

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Queensland Fire and Rescue Service - Certified Agreement 2006

Matter No. CA/2006/277

COMMISSIONER BECHLY

8 November 2006

CERTIFICATE

This matter coming on for hearing before the Commission on 8 November 2006 the Commission certifies the following written agreement:

Queensland Fire and Rescue Service - Certified Agreement 2006 – CA/2006/277

Made between:

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

The agreement was certified by the Commission on 8 November 2006 and shall operate from 8 November 2006 until its nominal expiry on 30 June 2009.

By the Commission.

R. E. Bechly
Commissioner

QUEENSLAND FIRE AND RESCUE SERVICE – CERTIFIED AGREEMENT 2006

TABLE OF CONTENTS

Subject Matter Clause No.

PART 1 – PRELIMINARY

Title	1.1
Application of the Agreements	1.2
Date and Period of Operation	1.3
Relationship with Parent Awards and Agreements	1.4
Agreement Aims and Objectives	1.5

PART 2 – CONSULTATION, GRIEVANCE AND DISPUTE RESOLUTION

Consultation.....	2.1
Grievance and Dispute Resolution Procedures.....	2.2

PART 3 – EMPLOYMENT SECURITY

Employment Security	3.1
Permanent Employment.....	3.2

PART 4 – WAGES AND ALLOWANCES

Wages	4.1
Salary Sacrifice	4.2
Occupational Superannuation	4.3
Night Shift Allowance	4.4
Amendments to the <i>Queensland Fire and Rescue Authority Commercial Activities Certified Agreement 2001</i>	4.5
Officers in Receipt of the 2.5% Special Flexibility Allowance and Overtime	4.6
Mt Isa – Isolated Housing/Rental Assistance	4.7

PART 5 – LEAVE

Parental Leave	5.1
Work and Family Life Balance.....	5.2
Long Service Leave	5.3

PART 6 – FIREFIGHTERS, STATION OFFICERS AND BUILDING APPROVAL OFFICERS

Job Evaluation	6.1
Award Update to Incorporate and Simplify Employment Conditions.....	6.2
Mt Isa – Relocation Expenses.....	6.3
Aerial Drivers Allowance	6.4
Building Approval Officers	6.5
State Wage Case Decisions	6.6

PART 7 – SENIOR OFFICERS

Senior Officers.....	7.1
Translation Arrangements	7.2
Review of Current Senior Officer Organisational Structure/Support	7.3
Implementation of the New Senior Officer Structure	7.4
Safeguards for Employees	7.5
Senior Officer Rank Structure Fortnightly Salary as from 1 July 2006	7.6
Hours of Work	7.7
On-Call and Non Standard Hours of Work.....	7.8
Time Off in Lieu (TOIL)	7.9
On-Call over the Christmas/New Year Period	7.10
Additional Leave for Senior Operations Coordinators Working the Continuous Shift Roster	7.11
Extra Ordinary Duty Hours	7.12
Payment When on Extra Ordinary Duty Hours	7.13

PART 8 – COMMUNICATIONS OFFICERS, COMMUNICATIONS SUPERVISORS AND COMMUNICATIONS MANAGERS

Meal Break and Allowance for Communications Centres Employees	8.1
38 Hour Week Allowance Formula for Brisbane Fire Communications Officers.....	8.2
Paypoint Progression for Communications Officers	8.3
Paypoint Progression for Communications Supervisors and Communications Managers	8.4
Conversion of Casual Communications Officers to Permanent Part Time.....	8.5
Debiting of Sick Leave for Brisbane Communications Centre Employees	8.6

PART 9 - RURAL FIRE MANAGEMENT OFFICERS LEVEL 1 AND LEVEL 2

Hours of Work for Rural Fire Management Officers Level 1 and Level 2.....	9.1
Rural Flexibility Allowance	9.2
Award Coverage for Rural Fire Management Officers	9.3

PART 10 – MAINTENANCE AND SERVICES EMPLOYEES

Maintenance and Services Employees ‘C’ Scale Review	10.1
Reclassification of Maintenance and Services Employees Employed Under ‘C’ Scale	10.2
On-Call and Recall for Maintenance and Service Employees	10.3

PART 11 – MISCELLANEOUS PROVISIONS

No extra claims.....	11.1
----------------------	------

Schedule One – Wage Rates

PART 1 – PRELIMINARY

1.1 Title

1.1.1 This Agreement shall be known as the Queensland Fire and Rescue Service - Certified Agreement 2006.

1.2 Application of the Agreement

1.2.1 This Agreement applies to those unions of employees, and employees of the Queensland Fire and Rescue Service, covered by the industrial instruments mentioned in clause 1.4 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 individual employment contracts.

1.3 Date and Period of Operation

1.3.1 This Agreement will apply from the date of certification and remain in force up to and including 30 June 2009.

1.4 Relationship with Parent Awards and Agreements

1.4.1 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 2002;*
- *Surgical Bootmaking, Bespoke Bootmaking and Boot Repairing Award – State 2003;*
- *General Stores, Warehousing and Distribution Award – State 2003;* and
- *Family Leave Award – State 2003.*

1.4.2 In the event of any inconsistency with any existing Awards or other industrial instruments, the terms of this Agreement will take precedence to the extent of the inconsistency.

1.4.3 Limited only by clause 1.4.2 above, the requirements currently applying under the following Agreements shall remain current:

- *Queensland Fire and Rescue Service Enterprise Partnership Certified Agreement 2003;*

- *Queensland Fire and Rescue Authority Enterprise Partnership Certified Agreement 2000;*
- *Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1999;*
- *Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997;*
- *AFCOM Firecom Brisbane Enterprise Partnership Certified Agreement 2004;*
- *AFCOM QFRS Enterprise Partnership Certified Agreement 2002;*
- *AFCOM Enterprise Partnership Certified Agreement 2000;*
- *AFCOM Interim Agreement 1999;*
- *AFCOM Brisbane Enterprise Partnership Certified Agreement 1997;*
- *Queensland Fire and Rescue Service Rural Fire Service Certified Translation Agreement;*
- *Queensland Fire Service Support Services Staff and Rural Fire Division Certified Agreement 1997;*
- *Queensland Fire Service Support Services Staff and Rural Fire Division Certified Agreement 1995;*
- *Queensland Fire Service – Workplace Reform Certified Agreement 1996;*
- *Queensland Fire Service – Certified Agreement 1996; and*
- *QFRS Communications Centres Average Penalty Rates Certified Agreement 1997.*

1.5 Agreement Aims and Objectives

- 1.5.1 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.
- 1.5.2 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 Emergency Services. 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;
 - Continuous improve our business; and
 - Contribute to the National, State and local emergency service policy agenda.

PART 2 – CONSULTATION, GRIEVANCE AND DISPUTE RESOLUTION

2.1.1 Consultation

2.1.1 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 rights 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).

2.1.2 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.

2.2 Grievance and Dispute Resolution Procedures

- 2.2.1 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.
- 2.2.2 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.
- 2.2.3 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.
- 2.2.4 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.
- 2.2.5 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.
- 2.2.6 Matters of interpretation that are not resolved at the local level within 48 hours may be referred directly to the JCC.
- 2.2.7 Timelines for this procedure may be extended by agreement between the parties.

- 2.2.8 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 – EMPLOYMENT SECURITY

3.1 Employment Security

- 3.1.1 The Queensland Fire and Rescue Service is committed to maximum employment security for its employees.
- 3.1.2 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.
- 3.1.3 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.
- 3.1.4 The Queensland Fire and Rescue Service will advise in accordance with Part 2.1.1 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.

3.2 Permanent Employment

- 3.2.1 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.

PART 4 – WAGES AND ALLOWANCES

4.1 Wages

4.1.1 Wage Increase

(a) This Agreement provides for the following wage increases:

- (i) 4% (or \$30 per week, whichever is the greater) from 1 July 2006;
- (ii) 4% (or \$30 per week, whichever is the greater) from 1 July 2007; and
- (iii) 4% (or \$30 per week, whichever is the greater) from 1 July 2008.

- 4.1.2 The abovementioned increases will apply to the base rate of pay for employees covered by this Agreement. See Schedule 1.

4.2 Salary Sacrifice

- 4.2.1 Current salary sacrifice arrangements will be adjusted to permit employees to sacrifice up to 100% of salary to superannuation.

4.3 Occupational Superannuation

- 4.3.1 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.

4.4 Night Shift Allowance

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

$$16.33 \text{ hours (average night shift per week)} \times 15\% = 2.45 \text{ Hours}$$

$$2.45 \text{ Hours} / 38 = 6.45\% \text{ of base rate}$$

4.5 Amendments to the *Queensland Fire and Rescue Authority Commercial Activities Certified Agreement 2001*

- 4.5.1. The provisions of the *Queensland Fire and Rescue Authority Commercial Activities Certified Agreement 2001* will continue to be in force during the life of this Agreement.

4.5.2 The hourly rate of remuneration, as specified in clause 2.1, of the *Queensland Fire and Rescue Authority Commercial Activities Certified Agreement 2001*, will increase to \$34.48 per hour effective from 1 July 2006. Thereafter, hourly rates of remuneration will be tied to 1.5 times the base rate for Leading Firefighters.

4.6 Officers in Receipt of 2.5% Special Flexibility Allowance and Overtime

4.6.1 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.

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

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

4.6.4 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.

4.6.5 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.

4.6.6 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 4.6.3 and 4.6.4 do not apply to the payment of the allowance for these employees.

4.6.7 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.

4.7 Mt Isa – Isolated Housing/Rental Assistance

4.7.1 An increase of 4% effective from 1 July 2006 to the isolated housing/rental assistance allowance within Mt Isa, with further 4% increases on 1 July 2007 and 1 July 2008. These increases will be for the life of the Agreement or until the Department of Emergency Services Remote and Rural policy is implemented, whichever occurs first, provided Mt Isa employees are not disadvantaged by the implementation of the Departmental Policy.

PART 5 – LEAVE

5.1 Parental Leave

5.1.1 Employees shall be entitled to family leave in accordance with the provisions of the *Family Leave Award – State 2003*.

5.1.2 Employees will also be entitled to 12 weeks paid maternity/adoption leave from 1 July 2005. Guidelines for administration of this leave will be as applied to the Queensland Public Service in accordance with Minister for Employment, Training and Industrial Relations Directive 18/05 – Paid Parental Leave.

5.2 Work and Family Life Balance

5.2.1 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.

5.3 Long Service Leave

5.3.1 Access to pro rata long service leave after seven years' service.

Employees will be entitled to access pro rata long service leave after seven years' service. Pro rata cash equivalent of long service leave on termination will only be available in accordance with the terms of the *Industrial Relations Act 1999*.

Where an employee voluntarily reverts to a lower classification, the employee will be entitled to leave accrued as at the date of the reversion at the salary applicable at the date of the reversion. Employees will not be compelled to take accrued long service leave at the date of the reversion.

The minimum period of long service leave that may be taken at any one time is one (1) calendar week.

5.3.2 Long Service Leave at Half Pay

An employee may request and the Queensland Fire and Rescue Service may agree to extend the period of long service leave for which the employee qualifies by the employee taking the leave at half pay.

Granting of the leave is subject to Departmental convenience, however, requests for leave should not be unreasonably refused.

5.3.3 Payout of Long Service Leave after Ten Years of Service

An employee may be paid for all or part of an entitlement to long service leave instead of taking the leave or part of the leave by making application to the Queensland Industrial Relations Commission.

The Queensland Industrial Relations Commission may order payment of this leave if they are satisfied that the payment should be made:

- (a) on compassionate grounds; or
- (b) on the ground of financial hardship.

The Queensland Fire and Rescue Service will not oppose a reasonable application to the Queensland Industrial Relations Commission.

An employee considering accessing this provision is strongly advised to seek financial advice prior to their application and provide proof of financial hardship with their application.

PART 6 – FIREFIGHTERS, STATION OFFICERS AND BUILDING APPROVAL OFFICERS

6.1 Job Evaluation

6.1.1 Mercer Consulting will be engaged to conduct a job evaluation. The standard Mercer job evaluation methodology will apply.

6.1.2 Any wage increases arising from the job evaluation exercise undertaken will be implemented on the basis of 50% from 1 July 2007 and 50% from 1 July 2008.

6.1.3 As this exercise is to be a measure of the actual increase in job value based on an increase in the points score for each rank, the one-third rule will be excluded from this exercise.

6.1.4 The job evaluation exercise will be a measure of the job value change/increase since the last Mercer review in 1994/5. The 1994/95 methodology and evaluation will form the base line of the exercise.

6.1.5 A full unabridged copy of the 1994/5 report, together with all job profiles and all other supporting material, will be made available to the United Firefighters Union prior to the start of the job evaluation process.

- 6.1.6 The job evaluation process will be commenced no later than 30 September 2006 and be completed no later than 30 June 2007.
- 6.1.7 The Queensland Industrial Relations Commission will oversee the process and be available to the parties to assist in resolving issues relating to the progress of the evaluation exercise.
- 6.1.8 The Queensland Industrial Relations Commission will be used by the parties to conciliate or mediate an agreement on the outcomes of the evaluations and the translation of increases in job value to wage outcomes.
- 6.1.9 Factors to be included in the evaluation exercise will include but not be limited to:
- Changes to the levels of training, skills and qualifications of Queensland Firefighters;
 - Changes to the roles and functions of Queensland Firefighters;
 - Recognition of the new challenges and skills requirements arising from the changed world environment all employees covered by this agreement shall undertake and the advanced training and skills required in responding to CBRN incidents and similar extreme conditions;
 - Training in Technical Rescue and USAR;
 - Changes to legislation;
 - Implementation of RAAP, FFF and Fire Education programs;
 - Establishment of Special Operations Unit;
 - Changes to recruit entry requirements.

The above list is indicative only and any and all other relevant factors raised in the course of the evaluation will be added to the list of factors for consideration.

- 6.1.10 Factors to be taken into consideration in determining any adjustment in wages as a result of the job evaluation process will be determined by the Queensland Industrial Relations Commission based on submissions from the parties.

The United Firefighters Union's factors include:

- The levels of remuneration paid to firefighters in other states; and
- Skills, training, qualifications, roles and functions of firefighters at equivalent ranks in interstate fire services.

The Queensland Fire and Rescue Service's factors include:

- Skills, training, qualifications and levels of remuneration in the Queensland public sector; and
- Relative position of Firefighters and Station Officer ranks within the general market today in comparison with their relative market position in 1994/95;
- Wage increases paid under previous QFRS enterprise agreements.

- 6.1.11 The following ranks and roles are to be included in the job evaluation:

- I. Recruit Firefighter;
- II. Firefighter;
- III. Senior Firefighter;
- IV. Leading Firefighter;
- V. Station Officer;
- VI. Area Training Officer;
- VII. Area Support Officer;
- VIII. Regional Safety Equipment Officer;
- IX. Data Support Officer;
- X. Planning Officer;
- XI. Safety Assessment Officer;
- XII. Building Approvals Officer;
- XIII. Workplace Health and Safety Officers;
- XIV. Community Liaison Officers;

- 6.1.12 The outcomes of this job evaluation exercise will not flow to ranks not included in those listed in 6.1.11 above.

- 6.1.13 Using the Mercer job evaluation methodology, the job evaluation will measure and document the totality of work value and market position change for all ranks from the last evaluation by Mercer in 1994/5 including those applicable to recruit entry level requirements.
- 6.1.14 Position descriptions, duty statements and other relevant documents developed for the job evaluation process will be the subject of agreement between the parties.
- 6.1.15 As a sign of good faith and to demonstrate the total integrity of the process, the United Firefighters Union will have full access to all documentation, without exception, pertaining to the job evaluation exercise.
- 6.1.16 The United Firefighters Union and its membership will be fully involved in the job evaluation process at all stages.

6.2 Award Update to Incorporate and Simplify Employment Conditions

- 6.2.1 The parties agree to cooperatively examine all areas of the Award, Certified Agreements and other relevant documentation to identify potential areas of disagreement and to work towards achieving clarification and agreement for future implementation.

It is not the intention of the parties to reduce terms and conditions of employees, or that employees will be disadvantaged.

The parties will seek the assistance of the Queensland Industrial Relations Commission where the parties are unable to reach agreement.

6.3 Mt Isa – Relocation Expenses

- 6.3.1 Officers located in Mt Isa who are eligible for relocation expenses will be reimbursed in accordance with the Mt Isa Station – Firefighters and Station Officer Policy.

6.4 Aerial Drivers Allowance

- 6.4.1 The parties recognise the skill and competencies required for Firefighters to operate specialist aerial appliances and agree to pay the following allowances to appropriately certified Queensland Fire and Rescue Service Officers while they are stationed at stations with these appliances.

Operators of Telescopic Aerial Pumpers and Aerial Appliances;

- Appliances less than 25 metres \$5.97 per week
- Appliances 25 metres and above \$30.01 per week

- 6.4.2 Where an officer is relocated to a station where these competencies are not required, the allowance will continue to be paid until the date of recertification.

6.5 Building Approval Officers

- 6.5.1 Loading

The current loading of 15.7% paid to Building Approval Officers will be increased to 20%. This increase recognises Building Approval Officers being available to be rostered on-call for an average of one week in four, as specified in 6.5.2, 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.

The increased loading will be effective on and from the date on which the first wage increase takes affect.

- 6.5.2 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*.

6.5.3 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.

6.5.4 On-Call over the Christmas/New Year Period

Those Building Approval Officers required to be on-call over the Christmas/New Year period in accordance with the circular issued by the Department of Industrial Relations, will not be debited annual leave for this period.

6.5.5 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.

6.5.6 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*.

6.6 State Wage Case Decisions

- 6.6.1 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 7 – SENIOR OFFICERS

7.1 Senior Officers

7.1.1 Part 7 of the Agreement applies to officers appointed to the following positions at certification of this Agreement, unless otherwise specified:

- Senior Officer at Levels FPO3 and FPO4;
- Senior Operations Coordinators;
- Rural Fire Management Officers Level 3 and Level 4; and
- Queensland Fire and Rescue Service Scientific Officers (previously known as RACE).

7.1.2 The Queensland Fire and Rescue Service will introduce a new rank structure consisting of three ranks:

- Inspector;
- Superintendent; and
- Chief Superintendent.

7.1.3 Appointments within the new structure will not require linear progression. For example an Inspector, providing they met the mandatory requirements, would be eligible to apply for a Chief Superintendent and/or Assistant Commissioner position on the basis of merit.

7.2 Translation Arrangements

7.2.1 Senior Officers classified under clause 7.1.1 will translate to the new structure on 1 July 2006.

7.2.2 The translation of current levels to the new rank structure is outlined in the table below.

Current Rank	New Rank
Fire Protection Officers 3 – 1 to 3 – 3	Inspector
Rural Fire Management Officers 3 – 1 to 3 – 3	Inspector
Fire Professional Officers (Scientific) 3 – 1 to 3 – 3	Inspector
Fire Protection Officers 4 – 1 to 4 – 3	Superintendent
Rural Fire Management Officers 4 – 1 to 4 – 3	Superintendent

7.3 Review of Current Senior Officer Organisational Structure/Support

7.3.1 The Queensland Fire and Rescue Service will commence a review of the Senior Officer structure and all Senior Officer positions no later than six (6) months after the certification of this Agreement. The review is to be completed no later than 18 months after the certification of this Agreement.

7.3.2 The review of the Senior Officer structure and positions will be undertaken by a working party consisting of representatives from the Deputy Commissioner's Office, Industrial Relations, Human Resources, United Firefighters Union and Senior Officers Association and will involve representatives from each region.

7.3.3 The review will be undertaken on a region by region basis and the working party will work with Regional Management Teams to ensure an open and transparent review is undertaken.

7.3.4 The objectives of the review are to:

- Undertake a job analysis/review/evaluation of all Senior Officer positions;
- Undertake a review of workload, responsibility and operational support;
- Link the review outcomes to the new rank structure;
- Develop generic descriptors applicable to each Senior Officer rank;
- Develop position descriptions; and
- Assess the need for additional grades to be established within the new rank structure at Inspector and Superintendent level. In the event that the review identifies the need for additional grades to be established these will be implemented from 1 July 2008.

7.4 Implementation of the New Senior Officer Structure

7.4.1 The outcome of the review outlined in clause 7.3 may result in position classifications being altered. In such circumstances the following arrangements will apply:

- (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.

7.5 Safeguards for Employees

- 7.5.1 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.
- 7.5.2 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.

7.6 Senior Officer Rank Structure Fortnightly Salary as from 1 July 2006

- 7.6.1 The rank structure to be progressively introduced from 1 July 2006 consists of three ranks. The new rank structure with the relevant fortnightly salary is described in the following table.

Rank	Fortnightly Salary As at 1 July 2006	Fortnightly Salary As at 1 July 2007	Fortnightly Salary As at 1 July 2008
Inspector	\$3383.00	\$3518.00	\$3659.00
Superintendent	\$3699.00	\$3847.00	\$4001.00
Chief Superintendent	\$3902.00	\$4059.00	\$4221.00

- 7.6.2 The fortnightly salary for all Senior Officers comprises payment for the following:

- Standard hours of work;
- On-Call requirements (provision of one in four averaged over a twelve month period); and
- Hours worked outside of standard hours as part of on-call arrangements.

7.7 Hours of Work

- 7.7.1 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 in the performance of duties and functions. 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.
- 7.7.2 Where an Officer is directed to work outside of their planned hours (including clause 7.8 of this Agreement) for a particular task the officer will be entitled to accrue Time Off in Lieu in accordance with clause 7.9 of this Agreement.
- 7.7.3 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.
- 7.7.4 Where these provisions are not being achieved and resolution does not occur through regional consultation, the matter is to be elevated to the State Seniors Officers Forum.

7.8 On-Call and Non Standard Hours of Work

- 7.8.1 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. All out of hours response undertaken during the on-call weeks are remunerated as part of the annual package.

- 7.8.2 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*.

7.9 Time Off in Lieu of Overtime

- 7.9.1 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.
- 7.9.2 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.

7.10 On-Call over the Christmas/New Year Period

- 7.10.1 Those Senior Officers required to be on-call over the Christmas/New Year period, in accordance with the Circular issued by the Department of Industrial Relations, will not be debited annual leave for this period.

7.11 Additional Leave for Senior Operations Coordinators Working the Continuous Shift Roster

- 7.11.1 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.

7.12 Extra Ordinary Duty Hours

- 7.12.1 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.
- 7.12.2 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.
- 7.12.3 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.

7.13 Payment When on Extra Ordinary Duty Hours

- 7.13.1 Senior Officers engaged in Extra Ordinary Duty Hours will be paid as follows:
- Shift Payments – Senior 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 traveling in accordance with section 8.1.2 of the *Queensland Fire and Rescue Service Interim Award – State 2003*.

PART 8 – COMMUNICATIONS OFFICERS, COMMUNICATIONS SUPERVISORS AND COMMUNICATIONS MANAGERS

8.1 Meal Breaks and Meal Allowance for Communication Centre Employees

- 8.1.1 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.
- 8.1.2 This meal break shall be taken at such time as will not interfere with the continuity of work.
- 8.1.3 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.
- 8.1.4 Employees recalled to duty shall be allowed to complete the meal break once the interruption is over.

8.2 38 Hour Week Allowance Formula for Brisbane Fire Communications Officers

- 8.2.1 As from certification of the Agreement all new Officers and Supervisors in the Brisbane Fire Communications Centre will use the same formula as all other parts of Queensland Fire and Rescue Service for the purpose of calculating the 38 Hour Week Allowance.
- 8.2.2 Current Communication Officers and Supervisors in the Brisbane Fire Communications Centre will continue to use their current formula for calculating their 38 Hour Week Allowance for the life of this Agreement. As from 1 July 2009 the formula for the 38 Hour Week Allowance for these officers will be the same as the calculation used by the remainder of Queensland Fire and Rescue Service.

8.3 Paypoint Progression for Communications Officers

- 8.3.1 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.
- 8.3.2 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.
- 8.3.3 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.

8.4 Paypoint Progression of Communication Supervisors and Communications Managers

- 8.4.1 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.

8.5 Conversion of Casual Communication Officers to Permanent Part Time

- 8.5.1 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.
- 8.5.2 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.
- 8.5.3 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.

8.6 Debiting of Sick Leave for Brisbane Communications Centre Employees

- 8.6.1 Shift work employees at the Brisbane Fire Communication Centre will have their sick leave debited in accordance with other units of the Queensland Fire and Rescue Service. That is, when a whole shift is taken as sick leave, ten (10) hours is deducted from their sick leave balance.

PART 9 - RURAL FIRE MANAGEMENT OFFICERS LEVEL 1 AND LEVEL 2

9.1 Hours of Work for Rural Fire Management Officers (RFMOs) Level 1 and Level 2

- 9.1.1 The hours of work will be nominally 304 hours in an eight (8) week period. These hours will be worked on ten (10) days out of each 14-day period with an average of 7.6 hours worked per day managed flexibly.
- 9.1.2 On average an employee covered by these conditions may be expected to have an average of one full weekend and two part weekends over an eight (8) week cycle impacted by work. A maximum of fourteen (14) nights may be impacted by work in an eight (8) week cycle. These nights will usually be worked as an average of four (4) nights per fortnight.
- 9.1.3 Paid overtime must be approved in advance (non-emergent).
- 9.1.4 Rural Fire Management Officers Level Two (2) who are recalled to duty when on-call will be paid at the relevant overtime rates.
- 9.1.5 Rural Fire Management Officers Level Two (2) will receive payment for overtime when they work hours in excess of ten (10) hours in any one day.

9.2 Rural Flexibility Allowance

- 9.2.1 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).
- 9.2.2 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*.

9.3 Award Coverage for Rural Fire Management Officers

- 9.3.1 Effective from 1 August 2003 the provisions of the *Queensland Fire and Rescue Service Interim Award - State 2003* and subsequent certified Agreements where they supersede this Award, will apply to Rural Fire Management Officers.
- 9.3.2 Rural Fire Management Officers will retain a 38 hour week and as such will not be entitled to payment of a 38 hour week allowance.
- 9.3.3 During the life of this Agreement, the parties agree to make application to have Rural Fire Management Officers covered by the *Queensland Fire and Rescue Service Interim Award State 2003*.

PART 10 – MAINTENANCE AND SERVICES EMPLOYEES

10.1 Maintenance and Services Employees ‘C’ Scale Review

- 10.1.1 The outcome of the Maintenance and Services Review currently being undertaken will be implemented within 6 months of the certification of this Agreement.
- 10.1.2 Where the outcome of the review indicates positions within the Operational Equipment, Engineering, Research and Development Unit do not align to the ‘C’ scale classification structure, a review of those positions will be undertaken. The review will incorporate an alignment of the identified positions to an appropriate classification and remuneration scheme, an evaluation of those positions and a translation of officers to the positions.
- 10.1.3 An alignment to a new classification and remuneration scheme will only occur where officers will not be disadvantaged in their ability to access progression arrangements.
- 10.1.4 Any review, evaluation and translation will occur within 6 months of the certification of this Agreement.
- 10.1.5 No officer will be disadvantaged as a result of the reviews undertaken within the Operational Equipment, Engineering, Research and Development Unit, QFRS as part of this Agreement.

10.2 Reclassification of Maintenance and Services Employees employed under ‘C’ Scale

10.2.1 This Agreement provides for a specific process for the reclassification of Maintenance and Services employees, employed in the Operational Equipment, Engineering, Research and Development Unit of the Queensland Fire and Rescue Service.

10.2.2 Reclassification of Maintenance and Services employees is dependant upon the employee meeting the criteria stipulated. This shall be determined through an assessment of the skills and abilities of the employee seeking advancement.

10.2.3 An employee seeking reclassification must be able to demonstrate competencies in relation to:

- Specialist skills, as defined, in the particular trade in which the employee is primarily employed; and/or
- A range of skills in comparable trades other than that in which they are primarily employed, which would allow an employee to perform a range of duties across trades as required by the Queensland Fire and Rescue Service.

In addition, the Operational Equipment, Engineering, Research and Development Unit must be able to demonstrate that the enhanced skills of a trade employee are required and will be utilised by the Queensland Fire and Rescue Service.

10.2.4 The process for reclassification of building trade employees shall be as follows:

Formal recognition of skills

- (i) Formal recognition of skills shall occur through either a skills assessment conducted in accordance with Recognised Prior Learning principles, or through the acquisition of a statement of attainment issued by a Registered Training Organisation.
- (ii) Where it is identified that trade employees are required to use skills that are beyond the scope of their designated core trade, the employer shall ensure that a skills assessment is conducted to accurately determine the employees' competence in those skills so that the extra skills required can be formally recognised for the purpose of reclassification.
- (iii) The employer shall be responsible for any costs associated with the skills assessment process. Results of skills assessments shall remain the property of the employee. Employees shall provide the results of skills assessments to the employer as required.

10.2.5 Re-classification

In seeking upward reclassification, employees will be required to demonstrate that they meet the full requirements of the specific skill level in accordance with the criteria outlined in this Agreement and are required to carry out the duties at that level.

10.2.6 Progression through the classification structure

Upward progression for tradespersons through the classification structure will be facilitated through the process of re-classification. Employees will be provided the opportunity to be re-classified as they develop skills appropriate to the requirements of the employer.

10.2.7 Progression through the classification structure can be achieved by the following processes:

- a) Trade employees shall commence at the 100% classification level. To achieve this level, the employee must hold an existing Australian Qualifications Framework Level 3 trade certificate, or have been assessed as competent in all core and the minimum number of elective competencies for the designated trade.
- b) Acquisition of 6 "points" from outside their own trade at the Certificate 3 level or higher, in addition to the requirements of the employees' current level. This is equivalent to 60 nominal hours of accredited training. The acquisition of 6 points will result in the employee advancing one pay point higher than their current classification level. Provided however that advancement from a classification level in the C scale to another classification level shall require the acquisition of an additional 12 points.
- c) Acquisition of 6 "points" of specialist post trade competencies in the employees own trade at AQF level 4 or higher (including specific licenses and endorsements provided in the classification structure), in addition to the requirements of the employees' current level. This is equivalent to 60 nominal hours of

accredited training. The acquisition of 6 points will result in the employee advancing one pay point higher than their current classification level. Provided however that advancement from a classification level in the C scale to another classification level shall require the acquisition of an additional 12 points.

- d) The assessed competencies must be relevant to the work being performed and required by the employer.
- e) Competencies may be drawn from other trade qualifications.
- f) There must be satisfactory performance at each classification level and pay point.

The parties are committed to participating in performance planning and development through the introduction into the workplace of the Department of Emergency Services Performance Development System. The introduction of the system will coincide with the timelines established for the introduction of the outcomes of the 'C' scale review.

10.3 On-call Allowances and Recall for Maintenance and Services Employees

- 10.3.1 Employees rostered on-call shall be eligible for an on-call allowance of 14% of the employee's daily base rate of pay.
- 10.3.2 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.

PART 11 – MISCELLANEOUS PROVISIONS

11.1 No Extra Claims

- 11.1.1 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.
- 11.1.2 This Agreement covers all matters or claims that could otherwise be subject to protected industrial action.
- 11.1.3 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.
- 11.1.5 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.

SIGNATORIES

Signed for and on behalf of the Queensland Fire and Rescue Service	{ { P JOHNSON
In the presence of -	{ N GALLANT
Signed for and on behalf of the United Firefighters' Union of Australia, Union of Employees Queensland	{ { { { SIGNED
In the presence of -	{ R NEWMAN
Signed for and on behalf of the Queensland Fire Service Senior Officers' Association, Union of Employees	{ { { { SIGNED

In the presence of - { A GREGOR

Signed for and on behalf of the
Queensland Public Sector Union
of Employees {
{
{ SIGNED

In the presence of - { SIGNED

Signed for and on behalf of the
The Electrical Trades Union of Employees
Queensland {
{
{ SIGNED

In the presence of - { SIGNED

Signed for and on behalf of the
Automotive, Metals, Engineering,
Printing and Kindred Industries
Industrial Union of Employees,
Queensland {
{
{
{ SIGNED

In the presence of - { M WOOD

Signed for and on behalf of The
Construction, Forestry, Mining
and Energy, Industrial Union of
Employees, Queensland {
{
{
{ M RAVBAR

In the presence of - { Y D'ATH

Signed for and on behalf of the
Textile, Clothing and Footwear
Union of Australia, Queensland Union
Of Employees {
{
{
{ J MOREL

In the presence of - { A GREGOR

Schedule One – Wage Rates

Firefighters and Station Officers as from 1 July 2006

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Firefighter 4 th Class	\$1,170.30	\$250.80	\$75.50	\$78.80	\$1,575.40
Firefighter 3 rd Class	\$1,312.00	\$281.20	\$84.60	\$88.30	\$1,766.10
Firefighter 2 nd Class	\$1,430.50	\$306.60	\$92.30	\$96.30	\$1,925.70
Firefighter 1 st Class	\$1,546.10	\$331.30	\$99.70	\$104.10	\$2,081.20
Senior Firefighter	\$1,635.80	\$350.50	\$105.50	\$110.10	\$2,201.90
Leading Firefighter	\$1,744.00	\$373.70	\$112.50	\$117.40	\$2,347.60
Station Officer 1	\$1,907.20	\$408.70	\$123.00	\$128.40	\$2,567.30
Station Officer 2	\$1,968.70	\$421.90	\$127.00	\$132.50	\$2,650.10
Station Officer 3	\$2,043.70	\$438.00	\$131.80	\$137.60	\$2,751.10

Firefighters and Station Officers as from 1 July 2007

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Firefighter 4 th Class	\$1,230.30	\$263.70	\$79.40	\$82.80	\$1,656.20
Firefighter 3 rd Class	\$1,372.00	\$294.00	\$88.50	\$92.30	\$1,846.80

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Firefighter 2 nd Class	\$1,490.50	\$319.40	\$96.10	\$100.30	\$2,006.30
Firefighter 1 st Class	\$1,608.00	\$344.60	\$103.70	\$108.20	\$2,164.50
Senior Firefighter	\$1,701.20	\$364.60	\$109.70	\$114.50	\$2,290.00
Leading Firefighter	\$1,813.80	\$388.70	\$117.00	\$122.10	\$2,441.60
Station Officer 1	\$1,983.50	\$425.10	\$127.90	\$133.50	\$2,670.00
Station Officer 2	\$2,047.50	\$438.80	\$132.10	\$137.80	\$2,756.20
Station Officer 3	\$2,125.40	\$455.50	\$137.10	\$143.10	\$2,861.10

Firefighters and Station Officers as from 1 July 2008

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
Firefighter 4 th Class	\$1,290.30	\$276.50	\$83.20	\$86.80	\$1,736.80
Firefighter 3 rd Class	\$1,432.00	\$306.90	\$92.40	\$96.40	\$1,927.70
Firefighter 2 nd Class	\$1,550.50	\$332.30	\$100.00	\$104.40	\$2,087.20
Firefighter 1 st Class	\$1,672.30	\$358.40	\$107.90	\$112.60	\$2,251.20
Senior Firefighter	\$1,769.20	\$379.10	\$114.10	\$119.10	\$2,381.50
Leading Firefighter	\$1,886.30	\$404.20	\$121.70	\$127.00	\$2,539.20
Station Officer 1	\$2,062.80	\$442.10	\$133.10	\$138.80	\$2,776.80
Station Officer 2	\$2,129.40	\$456.30	\$137.40	\$143.30	\$2,866.40
Station Officer 3	\$2,210.50	\$473.70	\$142.60	\$148.80	\$2,975.60

2.5% Special Flexibility Allowance

Classification	Allowance per fortnight as from 1 July 2006	Allowance per fortnight as from 1 July 2007	Allowance per fortnight as from 1 July 2008
Firefighter 4 th Class	\$29.30	\$30.80	\$32.30
Firefighter 3 rd Class	\$32.80	\$34.30	\$35.80
Firefighter 2 nd Class	\$35.80	\$37.30	\$38.80
Firefighter 1 st Class	\$38.70	\$40.20	\$41.80
Senior Firefighter	\$40.90	\$42.50	\$44.20
Leading Firefighter	\$43.60	\$45.40	\$47.20
Station Officer 1	\$47.70	\$49.60	\$51.60
Station Officer 2	\$49.20	\$51.20	\$53.20
Station Officer 3	\$51.10	\$53.10	\$55.30

Building Approval Officers as from 1 July 2006

Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Special Flexibility Allowance
BAO1	\$2,283.20	\$456.60	\$144.20	\$2,884.00	\$57.10
BAO2	\$2,360.10	\$472.00	\$149.10	\$2,981.20	\$59.00

Building Approval Officers as from 1 July 2007

Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Special Flexibility Allowance
BAO1	\$2374.50	\$474.90	\$150.00	\$2,999.40	\$59.40
BAO2	\$2454.60	\$490.90	\$155.00	\$3,100.60	\$61.40

Building Approval Officers as from 1 July 2008

Classification	Base Rate	20% Flexibility Allowance	38 Hour Week Allowance	Total	2.5% Special Flexibility Allowance
BAO1	\$2469.50	\$493.90	\$156.00	\$3,119.40	\$61.70
BAO2	\$2552.70	\$510.50	\$161.20	\$3,224.40	\$63.80

Senior Officers

Rank	Fortnightly Salary as from 1 July 2006	Fortnightly Salary as from 1 July 2007	Fortnightly Salary as from 1 July 2008
Inspector	\$3383.00	\$3518.00	\$3659.00
Superintendent	\$3699.00	\$3847.00	\$4001.00
Chief Superintendent	\$3902.00	\$4059.00	\$4221.00

Communications Officers as from 1 July 2006

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1 (AFCOM)-1	\$1,259.20	\$269.90	\$81.20	\$86.20	\$1,696.50
FCO1 (AFCOM)-2	\$1,524.60	\$326.70	\$98.30	\$104.30	\$2,053.90
FCO1 (AFCOM)-3	\$1,583.30	\$339.30	\$102.10	\$108.30	\$2,133.00
FCO1 (AFCOM)-4	\$1,643.70	\$352.20	\$106.00	\$112.50	\$2,214.40
FCO1-1	\$1,259.20	\$269.90	\$81.20	\$84.80	\$1,695.10
FCO1-2	\$1,524.60	\$326.70	\$98.30	\$102.60	\$2,052.20
FCO1-3	\$1,583.30	\$339.30	\$102.10	\$106.60	\$2,131.30
FCO1-4	\$1,643.80	\$352.20	\$106.00	\$110.60	\$2,212.60
FCO2 (AFCOM)-1	\$2,103.40	\$450.80	\$135.70	\$143.90	\$2,833.80
FCO2 (AFCOM)-2	\$2,165.60	\$464.10	\$139.70	\$148.20	\$2,917.60
FCO2 (AFCOM)-3	\$2,227.70	\$477.40	\$143.70	\$152.40	\$3,001.20
FCO2 (AFCOM)-4	\$2,289.80	\$490.70	\$147.70	\$156.70	\$3,084.90
FCM-1	\$2,782.80			\$146.50	\$2,929.30
FCM-2	\$2,867.50			\$150.90	\$3,018.40
FCM-3	\$2,961.70			\$155.90	\$3,117.60

FCM base rate includes the 20% Loading

Communications Officers as from 1 July 2007

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1 (AFCOM)-1	\$1,319.20	\$282.70	\$85.10	\$90.30	\$1,777.30
FCO1 (AFCOM)-2	\$1,585.60	\$339.80	\$102.30	\$108.50	\$2,136.20
FCO1 (AFCOM)-3	\$1,646.60	\$352.90	\$106.20	\$112.70	\$2,218.40
FCO1 (AFCOM)-4	\$1,709.50	\$366.40	\$110.30	\$117.00	\$2,303.20
FCO1-1	\$1,319.20	\$282.70	\$85.10	\$88.80	\$1,775.80
FCO1-2	\$1,585.60	\$339.80	\$102.30	\$106.70	\$2,134.40
FCO1-3	\$1,646.60	\$352.90	\$106.20	\$110.80	\$2,216.50
FCO1-4	\$1,709.50	\$366.40	\$110.30	\$115.10	\$2,301.30
FCO2 (AFCOM)-1	\$2,187.50	\$468.80	\$141.10	\$149.70	\$2,947.10
FCO2 (AFCOM)-2	\$2,252.20	\$482.70	\$145.30	\$154.10	\$3,034.30
FCO2 (AFCOM)-3	\$2,316.80	\$496.50	\$149.40	\$158.50	\$3,121.20
FCO2 (AFCOM)-4	\$2,381.40	\$510.30	\$153.60	\$162.90	\$3,208.20
FCM-1	\$2,894.10			\$152.30	\$3,046.40
FCM-2	\$2,982.20			\$157.00	\$3,139.20
FCM-3	\$3,080.20			\$162.10	\$3,242.30

FCM base rate includes the 20% Loading

Communication Officers as from 1 July 2008

Classification	Base Rate	Weekend Shift	Night Shift	38 Hour Week Allowance	Total
FCO1 (AFCOM)-1	\$1,379.20	\$295.60	\$89.00	\$94.40	\$1,858.20
FCO1 (AFCOM)-2	\$1,649.00	\$353.40	\$106.40	\$112.80	\$2,221.60
FCO1 (AFCOM)-3	\$1,712.50	\$367.00	\$110.50	\$117.20	\$2,307.20
FCO1 (AFCOM)-4	\$1,777.90	\$381.00	\$114.70	\$121.70	\$2,395.30
FCO1-1	\$1,379.20	\$295.60	\$89.00	\$92.80	\$1,856.60
FCO1-2	\$1,649.00	\$353.40	\$106.40	\$111.00	\$2,219.80
FCO1-3	\$1,712.50	\$367.00	\$110.50	\$115.30	\$2,305.30
FCO1-4	\$1,777.90	\$381.00	\$114.70	\$119.70	\$2,393.30
FCO2 (AFCOM)-1	\$2,275.00	\$487.50	\$146.70	\$155.70	\$3,064.90
FCO2 (AFCOM)-2	\$2,342.30	\$502.00	\$151.10	\$160.30	\$3,155.70
FCO2 (AFCOM)-3	\$2,409.50	\$516.40	\$155.40	\$164.90	\$3,246.20
FCO2 (AFCOM)-4	\$2,476.60	\$530.70	\$159.70	\$169.50	\$3,336.50
FCM-1	\$3,009.90			\$158.40	\$3,168.30
FCM-2	\$3,101.50			\$163.20	\$3,264.70
FCM-3	\$3,203.40			\$168.60	\$3,372.00

FCM base rate includes the 20% Loading

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2006

Classification	Base	Rural Flexibility Allowance Level 1	Total
RFMO1-1	\$1170.30	\$326.20	\$1496.50
RFMO1-2	\$1312.00	\$365.70	\$1677.70
RFMO1-3	\$1430.50	\$398.70	\$1829.20
RFMO1-4	\$1546.10	\$430.90	\$1977.00
RFMO1-5	\$1635.70	\$455.90	\$2091.60
Classification	Base	Rural Flexibility Allowance Level 2	Total
RFMO2-1	\$1907.20	\$572.20	\$2479.40
RFMO2-2	\$1968.70	\$590.60	\$2559.30
RFMO2-3	\$2043.70	\$613.10	\$2656.80

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2007

Classification	Base	Rural Flexibility Allowance Level 1	Total
RFMO1-1	\$1230.30	\$342.90	\$1573.20
RFMO1-2	\$1372.00	\$382.40	\$1754.40
RFMO1-3	\$1490.50	\$415.40	\$1905.90
RFMO1-4	\$1608.00	\$448.10	\$2056.10
RFMO1-5	\$1701.20	\$474.10	\$2175.30
Classification	Base	Rural Flexibility Allowance Level 2	Total
RFMO2-1	\$1983.50	\$595.10	\$2578.60
RFMO2-2	\$2047.50	\$614.30	\$2661.80
RFMO2-3	\$2125.40	\$637.60	\$2763.00

Rural Fire Management Officer Level 1 and Level 2 as from 1 July 2008

Classification	Base	Rural Flexibility Allowance Level 1	Total
RFMO1-1	\$1290.30	\$359.60	\$1649.90
RFMO1-2	\$1432.00	\$399.10	\$1831.10
RFMO1-3	\$1550.50	\$432.10	\$1982.60
RFMO1-4	\$1672.30	\$466.10	\$2138.40
RFMO1-5	\$1769.20	\$493.10	\$2262.30
Classification	Base	Rural Flexibility Allowance Level 2	Total
RFMO2-1	\$2062.80	\$618.80	\$2681.60
RFMO2-2	\$2129.40	\$638.80	\$2768.20
RFMO2-3	\$2210.50	\$663.20	\$2873.70

Maintenance and Services Rates of Pay

Rates as from 1 July 2006		Rates as from 1 July 2007		Rates as from 1 July 2008	
Classification	Total	Classification	Total	Classification	Total
FMC2.5A	\$2431.20	FMC2.5A	\$2528.40	FMC2.5A	\$2629.60
FMC2A	\$2355.80	FMC2A	\$2450.00	FMC2A	\$2548.00
FMC2.5B	\$2299.20	FMC2.5B	\$2391.20	FMC2.5B	\$2486.80
FMC2B	\$2242.50	FMC2B	\$2332.20	FMC2B	\$2425.50
FMC3.5	\$2223.70	FMC3.5	\$2312.60	FMC3.5	\$2405.10
FMC3	\$2204.80	FMC3	\$2293.00	FMC3	\$2384.70
FMC4.5	\$2129.00	FMC4.5	\$2214.20	FMC4.5	\$2302.80
FMC4	\$2053.30	FMC4	\$2135.40	FMC4	\$2220.80
FMC5.5	\$2042.50	FMC5.5	\$2124.20	FMC5.5	\$2209.20
FMC5	\$1977.10	FMC5	\$2056.20	FMC5	\$2138.40
FMC6.5	\$1939.40	FMC6.5	\$2017.00	FMC6.5	\$2097.70
FMC6	\$1901.80	FMC6	\$1977.90	FMC6	\$2057.00
FMC7.5	\$1825.30	FMC7.5	\$1898.30	FMC7.5	\$1974.20
FMC7	\$1750.20	FMC7	\$1820.20	FMC7	\$1893.00
FMC8.5	\$1712.30	FMC8.5	\$1780.80	FMC8.5	\$1852.00
FMC8	\$1674.30	FMC8	\$1741.30	FMC8	\$1811.00
FMC9.5	\$1636.50	FMC9.5	\$1702.00	FMC9.5	\$1770.00
FMC9	\$1598.70	FMC9	\$1662.60	FMC9	\$1729.10
FMC10.5	\$1561.50	FMC10.5	\$1624.00	FMC10.5	\$1689.00
FMC10	\$1524.30	FMC10	\$1585.30	FMC10	\$1648.70
FMC11.5	\$1468.90	FMC11.5	\$1528.90	FMC11.5	\$1590.00
FMC11	\$1413.50	FMC11	\$1473.50	FMC11	\$1533.50
FMC12.5	\$1377.20	FMC12.5	\$1437.20	FMC12.5	\$1497.20
FMC12	\$1340.80	FMC12	\$1400.80	FMC12	\$1460.80
FMC13.5	\$1301.60	FMC13.5	\$1361.60	FMC13.5	\$1421.60
FMC13	\$1262.30	FMC13	\$1322.30	FMC13	\$1382.30
FMC14.5	\$1241.10	FMC14.5	\$1301.10	FMC14.5	\$1361.10
FMC14	\$1219.90	FMC14	\$1279.90	FMC14	\$1339.90