuation scheme and receive an enhanced salary equal to the total remuneration set above for their respective positions.

If an employee paid an enhanced salary subsequently joins the NZFSSS or any other superannuation scheme for which compulsory employer contributions are made, the gross cost of the Employer contribution shall be deducted from the total remuneration package rate set out above, and the Employee's salary shall reduce proportionally.

From 2 November 2006, all new employees will be paid the relevant base salary regardless of whether they join the NZFSSS or any other superannuation scheme for which compulsory employer contributions are made. All annual leave and termination payments shall be calculated on the actual salary paid.

Any existing arrangements with KiwiSaver as at the date this agreement comes into effect shall be maintained.