

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 156 – Certification of an agreement

Queensland Fire and Rescue Service - Certified Agreement 2009
(CA/2009/129)

DEPUTY PRESIDENT BLOOMFIELD

16 November 2009

CERTIFICATE

This matter coming on for hearing before the Commission on 16 November 2009 the Commission certifies the following written agreement:

Queensland Fire and Rescue Service - Certified Agreement 2009

made between:

- Queensland Fire and Rescue Service
- United Firefighters' Union of Australia, Union of Employees Queensland
- Queensland Fire and Rescue - Senior Officers Union of Employees
- The Queensland Public Sector Union of Employees
- The Electrical Trades Union of Employees of Australia, Queensland Branch
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
- The Construction, Forestry, Mining and Energy Union of Employees, Queensland

The agreement was certified by the Commission on 16 November 2009 and shall operate from 16 November 2009 until its nominal expiry on 30 June 2012.

Pursuant to s. 173 the Commission also terminates CA/2006/277 (Queensland Fire and Rescue Service - Certified Agreement 2006).

By the Commission.

A.L. BLOOMFIELD
Deputy President

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 156 – certifying an Agreement

Queensland Fire and Rescue Service

AND

United Firefighters' Union of Australia, Union of Employees Queensland

AND

Queensland Fire and Rescue - Senior Officers Union of Employees

AND

Queensland Public Sector Union of Employees

AND

Electrical Trades Union of Employees of Australia, Queensland Branch

AND

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees,
Queensland

AND

Construction, Forestry, Mining and Energy Union of Employees, Queensland

AND

QUEENSLAND FIRE AND RESCUE SERVICE – CERTIFIED AGREEMENT 2009

APPLICATION FOR CERTIFICATION OF AGREEMENT

This Agreement, made under the *Industrial Relations Act 1999* on 6 November 2009 between the Queensland Fire and Rescue Service and United Firefighters' Union of Australia, Union of Employees Queensland; Queensland Public Sector Union of Employees; Electrical Trades Union of Employees of Australia, Queensland Branch; Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland; Queensland Fire and Rescue - Senior Officers Union of Employees; Construction, Forestry, Mining and Energy Union of Employees, witnesses that the parties mutually agree as follows -

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SCHEDULE 1 WAGES RATES**SIGNATORIES TO AGREEMENT****PART 1 – PRELIMINARY****1.1 Title**

This Agreement shall be known as the Queensland Fire and Rescue Service - Certified Agreement 2009

1.2 Application of the Agreement

- 1.2.1 This Agreement applies to:
- Queensland Fire and Rescue Service;

- those unions of employees that are signatory to this Agreement, and
- employees of the Queensland Fire and Rescue Service covered by the Awards mentioned in clause 1.3 of this Agreement.

1.2.2 Provided that this Agreement does not apply to those officers of the Queensland Fire and Rescue Service whose terms and conditions are governed by contracts made pursuant to section 122 of the *Public Service Act 2008*.

1.2.3 This Agreement will apply from the date of certification (viz 16 November 2009) and remain in force up to and including 30 June 2012.

1.3 Relationship with Parent Awards

1.3.1 This Agreement shall be read and interpreted in conjunction with the following Awards:

- *Queensland Fire and Rescue Service Interim Award – State 2003*;
- *Queensland Fire and Rescue Service Communications Centres Award – State 2003*;
- *Engineering Award – State 2002*;
- *Building Trades Public Sector Award – State 2003*;
- *General Stores, Warehousing and Distribution Award – State 2003*; and
- *Family Leave Award – State 2003*.

1.3.2 In the event of any inconsistency with any existing Awards, the terms of this Agreement will apply to the extent of the inconsistency.

1.3.3 Conditions contained in Part 3 have application to all employees covered by this Agreement. This Agreement contains some of the conditions of employment for the various occupational groups contained in the respective parts of this Agreement. . Conditions other than contained in this Agreement will be provided for by the relevant Award as follows:

<i>Queensland Fire and Rescue Service Interim Award – State 2003</i>	Firefighters, Station Officers and Building Approval Officers (Part 4); Senior Officers (Part 5); Rural Fire Management(Part 7)
<i>Queensland Fire and Rescue Service Communications Centres Award – State 2003</i>	Communications (Part 6)
<i>Engineering Award – State 2002</i> <i>Building Trades Public Sector Award – State 2003</i> <i>General Stores, Warehousing and Distribution Award – State 2003.</i>	Maintenance and Services Employees (Part 8)

PART 2 – COMMITMENTS, CONSULTATION, GRIEVANCE AND DISPUTE RESOLUTION

2.1 Aims and Objectives of Agreement

2.1.1 This Agreement reflects the commitment of the Queensland Fire and Rescue Service, its employees and union parties to a viable, productive and community service focused Queensland Fire and Rescue Service.

2.1.2 In working cooperatively towards this goal the parties acknowledge the critical role the Queensland Fire and Rescue Service plays in providing community services as a Division of the Department of Community Safety. Furthermore, the parties agree that success in achieving this goal will depend on the organisation's capacity to:

- Enhance community safety and prevention capability;
- Enhance operational service delivery;
- Develop and support our people;
- Continuously improve our business; and
- Contribute to the National, State and local emergency service policy agenda.

2.2 No Extra Claims

2.2.1 This Agreement is in full and final settlement of all parties' claims for its duration. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this Agreement or not.

2.2.2 This Agreement covers all matters or claims that could otherwise be subject to protected industrial action.

2.2.3 It is agreed that the following changes may be made to employee's rights and entitlements during the life of this Agreement:

- (a) General Rulings, decisions and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
- (b) Any improvements in conditions that are determined on a whole-of-government basis; and
- (c) Reclassifications.

2.2.4 Unless inconsistent with the terms of this Agreement, the entitlement of employees covered by this Agreement as contained in Awards, Agreements, Ministerial Directives or determinations made under the *Public Service Act 1996* effective at the date this Agreement was made shall not be reduced for the life of this Agreement.

2.3 Employment Security

2.3.1 The Queensland Fire and Rescue Service is committed to maximum employment security for its employees.

2.3.2 In effecting this commitment, the Queensland Fire and Rescue Service will comply with the terms of the Government's "Employment Security" and "Contracting out of Government Services" policies.

2.3.3 The Government is committed to job security for its permanent employees. Any organisational change will not result in unemployment for permanent Queensland Fire and Rescue Service employees other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities.

2.3.4 The Queensland Fire and Rescue Service will advise in accordance with Part 2.7.1 of this Agreement (in relation to Consultation) the relevant union in relation to any proposal to implement changes that may affect the employment security of Queensland Fire and Rescue Service employees prior to a final decision being made regarding any planned changes.

2.4 Permanent Employment

The Queensland Fire and Rescue Service is committed to maximising permanent employment in those areas where workload and service delivery has demonstrated a need for ongoing employment.

2.5 Work and Family Life Balance

To balance work and family life the following provisions are available subject to service delivery requirements and financial considerations:

- Extension of purchased leave arrangements to purchase up to six (6) weeks purchased leave per year; and
- Introduction of half pay recreation leave subject to Chief Executive Officer discretion.

2.6 New Technology

Better communications are available through a range of strategies. The introduction of technology to the workplace is viewed as an integral part of today's workplace and is to be embraced to enable personal and organisational benefits to flow. Formal training and informal access will be provided to facilitate the adoption of technology, particularly where it is being introduced and where it will support more effective and efficient communications

2.7 Consultation

2.7.1 Consultative Process

(a) Definitions

i. Consultation

Consultation is the full, meaningful and frank discussion of issues/proposals and the consideration of each party's views, prior to any final decision being made. For all purposes of this Agreement, consultation will be defined as follows:

- A procedure instituted to provide greater participation by employees and employee organisations in the formulation and implementation of policies, plans and strategies which are likely to affect their working conditions.

- Consultation is aimed at getting individuals or groups to suggest or respond to proposals for policy formulation or implementation without, at the same time, foregoing management's right to make the final decision in these matters.
- Consultation provides an opportunity to present points of view or state an objection prior to any final decision being made.
- Any significant service wide proposals relating to change from any party will be provided in writing to the Joint Consultative Committee (JCC).

2.7.2 Joint Consultative Committee

- (a) The parties are committed to effective consultation and communication throughout the Queensland Fire and Rescue Service. As a demonstration of that commitment the parties have undertaken that, upon certification of the Agreement, the JCC will be established.
- (b) The JCC will monitor the implementation of this Agreement and oversee the work of any sub-consultative committees established for specific purposes.
- (c) The JCC will meet as required but at least once per quarter, be chaired by the Deputy Commissioner, Queensland Fire and Rescue Service and will include representatives of all unions party to this Agreement.
- (d) There is an obligation on the JCC members to cooperate positively to consider matters that will enhance efficiency, productivity, competitiveness, training, career opportunities and job security.
- (e) The existing Queensland Fire and Rescue Service Issues Forums will continue and be held on a regular basis to consult on issues that are employee group/workplace specific.
- (f) The parties to this Agreement agree to commence negotiations for a replacement Agreement no later than four (4) months prior to the expiration of this Agreement.
- (g) No change or proposals for change, arising from, or relating to, matters dealt with in this Agreement, or any matters pertaining to the employment relationship or the way work is performed shall be implemented without appropriate consultation e.g. Issues Forums, JCC, etc.
- (h) Where Union nominees are participating on the JCC or any sub committee established by the JCC the following conditions apply –
 - i. when the Single Bargaining Unit member is on duty, arrangements will be made to facilitate their attendance at meetings without loss of pay; and
 - ii. when a meeting occurs while the employee is off duty, the employee will be paid at normal rates for the time involved with a minimum of 4 hours, or an equivalent allocation of TOIL.

2.8 Grievance and Dispute Resolution Procedure

- 2.8.1 The objectives of this procedure are the avoidance and prompt resolution of any disputes over matters covered by this Agreement, by measures based on the provision of information and explanation, consultation, cooperation and negotiation.
- 2.8.2 Subject to legislation, while the dispute procedure is being followed normal work is to continue, except in the case of a genuine safety issue. The *status quo* existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- 2.8.3 In accordance with the principles of natural justice, there is a requirement for management to provide relevant information and explanation and to consult with the appropriate employee representatives.
- 2.8.4 Grievances and disputes on matters not covered by this Agreement shall be dealt with in accordance with the grievance clauses contained within the relevant parent Awards.
- 2.8.5 In the event of any disagreement between the parties as to the interpretation or implementation of matters covered by this Agreement, the following procedures shall apply:

Stage One - In the first instance, an employee shall discuss the matter with his/her immediate supervisor and they shall attempt to resolve the matter. It is recognised that an employee may wish to consult their Union representative during the course of Stage 1. The discussions should take place within 48 hours and the procedure should not extend beyond seven days.

Stage Two - If the matter remains unresolved, the employee and/or the local union representative, on the employee's behalf, shall refer the matter to the next in line manager. The manager will consult with the parties. This process should not extend beyond seven days.

Stage Three – If the matter remains unresolved it may be referred to the JCC for discussion and appropriate action. This process should not exceed 14 days.

Stage Four – If the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation and, if necessary, arbitration.

2.8.6 Matters of interpretation that are not resolved at the local level within 48 hours may be referred directly to the JCC.

2.8.7 Timelines for this procedure may be extended by Agreement between the parties.

2.8.8 Nothing contained in this procedure shall prevent unions or the Queensland Government from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.

PART 3 – CONDITIONS OF EMPLOYMENT (GENERAL)

3.1 Wage Increases

3.1.1 All employees covered by this Agreement shall receive the following wage increases applied to the base rate of pay:

<i>Operative date</i>	<i>% increase</i>
<i>1 July 2009</i>	4.5 (or \$34 per week which ever is the greater)
<i>1 July 2010</i>	4 (or \$34 per week which ever is the greater)
<i>1 July 2011</i>	4 (or \$34 per week which ever is the greater)

3.1.2 The wage rates contained in schedule 1 are inclusive of these increases.

3.2 Salary Sacrifice

3.2.1 Salary packaging is available for employees and employees are permitted to sacrifice up to 100% of salary to superannuation.

3.2.2 The following principles apply for employees that avail themselves of salary packaging:

- (a) As part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
- (b) There will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
- (c) Increases or variations in taxation are to be passed to employees as part of their salary package;
- (d) Employees must provide to the employer evidence of independent financial advice prior to taking up a salary package;
- (e) There will be no significant additional administrative workload or other ongoing costs to the employer;
- (f) Any additional administrative and fringe benefit tax costs are to be met by the employee;
- (g) Any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package; and
- (h) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary which the employee would receive if not taking part in flexible remuneration packaging.

3.3 Occupational Superannuation

Effective from 1 July 2006, the employer contribution to employee superannuation shall equal at least 9% of ordinary time earnings as defined by the *Superannuation Laws Amendment (2004 Measures No.2) Act 2004*. Where the employer contribution is higher, those arrangements will remain in place.

3.4 Mt Isa – Isolated Housing/Rental Assistance

An increase of 4.5% effective from 1 July 2009 to the isolated housing/rental assistance allowance within Mt Isa, with further 4% increases on 1 July 2010 and 1 July 2011. These increases will be for the life of the Agreement or until the Department of Community Safety Remote and Rural policy is implemented, whichever occurs first, provided Mt Isa employees are not disadvantaged by the implementation of the Departmental Policy.

PART 4 – FIREFIGHTERS, STATION OFFICERS AND BUILDING APPROVAL OFFICERS

4.1 Hours of Work and Rosters

- 4.1.1 (*10/14 roster*) - The parties agree that the 10/14 roster will remain in place as the recognised shift roster for continuous shift workers.
- 4.1.2 This roster is worked over an eight week period based on two shifts of 10 hours on day shift and 2 shifts of 14 hours on night shift.
- 4.1.3 This roster necessitates the working of an average of 42 hours per week. 2 hours of the average of 42 is credited towards additional leave for the Firefighter to be taken at a time convenient for the employer.
- 4.1.4 For employees other than continuous shift workers, the pattern of working hours shall be determined by the employer having due regard to the work requirements and the wishes of the employee.

4.2 38 Hour Week Allowance

- 4.2.1 The 38 hour week was introduced by way of the payment of an allowance known as the 38 week allowance. The 38 Hour Week allowance is paid in lieu of reducing ordinary working hours from 40 to 38 under the Award. The allowance is paid fortnightly and is calculated as follows:

$$\frac{\text{The employee's fortnightly rate of pay}^*}{76} \times 4 = 38 \text{ hour week allowance}$$

*Where the fortnightly rate of pay is equivalent to the base rate, weekend penalty and night shift penalty.

- 4.2.2 The 38 Hour Week allowance is payable on all forms of leave.

4.3 Interstate and Intrastate Deployment

- 4.3.1 When an officer is deployed to an intrastate or interstate incident the following provision shall apply to the exclusion of any other provision contained in this Agreement or the Award.
- 4.3.2 The deployment tour of duty generally range from five (5) to seven (7) days duration, including:
- Deployment (1 day);
 - Shifts in field plus rest and recline (3 to 5 days); and
 - Demobilisation (1 day).
- 4.3.3 Time spent travelling will be paid at single time up to a maximum of 14 hours a day.
- 4.3.4 Conditions for Officers on Roster:
- Hours worked during normal rostered days are paid at single time;
 - Hours worked outside normal starting and ceasing times are paid at overtime rates.
- 4.3.5 Officers Recalled from Annual Leave shall be paid at overtime rates.
- 4.3.6 Day work Officers who are deployed and placed on a shift roster will be paid overtime at the shift rates (i.e. double time).
- 4.3.7 All officers on intrastate deployment must have a minimum of 10 hours break between shifts. Officers on interstate deployment, must be given a minimum break of 8 hours between shifts, however every attempt will be made to provide a break of 10 hours.
- 4.3.8 Officers who are directed to be on-call will be paid the following allowances:
- 95% of one hour's pay when on-call the whole of a rostered day off or public holiday;

- 60% of one hour's pay when on-call during the night only of a rostered day off or public holiday;
- 47.5% of one hour's pay when rostered on-call any other night.
(refer to the Queensland Fire and Rescue Service Interim Award – State 2003 clause 5.4.4)

This will not apply to Level 2 Technical Rescue officers or BA/Hazmat officers who are in receipt of the 2.5% Special Flexibility Allowance, because of this skill, (this allowance compensates officers for on-call arrangements).

- 4.3.9 All meals, travel and accommodation will be supplied by QFRS or Officers can claim expenses as per Ministerial Directive 09/08 for *Domestic Travel and Relieving Expenses*.
- 4.3.10 Officers can claim an overnight incidental expense for each night of the deployment. Refer to Ministerial Directive 09/08 for *Domestic Travel and Relieving Expenses*. This should be claimed in the usual manner.
- 4.3.11 Officers that these conditions apply to shall be allowed 24 hours clear of duty upon returning home, provided that they returned home immediately after the conclusion of the deployment.

4.4 Progression through Pay Points Whilst on Higher Duties

- 4.4.1 *Higher Duties Pay Point Progression* - Where an employee is relieving in a higher position or a series of consecutive higher positions for over twelve (12) months, performance objectives should be set at the relieving level.

Subject to satisfactory performance, the employee should move through the increment levels within the higher classification until the relieving ceases and the employee reverts to their substantive level.

- 4.4.2 *Maintaining Pay Point for Subsequent Periods of Higher Duties* - Where an employee has moved to the next paypoint as a result of extended higher duties such paypoint will continue to apply for subsequent higher duties for a period of twelve (12) months after the extended period of higher duties.
- 4.4.3 *Payment of Annual Leave at Higher Duties Rates* -An employee who performs higher duties for a period of six (6) months or more immediately preceding a period of annual leave shall continue to be paid the higher duties rate for the period of annual leave.
- 4.4.4 Where a continuous period of higher duties of 6 months or more is interrupted by a period of annual leave, that annual leave will be paid at the higher duties rate.

4.5 Special Flexibility Allowance

- 4.5.1 A Special Flexibility Allowance will be paid to non shift work Station Officers working in the following functional roles:

- Safety Assessment Officers;
- Community Liaison Officers;
- BA/Safety Equipment Officers;
- Workplace Health and Safety Officers;
- Training/Support Officers;
- Data Support Officers;
- Roster Officers;
- Building Approval Officers;
- Planning Officers
- Equipment Officers;
- Regional Development Officers;
- Fire Investigations Officers working in the Fire Investigation Unit at Kedron; and
- Other positions as determined by the Commissioner from time to time.

- 4.5.2 This allowance will be paid at the rate of 2.5% calculated on the base rate of pay for normal hours worked

- 4.5.3 This rate will buy out the first two (2) hours of overtime penalties in any one pay period.

- 4.5.4 Where the amount of overtime worked is greater than two hours, payment of the third hour will be at the rate of time and a half and the fourth and subsequent hours worked will be paid for at the rate of double time.

4.5.5 Officers in receipt of the 2.5% Special Flexibility Allowance who are directed to work overtime in a position other than their usual position (to which the Special Flexibility Allowance accrues), will be paid the appropriate overtime rate for all time worked.

4.5.6 This allowance will also apply to Firefighters and Station Officers with Level Two Technical Rescue training, and employees at BA/Hazmat Brisbane working 24 hour shift work. The Special Flexibility Allowance will compensate these employees for on-call arrangements.

Provided that the provisions of clause 4.5.3 and 4.5.4 do not apply to the payment of the allowance for these employees.

4.5.7 When recalled to work overtime shifts that form part of a continuous shift roster, day workers will receive overtime penalties. These penalties will be paid at the overtime rate applicable to continuous shift workers

4.6 Calculation of Night Shift Penalty

The 15% Night Shift Allowance will be paid in accordance with the formula:

- 16.33 hours (average night shift per week) x 15% = 2.45 Hours
- 2.45 Hours / 38 = 6.45% of base rate

4.7 Building Approval Officers

4.7.1 *Loading* - Building Approval Officers are paid a loading of 20%. This loading recognises Building Approval Officers being available to be rostered on-call for an average of one week in four, as specified in 4.7.2, for duties commensurate with the skills possessed. Building Approval Officers will also retain the 2.5% Special Flexibility Allowance currently paid to that functional role.

4.7.2 *On-Call and Non Standard Hours of Work* - Building Approval Officers will be required to provide out of hours response through an on-call roster. Building Approval Officers will be required to be on-call for an annual average of one week in every four weeks (thirteen weeks per year). The implementation of on-call arrangements for Building Approval Officers will be determined on a region by region basis with the involvement of the Deputy Commissioner, United Firefighters Union and affected Building Approval Officers. No extra remuneration is payable for responses while an Officer is rostered on-call.

Building Approval Officers required to be on-call for more than the averaged one week in every four weeks will be paid an on-call allowance in accordance with section 5.4.4 of the *Queensland Fire and Rescue Interim Award – State 2003*.

4.7.3 *Time Off in Lieu of Overtime* Building Approval Officers and their managers will ensure that Building Approval Officers have access to their Time Off in Lieu (TOIL) of overtime balance within twelve (12) months of accruing such TOIL.

Building Approval Officers who are unable to access their TOIL balance through no fault of their own within twelve (12) months of accruing the TOIL will retain the balance until such time as the TOIL is taken.

4.7.4 *On-Call over the Christmas/New Year Period* - Those Building Approval Officers required to be on-call over the Christmas/New Year period, as provided for in the circular issued by the Department of Justice and Attorney General, will not be debited annual leave for this period.

4.7.5 *Extra Ordinary Duty Hours* - The application of this section as it relates to Extra Ordinary Duty Hours is an interim arrangement pending the development of a Departmental or whole of Government Employment arrangement relating to Emergency Services Deployments. Upon the introduction of any new arrangements, the following conditions will no longer apply to Building Approval Officers and such arrangements will no longer be deemed to be part of this Agreement.

The activation of the Extra Ordinary Duty Hours arrangements contained in this Agreement will be at the discretion of the Deputy Commissioner through consultation with Assistant Commissioners.

The definition of “Extra Ordinary Duty Hours” is work performed above and beyond normal on call duties by Building Approval Officers in response to particular emergency response circumstances. Some examples include (but are not limited to):

- 24/7 operations beyond regional capacity;
- Natural Disasters;

- State Emergencies;
- Intrastate/Interstate/International deployments ;
- Taskforces;
- Major wildfire events;
- State Incident Management Team responsibilities; and
- Major events requiring Queensland Fire and Rescue Service support.

4.7.6 Payment When on Extra Ordinary Duty Hours

Building Approval Officers engaged in Extra Ordinary Duty Hours will be paid as follows:

- Shift Payments – Building Approval Officers assigned to Extra Ordinary Duty Hours will be paid 14 hours ordinary time for each shift they are assigned to the duty.
- Daily Deployment Allowance – Officers who are required to be away from home overnight due to the nature of the deployment will be paid the applicable allowances for travelling in accordance with clause 8.1.2 of the *Queensland Fire and Rescue Service Interim Award – State 2003*.

4.8 State Wage Case Decisions – application to allowances

Telescopic Aerial Pumper, Aerial Appliance and other trade allowances relating to how work is performed will be adjusted in accordance with State Wage Case Decisions or General Rulings handed down by the Queensland Industrial Relations Commission. Adjustments will take effect on the operative date of such decisions.

PART 5 – SENIOR OFFICERS

5.1 Senior Officers Rank Structure

5.1.1 A term of the *Queensland Fire and Rescue Service - Certified Agreement 2006* was the introduction of the introduction of a new structure for senior officers.

5.1.2 The terms of the *Queensland Fire and Rescue Service - Certified Agreement 2006* introduced a number of procedures and safeguards for employees as follows:

- (a) *Positions classified at level.* Officers who are permanently appointed to a position where the rank is unaltered will remain at the rank and classification level as at 1 July 2006.
- (b) *Positions classified at a higher level.* These positions will be advertised and filled through a merit process. If the incumbent is unsuccessful in appointment to the higher classified position, the Officer will be transferred to an equivalent substantive level position within their Region. Senior Officers may be transferred to other positions at their substantive level where residential relocation is not required. Where relocation is required transfer and removal costs will be paid in accordance with current policy.
- (c) *Positions classified at a lower level.* Officers who are appointed to a position that is reclassified to a lower level than their substantive level will be entitled to remain in that position and maintain their current salary and entitlements. Should a position become vacant at the Officer's substantive level that does not require residential relocation, the Officer may be transferred to this position. Upon the reclassified position becoming vacant the Queensland Fire and Rescue Service will advertise the position at the lower classification level.
- (d) Employees will retain the employment protection offered in the *Queensland Fire and Rescue Interim Award – State 2003* clause 4.5. Employees will not be offered Voluntary Employment Retirement as part of this process.
- (e) No employee will be disadvantaged by the changes that may occur as part of the review. For example, there will be no forced residential relocations.

5.1.3 The procedures and safeguards continue to have application and shall form the basis of a standing order to oversee the completion of the review for all senior ranks.

5.2 Hours of Duty

5.2.1 Standard hours of work will consist of 38 hours per week. Both Senior Officers and their managers are to maintain a "position" focus rather than an "hours" focus. The effective management of working hours and

responsibilities will be planned in consultation with the employee's manager. Planned hours are in recognition that most positions need flexibility with starting and ceasing times to satisfy work responsibilities, for example, positions that require flexible arrangements for contact with Auxiliary Firefighters.

- 5.2.2 Where an Officer is directed to work outside of their planned hours for a particular task the officer will be entitled to accrue Time Off in Lieu in accordance with clause 5.5.
- 5.2.3 The Queensland Fire and Rescue Service recognises the need to develop and promote flexible working hours arrangements, which strike an acceptable work, life and family balance for employees to meet the needs of the community and the Queensland Fire and Rescue Service.
- 5.2.4 Where these provisions are not being achieved and resolution does not occur through regional consultation, the matter is to be elevated to the State Senior Officers Forum

5.3 Programmed Day Off (PDO)

- 5.3.1 Senior Officers (rank of Inspector, Superintendent and Chief Superintendent) who are currently working a 38 Hour Week shall be able to work a 40 hour week and accrue two hours per week towards a Programmed Day Off (PDO) to be taken once every 28 calendar days. No other employees are entitled to accrue PDOs.
- 5.3.2 Where an employee is unable to access a PDO/s, then such employee is to be placed on such PDO/s during the current roster period or the next. Taking alternative PDOs will be with the Agreement of the relevant Assistant Commissioner.
- 5.3.3 A PDO may be taken on its own or in conjunction with leave or rest days.
- 5.3.4 There will be no cash equivalent paid in lieu of PDOs.
- 5.3.5 PDOs have been introduced to improve Senior Officers' work/family life balance.

5.4 On Call Arrangements and Non-Standard Hours

- 5.4.1 Senior Officers will be required to provide out of hours response through an on-call roster. Senior Officers will be required to be on-call for an annual average of one week in every four weeks (thirteen weeks per year). The roster and management of on-call arrangements will occur in consultation with the employee's manager.
- 5.4.2 All out of hours response undertaken during the on-call weeks are remunerated as part of the annual package. Employees are entitled to TOIL in accordance with clause 5.5 for any hours actually worked whilst called out when on-call.
- 5.4.3 Inspectors required to be on-call for more than the averaged one week in every four weeks will be paid an on-call allowance in accordance with section 5.4.4 of the *Queensland Fire and Rescue Service Interim Award – State 2003*
- 5.4.4 *Christmas/New Year period* - Those Senior Officers required to be on-call over the Christmas/New Year period, as provided for in the Circular issued by the Department of Justice and Attorney General, will not be debited annual leave for this period.
- 5.4.5 *Easter* - Senior Officers required to be on-call over the Easter holiday period will be entitled to two days TOIL in accordance with clause 5.5.

5.5 Time in Lieu of Overtime (TOIL)

- 5.5.1 Senior Officers and their managers will ensure that Senior Officers will have access to their Time Off in Lieu (TOIL) balance within twelve (12) months of accruing such TOIL.
- 5.5.2 Senior Officers who are unable to access their TOIL balance within twelve (12) months of accruing the TOIL, through no fault of their own, will retain the balance until such time as the TOIL is taken.

5.6 Additional Leave for Duty Managers Operations Working the Continuous Shift Roster

Senior Operations Coordinators are to accrue and access leave as per the rotating leave roster whilst they are in the Senior Operations Coordinators position. This is in recognition that these officers are working the 10/14 continuous shift roster.

5.7 Extra Duty Hours

5.7.1 The application of this section as it relates to Extra Ordinary Duty Hours is an interim arrangement pending the development of a Departmental or whole of Government employment arrangement relating to Special Deployments. Upon the introduction of any new arrangements, the following conditions will no longer apply to Senior Officers and such arrangements will no longer be deemed to be part of this Agreement.

5.7.2 The activation of the Extra Ordinary Duty Hours arrangements contained in this Agreement will be at the discretion of the Deputy Commissioner through consultation with Assistant Commissioners.

5.7.3 The definition of "Extra Ordinary Duty Hours" is work performed above and beyond normal on-call duties by Senior Officers in response to particular emergency response circumstances. Some examples include (but are not limited to):

- 24/7 operations beyond regional capacity;
- Natural Disasters;
- State Emergencies;
- Intrastate/Interstate/International deployments ;
- Taskforces;
- Major wildfire events;
- State Incident Management Team responsibilities; and
- Major events requiring Queensland Fire and Rescue Service support.

PART 6 – COMMUNICATIONS

6.1 Hours of Work and Rosters

6.1.1 (10/14 roster) - The parties agree that the 10/14 roster will remain in place as the recognised shift roster for continuous shift workers.

6.1.2 This roster is worked over an eight week period based on two shifts of 10 hours on day shift and 2 shifts of 14 hours on night shift.

6.1.3 This roster necessitates the working of an average of 42 hours per week. 2 hours of the average of 42 is credited towards additional leave OR DAYS OFF for the Communications Officer to be taken at a time convenient for the employer.

6.1.4 For employees other than continuous shift workers, the pattern of working hours shall be determined by the employer having due regard to the work requirements and the wishes of the employee.

6.2 38 Hour Week Allowance

6.2.1 The 38 hour week was introduced by way of the payment of an allowance known as the 38 week allowance. The 38 Hour Week allowance is paid in lieu of reducing ordinary working hours from 40 to 38 under the Award. The allowance is paid fortnightly and is calculated as follows:

$$\frac{\text{The employee's fortnightly rate of pay} *}{76} \times 4 = 38 \text{ hour week allowance}$$

*Where the fortnightly rate of pay is equivalent to the base rate, weekend penalty and night shift penalty.

6.2.2 The 38 Hour Week allowance is payable on all forms of leave.

6.3 Calculation of Night Shift Penalty

The 15% Night Shift Allowance will be paid in accordance with the formula:

- 16.33 hours (average night shift per week) x 15% = 2.45 Hours
- 2.45 Hours / 38 = 6.45% of base rate

6.4 Meal Breaks and Meal Allowance for Communication Centre Employees

- 6.4.1 Communications Employees covered by this Agreement shall be entitled to a meal break of not less than 30 minutes during each shift/day for the purposes of consuming a meal. Such break to be completed during the shift, however, where practicable, such break should be taken between the third and sixth hour of work.
- 6.4.2 This meal break shall be taken at such time as will not interfere with the continuity of work.
- 6.4.3 Where an employee is unable to take, or is recalled to duty before the completion of, the meal break they shall be paid a meal allowance of \$9.60. Such allowance is to be adjusted from time to time in accordance with General Rulings of the Queensland Industrial Relations Commission.
- 6.4.4 Employees recalled to duty shall be allowed to complete the meal break once the interruption is over.

6.5 Paypoint Progression for Communications Officers

- 6.5.1 Recruit Level - Communication Officer 1 Paypoint 1- progress to Communication Officer 1 Paypoint 2 after successful completion of Certificate III in Fire Communications Operations and 1040 hours satisfactory performance.
- 6.5.2 Communication Officer 1 Paypoint 2 - progress to Communication Officer 1 Paypoint 3 is on successful completion of training and development as outlined in the Fire Communications Professional Development Program and 2080 hours satisfactory performance at Paypoint 2.
- 6.5.3 Communication Officer 1 Paypoint 3 - progress to Communication Officer 1 Paypoint 4 upon successful completion of training and development as outlined in the Fire Communications Professional Development Program and 2080 hours satisfactory performance at Paypoint 3.

6.6 Paypoint Progression of Communication Supervisors and Communications Managers

Upon appointment to Communications Supervisor or Communication Manager, progression through the levels is to be based on qualifications outlined in the Fire Communications Professional Development Program and 2080 hours satisfactory performance at each level.

6.7 Conversion of Casual Communication Officers to Permanent Part Time

- 6.7.1 The Queensland Fire and Rescue Service is committed to maximising permanent employment and job security for its permanent employees. The parties acknowledge that job security for employees assists in ensuring workforce stability, cohesion and motivation.
- 6.7.2 The Queensland Fire and Rescue Service supports the accepted industrial principle that temporary and casual employees have the right to raise concerns with their employer in relation to their employment status or any other work related matter.
- 6.7.3 The Queensland Fire and Rescue Service is committed to reviewing the engagement and use of casual Communication Officers throughout the life of this Agreement. Where possible, casuals may be converted to permanent part time with a core number of hours and the flexibility to work more hours.

6.8 Interstate and Intrastate Deployment

- 6.8.1 When an officer is deployed to an intrastate or interstate incident the following provision shall apply to the exclusion of any other provision contained in this Agreement or the Award.
- 6.8.2 The deployment tour of duty generally range from five (5) to seven (7) days duration, including:
 - Deployment (1 day);
 - Shifts in field plus rest and recline (3 to 5 days); and
 - Demobilisation (1 day).
- 6.8.3 Time spent travelling will be paid at single time up to a maximum of 14 hours a day.
- 6.8.4 Conditions for Officers on Roster:
 - Hours worked during normal rostered days are paid at single time;
 - Hours worked outside normal starting and ceasing times are paid at overtime rates.

- 6.8.5 Officers Recalled from Annual Leave shall be paid at overtime rates.
- 6.8.6 Day work Officers who are deployed and placed on a shift roster will be paid overtime at the shift rates (i.e. double time).
- 6.8.7 All officers on intrastate deployment must have a minimum of 10 hours break between shifts. Officers on interstate deployment, must be given a minimum break of 8 hours between shifts, however every attempt will be made to provide a break of 10 hours.
- 6.8.8 Officers who are directed to be on-call will be paid the following allowances:
- 95% of one hour's pay when on-call the whole of a rostered day off or public holiday;
 - 60% of one hour's pay when on-call during the night only of a rostered day off or public holiday;
 - 47.5% of one hour's pay when rostered on-call any other night.
- (refer to the Queensland Fire and Rescue Service Interim Award – State 2003 clause 5.4.4)
- 6.8.9 All meals, travel and accommodation will be supplied by QFRS or Officers can claim expenses as per Ministerial Directive 09/08 for *Domestic Travel and Relieving Expenses*.
- 6.8.10 Officers can claim an overnight incidental expense for each night of the deployment. Refer to Ministerial Directive 09/08 for *Domestic Travel and Relieving Expenses*. This should be claimed in the usual manner.
- 6.8.11 Officers that these conditions apply to shall be allowed 24 hours clear of duty upon returning home, provided that they returned home immediately after the conclusion of the deployment.

6.9 Progression through Pay Points Whilst on Higher Duties

- 6.9.1 *Higher Duties Pay Point Progression* - Where an employee is relieving in a higher position or a series of consecutive higher positions for over twelve (12) months, performance objectives should be set at the relieving level.
- Subject to satisfactory performance, the employee should move through the increment levels within the higher classification until the relieving ceases and the employee reverts to their substantive level.
- 6.9.2 *Maintaining Pay Point for Subsequent Periods of Higher Duties* - Where an employee has moved to the next paypoint as a result of extended higher duties such paypoint will continue to apply for subsequent higher duties for a period of twelve (12) months after the extended period of higher duties.
- 6.9.3 *Payment of Annual Leave at Higher Duties Rates* - An employee who performs higher duties for a period of six (6) months or more immediately preceding a period of annual leave shall continue to be paid the higher duties rate for the period of annual leave.
- 6.9.4 Where a continuous period of higher duties of 6 months or more is interrupted by a period of annual leave, that annual leave will be paid at the higher duties rate.

PART 7 - RURAL FIRE MANAGEMENT

7.1 Rural Flexibility Allowance

- 7.1.1 Rural Fire Management Officers Level 1 will receive a Rural Flexibility Allowance Level 1 of 27.87% to compensate these officers for working on nights and weekends (this replaces the weekend and night shift penalty allowances).
- 7.1.2 Rural Fire Management Officers Level 2 will receive a Rural Flexibility Allowance Level 2 of 30% to compensate these officers for working at nights and weekends. The Rural Flexibility Allowance Level 2 also buys out the 2.5% Special Flexibility Allowance, as specified in the *Queensland Fire and Rescue Service Enterprise Partnership Agreement 2003*.

PART 8 – MAINTENANCE AND SERVICES EMPLOYEES

8.1 On-Call and Recall

- 8.1.1 Employees rostered on-call shall be eligible for an on-call allowance of 14% of the employee's daily base rate of pay.

8.1.2 Employees required to respond during such periods by visiting work sites will be paid at overtime rates for a minimum of four (4) hours, for each time so recalled.

8.2 Commitment to Training

The parties to this Agreement recognise that in order to realise maximum productivity gains of the QFS Support Services Staff and the Rural Fire Division and to achieve the agreed objectives, a commitment to training and skill development is needed. Multiskilling can only successfully be achieved when staff are adequately trained to carry out new functions. Agreed areas requiring training include, but are not limited to:

- quality improvement;
- occupational health and safety;
- professional development;
- computer/word processing skills;
- updating relevant trade/professional skills;
- multi-skilling;
- improved reporting systems and controls.

8.3 Tool allowance

Tool Allowances payable to employees covered by this Agreement shall be adjusted as follows:

<i>Classification</i>	<i>\$ Per Fortnight 1 July 2009 (4.5%)</i>	<i>\$ Per Fortnight 1 July 2010 (4%)</i>	<i>\$ Per Fortnight 1 July 2011 (4%)</i>
Motor Mechanic/Assistant	41.80	43.50	45.20
Electrician	41.80	43.50	45.20
Carpenter	48.70	50.60	52.70
Painter	11.90	12.40	12.90

Signatories to Agreement

Signed for and on behalf of the Queensland Fire and Rescue Service: Lee Johnson
In the presence of: Megan Kenyon

Signed for and on behalf of the United Firefighters' Union of Australia, Union of Employees
Queensland: Henry Pearson Lawrence
In the presence of: J.P. ????

Signed for and on behalf of the Queensland Fire and Rescue Senior Officers Union of Employees: Andrew Short
In the presence of: Christiane Strong

Signed for and on behalf of the Queensland Public Sector Union of Employees: Alex Scott
In the presence of: Stewart Rinkevich

Signed for and on behalf of the Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland: Danny Dougherty
In the presence of: Karen Arthur

Signed for and on behalf of the The Electrical Trades Union of Employees Queensland: Peter Simpson
In the presence of: Pat Rogers

Signed for and on behalf of the Construction, Forestry, Mining Mining and Energy, Industrial Union of:Employees, Queensland: Michael Ravbar
In the presence of: Paula Masters

Schedule One – Wage Rate

Fire Fighters and Station Officers as at 1 July 2009					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Recruit	\$1,358.30	\$291.10	\$87.60	\$91.40	\$1,828.40
Firefighter	\$1,620.30	\$347.20	\$104.50	\$109.10	\$2,181.10
1st Class Firefighter	\$1,800.20	\$385.80	\$116.10	\$121.20	\$2,423.30
Senior Firefighter	\$1,930.20	\$413.60	\$124.50	\$129.90	\$2,598.20
Leading Firefighter	\$2,060.10	\$441.50	\$132.90	\$138.70	\$2,773.20
Station Officer 1	\$2,302.90	\$493.50	\$148.50	\$155.00	\$3,099.90
Station Officer 2	\$2,361.90	\$506.20	\$152.30	\$159.00	\$3,179.40
Station Officer 3	\$2,481.20	\$531.70	\$160.00	\$167.00	\$3,339.90
Temporary Firefighter	\$1,620.30	\$347.20	\$104.50	\$109.10	\$2,181.10

Fire Fighters and Station Officers as at 1 July 2010					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Recruit	\$1,426.30	\$305.70	\$92.00	\$96.00	\$1,920.00
Firefighter	\$1,688.30	\$361.80	\$108.80	\$113.60	\$2,272.50
1st Class Firefighter	\$1,872.20	\$401.20	\$120.80	\$126.00	\$2,520.20
Senior Firefighter	\$2,007.40	\$430.20	\$129.50	\$135.10	\$2,702.20
Leading Firefighter	\$2,142.50	\$459.10	\$138.20	\$144.20	\$2,884.00
Station Officer 1	\$2,395.00	\$513.20	\$154.50	\$161.20	\$3,223.90
Station Officer 2	\$2,456.40	\$526.40	\$158.40	\$165.30	\$3,306.50
Station Officer 3	\$2,580.50	\$553.00	\$166.40	\$173.70	\$3,473.60
Temporary Firefighter	\$1,685.10	\$361.10	\$108.70	\$113.40	\$2,268.30

Fire Fighters and Station Officers as at 1 July 2011					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Recruit	\$1,494.30	\$320.20	\$96.40	\$100.60	\$2,011.50
Firefighter	\$1,755.80	\$376.30	\$113.20	\$118.20	\$2,363.50
1st Class Firefighter	\$1,947.10	\$417.30	\$125.60	\$131.10	\$2,621.10
Senior Firefighter	\$2,087.70	\$447.40	\$134.70	\$140.50	\$2,810.30
Leading Firefighter	\$2,228.20	\$477.50	\$143.70	\$150.00	\$2,999.40
Station Officer 1	\$2,490.80	\$533.80	\$160.70	\$167.60	\$3,352.90
Station Officer 2	\$2,554.60	\$547.50	\$164.80	\$171.90	\$3,438.80
Station Officer 3	\$2,683.70	\$575.10	\$173.10	\$180.60	\$3,612.50
Temporary Firefighter	\$1,752.50	\$375.60	\$113.00	\$118.00	\$2,359.10

2.5% Special Flexibility Allowance

Classification	Allowance per Fortnight as from 1 July 2009	Allowance per Fortnight as from 1 July 2010	Allowance per Fortnight as from 1 July 2011
Recruit	\$34.00	\$35.70	\$37.40
Firefighter	\$40.50	\$42.10	\$43.80
1st Class Firefighter	\$45.00	\$46.80	\$48.70
Senior Firefighter	\$48.30	\$50.20	\$52.20
Leading Firefighter	\$51.50	\$53.60	\$55.70
Station Officer 1	\$57.60	\$59.90	\$62.30
Station Officer 2	\$59.00	\$61.40	\$63.90
Station Officer 3	\$62.00	\$64.50	\$67.10
Temporary Firefighter	\$40.50	\$42.10	\$43.80

Building Approval Officers as from 1 July 2009					
Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Flexibility Allowance
Building Approval Officer 1	\$2,751.50	\$550.30	\$173.80	\$3,475.60	\$68.80
Building Approval Officer 2	\$2,832.90	\$566.60	\$178.90	\$3,578.40	\$70.80
Firefighter BAO Level 1	\$2,349.50	\$469.90	\$148.40	\$2,967.80	\$58.70
Firefighter BAO Level 2	\$2,443.40	\$488.70	\$154.30	\$3,086.40	\$61.10

Building Approval Officers as from 1 July 2010					
Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Flexibility Allowance
Building Approval Officer 1	\$2,861.50	\$572.30	\$180.70	\$3,614.50	\$71.50
Building Approval Officer 2	\$2,946.20	\$589.20	\$186.10	\$3,721.50	\$73.70
Firefighter BAO Level 1	\$2,443.50	\$488.70	\$154.30	\$3,086.50	\$61.10
Firefighter BAO Level 2	\$2,541.20	\$508.20	\$160.50	\$3,209.90	\$63.50

Building Approval Officers as from 1 July 2011					
Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Flexibility Allowance
Building Approval Officer 1	\$2,976.00	\$595.20	\$188.00	\$3,759.20	\$74.40
Building Approval Officer 2	\$3,064.10	\$612.80	\$193.50	\$3,870.40	\$76.60
Firefighter BAO Level 1	\$2,541.20	\$508.20	\$160.50	\$3,209.90	\$63.50
Firefighter BAO Level 2	\$2,642.80	\$528.60	\$166.90	\$3,338.30	\$66.10

Senior Officers			
Rank	Fortnightly Salary as per 1 July 2009	Fortnightly Salary as per 1 July 2010	Fortnightly Salary as per 1 July 2011
Inspector	\$3,823.70	\$3,976.60	\$4,135.70
Superintendent	\$4,181.00	\$4,348.30	\$4,522.20
Chief Superintendent	\$4,410.90	\$4,587.40	\$4,770.90

Communications Officers as from 1 July 2009					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1-1	\$1,447.20	\$310.10	\$93.30	\$97.40	\$1,948.00
FCO1-2	\$1,723.20	\$369.30	\$111.10	\$116.00	\$2,319.60
FCO1-3	\$1,789.60	\$383.50	\$115.40	\$120.40	\$2,408.90
FCO1-4	\$1,857.90	\$398.10	\$119.80	\$125.00	\$2,500.80
FCO2-1	\$2,377.40	\$509.50	\$153.30	\$160.00	\$3,200.20
FCO2-2	\$2,447.70	\$524.50	\$157.90	\$164.70	\$3,294.90
FCO2-3	\$2,517.90	\$539.60	\$162.40	\$169.50	\$3,389.40
FCO2-4	\$2,588.00	\$554.60	\$166.90	\$174.20	\$3,483.70
FCM-1	\$3,145.30			\$165.50	\$3,310.80
FCM-2	\$3,241.10			\$170.60	\$3,411.70
FCM-3	\$3,347.60			\$176.20	\$3,523.80

FCM base rate includes the 20% Loading

Communications Officers as from 1 July 2010					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1-1	\$1,515.20	\$324.70	\$97.70	\$101.80	\$2,036.40
FCO1-2	\$1,792.10	\$384.10	\$115.60	\$120.60	\$2,412.40
FCO1-3	\$1,861.10	\$398.80	\$120.00	\$125.30	\$2,505.20
FCO1-4	\$1,932.20	\$414.10	\$124.60	\$130.00	\$2,600.90
FCO2-1	\$2,472.50	\$529.90	\$159.50	\$166.40	\$3,328.30
FCO2-2	\$2,545.60	\$545.50	\$164.20	\$171.30	\$3,426.60
FCO2-3	\$2,618.60	\$561.20	\$168.90	\$176.20	\$3,524.90
FCO2-4	\$2,691.60	\$576.80	\$173.60	\$181.20	\$3,623.20
FCM-1	\$3,271.20			\$172.20	\$3,443.40
FCM-2	\$3,370.70			\$177.40	\$3,548.10
FCM-3	\$3,481.50			\$183.20	\$3,664.70

FCM base rate includes the 20% Loading

Communications Officers as from 1 July 2011					
Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1-1	\$1,583.20	\$339.30	\$102.10	\$106.60	\$2,131.20
FCO1-2	\$1,863.80	\$399.40	\$120.20	\$125.40	\$2,508.80
FCO1-3	\$1,935.60	\$414.80	\$124.80	\$130.30	\$2,605.50
FCO1-4	\$2,009.50	\$430.60	\$129.60	\$135.30	\$2,705.00
FCO2-1	\$2,571.40	\$551.00	\$165.90	\$173.10	\$3,461.40
FCO2-2	\$2,647.40	\$567.30	\$170.80	\$178.20	\$3,563.70
FCO2-3	\$2,723.40	\$583.60	\$175.70	\$183.30	\$3,666.00
FCO2-4	\$2,799.20	\$599.90	\$180.60	\$188.40	\$3,768.10
FCM-1	\$3,402.00			\$179.10	\$3,581.10
FCM-2	\$3,505.50			\$184.50	\$3,690.00
FCM-3	\$3,620.70			\$190.60	\$3,811.30

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2009

Classification	Base Rate	Rural Flexibility Allowance level 1	Total		
BTSO-1	\$1,358.30	\$378.60	\$1,736.90		
BTSO-2	\$1,500.00	\$418.10	\$1,918.10		
BTSO-3	\$1,620.30	\$451.60	\$2,071.90		
BTSO-4	\$1,747.60	\$487.00	\$2,234.60		
BTSO-5	\$1,848.80	\$515.30	\$2,364.10		
Classification	Base Rate	Rural Flexibility Allowance level 2	Total		
ATSO-1	\$2,155.60	\$646.70	\$2,802.30		
ATSO-2	\$2,225.20	\$667.60	\$2,892.80		
ATSO-3	\$2,310.00	\$693.00	\$3,003.00		

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2010						
Classification	Base Rate	Rural Flexibility	Total			
		Allowance level 1				
BTSO-1	\$1,426.30	\$397.50	\$1,823.80			
BTSO-2	\$1,568.00	\$437.00	\$2,005.00			
BTSO-3	\$1,688.30	\$470.50	\$2,158.80			
BTSO-4	\$1,817.50	\$506.50	\$2,324.00			
BTSO-5	\$1,922.80	\$535.90	\$2,458.70			
Classification	Base Rate	Rural Flexibility	Total			
		Allowance level 2				
ATSO-1	\$2,241.90	\$672.60	\$2,914.50			
ATSO-2	\$2,314.20	\$694.30	\$3,008.50			
ATSO-3	\$2,402.40	\$720.70	\$3,123.10			

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2011						
Classification	Base Rate	Rural Flexibility	Total			
		Allowance level 1				
BTSO-1	\$1,494.30	\$416.50	\$1,910.80			
BTSO-2	\$1,630.70	\$454.50	\$2,082.20			
BTSO-3	\$1,756.30	\$489.50	\$2,245.80			
BTSO-4	\$1,890.20	\$526.80	\$2,417.00			
BTSO-5	\$1,999.70	\$557.30	\$2,557.00			
Classification	Base Rate	Rural Flexibility	Total			
		Allowance level 2				
ATSO-1	\$2,331.50	\$699.50	\$3,031.00			
ATSO-2	\$2,406.80	\$722.00	\$3,128.80			
ATSO-3	\$2,498.50	\$749.50	\$3,248.00			

Maintenance and Services Rates of Pay					
As at 1 July 2009		As at 1 July 2010		As at 1 July 2011	
Classification	Total	Classification	Total	Classification	Total
FMC2.5A	\$2,747.90	FMC2.5A	\$2,857.80	FMC2.5A	\$2,972.20
FMC2A	\$2,662.70	FMC2A	\$2,769.20	FMC2A	\$2,879.90
FMC2.5B	\$2,597.90	FMC2.5B	\$2,701.80	FMC2.5B	\$2,809.90
FMC2B	\$2,534.60	FMC2B	\$2,636.00	FMC2B	\$2,741.50
FMC3.5	\$2,513.30	FMC3.5	\$2,613.90	FMC3.5	\$2,718.40
FMC3	\$2,454.40	FMC3	\$2,552.60	FMC3	\$2,654.70
FMC4.5	\$2,406.40	FMC4.5	\$2,502.70	FMC4.5	\$2,602.80
FMC4	\$2,320.70	FMC4	\$2,413.60	FMC4	\$2,510.10
FMC5.5	\$2,308.60	FMC5.5	\$2,401.00	FMC5.5	\$2,497.00
FMC5	\$2,234.60	FMC5	\$2,324.00	FMC5	\$2,417.00
FMC6.5	\$2,192.10	FMC6.5	\$2,279.80	FMC6.5	\$2,371.00
FMC6	\$2,149.60	FMC6	\$2,235.50	FMC6	\$2,325.00
FMC7.5	\$2,063.00	FMC7.5	\$2,145.60	FMC7.5	\$2,231.40
FMC7	\$1,978.20	FMC7	\$2,057.30	FMC7	\$2,139.60
FMC8.5	\$1,935.30	FMC8.5	\$2,012.80	FMC8.5	\$2,093.30
FMC8	\$1,892.50	FMC8	\$1,968.20	FMC8	\$2,046.90
FMC9.5	\$1,849.70	FMC9.5	\$1,923.60	FMC9.5	\$2,000.60
FMC9	\$1,806.90	FMC9	\$1,879.20	FMC9	\$1,954.40
FMC10.5	\$1,765.00	FMC10.5	\$1,835.60	FMC10.5	\$1,909.00
FMC10	\$1,722.90	FMC10	\$1,791.80	FMC10	\$1,863.50
FMC11.5	\$1,661.60	FMC11.5	\$1,728.00	FMC11.5	\$1,797.10
FMC11	\$1,602.50	FMC11	\$1,666.60	FMC11	\$1,733.30
FMC12.5	\$1,564.60	FMC12.5	\$1,627.20	FMC12.5	\$1,692.20
FMC12	\$1,526.50	FMC12	\$1,587.60	FMC12	\$1,651.10
FMC13.5	\$1,485.60	FMC13.5	\$1,545.00	FMC13.5	\$1,606.80
FMC13	\$1,444.50	FMC13	\$1,502.30	FMC13	\$1,562.40
FMC14.5	\$1,422.30	FMC14.5	\$1,479.20	FMC14.5	\$1,538.40
FMC14	\$1,400.20	FMC14	\$1,456.20	FMC14	\$1,514.50