



New Zealand Fire Service

National Headquarters
Level 12
80 The Terrace
PO Box 2133
Wellington

New Zealand

9 June 2017

Derek Best
Secretary
NZ Professional Firefighters Union
PO Box 38213
PETONE

Dear Derek

2017 Market Rate Review for Firefighters and Officers Employed on the NZPFU Collective Agreement

Clause 2.6.2.2. of the Collective Agreement requires the Fire Service and the Professional Firefighters Union to review market data and discuss and agree the remuneration rates that will apply from 1 July 2017. We have agreed on the following outcomes:

- An increase of 2.45% for Firefighter roles up to Station Officer, based on the benchmark of Grade 13 for Senior Firefighter, with effect from 1 July 2017, with the exception of the grand-parented rates in tables 7B and 7C which are now overtaken as explained below. (The updated rate tables are attached as Appendix 1 Table 2A)
- An increase between 1.07% and 1.72% for the remaining 29 grand-parented Qualified Firefighters who will now move to the updated main rates for Qualified Firefighters from 1 July 2017. (Existing tables 7B and 7C no longer apply. Refer Appendix 1 Table 2A.)
- An increase of 2.77% for Officer roles based on the benchmark of Grade 15 for Station Officer, with effect from 1 July 2017 (Appendix 1 Table 2B).
- An increase of between 2.45% and 2.77% to the remuneration rates for Communicators and Shift Managers as set out in Part 3 of the CEA with effect from 1 July 2017 (Appendix 2).
- An increase of between 2.45% and 2.77% to the remuneration rates for those Black Watch positions covered by Part 4 of the CEA, with effect from 1 July 2017. The transition rates for Black Watch positions will no longer apply and all staff on those rates will move to the updated main rate for their current step. (Appendix 3.)
- Allowance rates set out in Parts 1 and 5 of the CEA based on 2.61% increase with effect from 1 July 2017. (The updated tables are attached at Appendix 4.)

1. The increase is informed by the annual market movement for the agreed peer group that was used in 2012 to benchmark firefighter pay.
2. The transition step process for Officers is now complete and all Officer rates are at the market referenced position that was established in 2013.
3. The updated TWW rates also include an increase in the calculation of the overtime rates for Firefighters and Officers - to 1.35 times the standard hourly rate for all overtime except that worked on a public holiday. For the avoidance of doubt, the public holiday overtime rate will continue to be calculated at 1.5 times the standard hourly for overtime as in 2016 but will be adjusted by the increase in the hourly rate.
4. All increased rates for Firefighters, Officers and staff employed under Part 3 and 4 will be applicable from 1 July 2017.
5. We are working towards paying the increased rates for the payday 30 August 2017 and the back-pay to 1 July 2017 would be paid in the following payday. The actual pay dates are yet to be finally confirmed but we will keep you informed if there are any problems during the implementation process. We appreciate your understanding regarding the delayed payment date.

Please let me know if you have any questions or concerns, or if this does not fully represent our shared understanding.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Hamish More', written over a light blue horizontal line.

Hamish More
Director People and Capability

TOTAL WEEKLY WAGE RATES 2017

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 9A and 9B apply to all Part 2 employees except those for whom specific rates are prescribed in Table 7.

TABLE 2 - TOTAL WEEKLY WAGE PAYMENTS

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
70%	Trainee Firefighter	\$ 821.89	\$ 833.67	
75%	Firefighter	\$ 880.60	\$ 897.43	\$ 921.92
80%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 939.30	\$ 956.14	\$ 980.62
90%	Qualified Firefighter	\$ 1,056.72	\$ 1,073.55	\$ 1,098.04
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	\$ 1,115.42	\$ 1,132.25	\$ 1,156.74
100%	Senior Firefighter	\$ 1,174.13	\$ 1,190.96	\$ 1,215.45
102.5%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,203.48	\$ 1,220.31	\$ 1,244.80
105%	Senior Firefighter, Station Officer Qualified	\$ 1,232.84	\$ 1,249.67	\$ 1,274.16

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,365.26	\$ 1,389.75
92%	Station Officer - 1 Year Satisfactory Performance	\$ 1,395.60	\$ 1,420.09
94%	Station Officer - 2 Years Satisfactory Performance	\$ 1,425.94	\$ 1,450.42
96%	Station Officer - 3 Years Satisfactory Performance	\$ 1,456.28	\$ 1,480.76
98%	Station Officer - 4 Years Satisfactory Performance	\$ 1,486.61	\$ 1,511.10
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,516.95	\$ 1,541.44
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,554.88	\$ 1,579.37
105%	Senior Station Officer	\$ 1,592.80	\$ 1,617.29
110%	Senior Station Officer, Executive Officer Qualified	\$ 1,668.65	\$ 1,693.14

PART 3 - REMUNERATION FOR COMMUNICATORS AND SHIFT MANAGERS

Position/Grade	FULL TIME RATES	
	Base Salary	Total Rem
Trainee Communicator	\$45,791	-
Communicator Grade 1	\$48,844	-
Communicator Grade 2	\$54,949	-
Communicator Grade 3	\$58,002	\$65,897
Senior Communicator Grade 4	\$61,055	\$69,366
Senior Communicator Grade 5	\$64,108	\$72,835
Shift Manager	\$77,304	\$87,827

The rates marked * are reserved rates for 2015 to 2016 and subject to transitional arrangements for the introduction of the new Part 3 and 4 remuneration scales based on job size. The rates applicable under the transitional arrangements (in brackets) will also apply to new appointments to these scales until such time as the reserved rates become effective, ensuring appropriate relativity is maintained between current staff and new appointees to these scales.

PART 4 - TOTAL REMUNERATION FOR FIRE RISK MANAGEMENT, TRAINING AND VOLUNTEER SUPPORT

	Min Appt Step	Step 1	Step 2	Step 3	Step 4	Step 5	Qual. Step
FRMO Trainer VSO	\$64,108	\$69,400	\$70,953	\$72,484	\$74,025	\$77,304	-
Senior FRMO Senior Trainer (NTC)	\$74,149	\$75,727	\$77,304	\$78,881	\$80,854	\$82,826	\$86,770

The rates marked * are reserved rates for 2015 to 2016 and subject to transitional arrangements for the introduction of the new Part 3 and 4 remuneration scales based on job size. The rates applicable under the transitional arrangements (in brackets) will also apply to new appointments to these scales until such time as the reserved rates become effective, ensuring appropriate relativity is maintained between current staff and new appointees to these scales.

ALLOWANCES

TABLE 1 - ALLOWANCES CLAIMABLE BY WORKERS UNDER PART 1 OF THIS AGREEMENT

Allowance	Detail	Amount
Mess Allowance	Per week	\$4.31
Meal Allowance	Per meal	\$14.54
Qualification Bonus - Institute of Fire Graduate	Per Fortnight	\$42.45
Member	Per Fortnight	\$63.36

TABLE 8 - ALLOWANCES CLAIMABLE BY FIREFIGHTERS AND OFFICERS UNDER PART 2 OF THIS AGREEMENT

Allowance	Detail	Amount
Driver Allowance - Trailer	Per Shift	\$ 4.31
TELARC Qualification	Per Fortnight	\$ 25.79
Tool Allowance	Per Annum	\$ 555.17
Tradespersons Work	Per Week	\$ 9.28
Training Volunteers	Per Hour	\$ 16.47
BA Filler Certificate	On Attainment/ Re-attainment	\$ 93.38