



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2019–20**  
(C2020/1)

**FIRE FIGHTING INDUSTRY AWARD 2020**  
[MA000111]

Fire fighting services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[\[2020\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 15 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate: 38 hours (full-time employee)</b>	<b>Shift loading: 30% of the minimum weekly rate</b>	<b>Average 40 hours loading: 10.5263% of the combined minimum weekly rate and shift loading</b>	<b>Total weekly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Recruit	785.40	-	-	785.40
Firefighter Level 1	785.40	235.62	107.48	1128.50
Firefighter Level 2	796.50	238.95	108.99	1144.44
Firefighter Level 3	810.00	243.00	110.84	1163.84
Qualified Firefighter	877.60	263.28	120.09	1260.97
Leading Firefighter	1004.10	301.23	137.40	1442.73

<b>Classification</b>	<b>Minimum weekly rate: 38 hours (full-time employee)</b>	<b>Shift loading: 30% of the minimum weekly rate</b>	<b>Average 40 hours loading: 10.5263% of the combined minimum weekly rate and shift loading</b>	<b>Total weekly rate</b>
	\$	\$	\$	\$
Station Officer	1088.50	326.55	148.95	1564.00
Senior Station Officer	1172.50	351.75	160.45	1684.70
Fire Service Communications Controller	1172.50	351.75	160.45	1684.70

2. By deleting the table appearing in clause 16 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Ordinary hourly rate—shiftworkers<sup>1</sup></b>
	\$	\$	\$
Recruit	785.40	20.67	26.87
Firefighter Level 1	785.40	20.67	26.87
Firefighter Level 2	796.50	20.96	27.25
Firefighter Level 3	810.00	21.32	27.72
Qualified Firefighter	877.60	23.09	30.02
Leading Firefighter	1004.10	26.42	34.35
Station Officer	1088.50	28.64	37.23
Senior Station Officer	1172.50	30.86	40.12

3. By deleting the amount "\$27.43" appearing in clause 19.4(a)(i) and inserting "\$27.91".

4. By deleting the amount "\$27.43" appearing in clause 19.4(b)(i) and inserting "\$27.91".

5. By deleting the amount "\$14.66" appearing in clause 19.5(a) and inserting "\$14.92".

6. By deleting the amount "\$21.56" appearing in clause 19.5(b) and inserting "\$21.94".

7. By deleting the amount "\$26.74" appearing in clause 19.5(c) and inserting "\$27.21".

8. By deleting the amount "\$16.82" appearing in clause 19.5(d) and inserting "\$17.11".

9. By deleting the amount "\$20.70" appearing in clause 19.6(a) and inserting "\$21.06".

10. By deleting the amount "\$62.96" appearing in clause 19.6(b) and inserting "\$64.06".

11. By deleting the table appearing in clause A.2.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate</b>	<b>Total weekly rate<sup>1</sup></b>	<b>Total hourly rate<sup>2</sup></b>	<b>Ordinary hourly rate<sup>3</sup></b>	<b>Overtime (200% of ordinary hourly rate)<sup>4</sup></b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Recruit	785.40	-	20.67	-	41.34
Firefighter Level 1	785.40	1128.50	29.70	26.87	53.74
Firefighter Level 2	796.50	1144.44	30.12	27.25	54.50
Firefighter Level 3	810.00	1163.84	30.63	27.71	55.42
Qualified Firefighter	877.60	1260.97	33.18	30.02	60.04
Leading Firefighter	1004.10	1442.73	37.97	34.35	68.70
Station Officer	1088.50	1564.00	41.16	37.24	74.48
Senior Station Officer	1172.50	1684.70	44.33	40.11	80.22
Fire Service Communications Controller	1172.50	1684.70	44.33	40.11	80.22

12. By deleting the table appearing in clause A.3.1 and inserting the following:

<b>Classification</b>	<b>Minimum hourly rate</b>	<b>Day work</b>			<b>Shiftwork</b>
		<b>Saturday</b>	<b>Sunday</b>	<b>Public Holiday</b>	
		<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Recruit	20.67	31.01	41.34	51.68	26.87
Firefighter Level 1	20.67	31.01	41.34	51.68	26.87
Firefighter Level 2	20.96	31.44	41.92	52.40	27.25
Firefighter Level 3	21.32	31.98	42.64	53.30	27.72
Qualified Firefighter	23.09	34.64	46.18	57.73	30.02
Leading Firefighter	26.42	39.63	52.84	66.05	34.35
Station Officer	28.64	42.96	57.28	71.60	37.23
Senior Station Officer	30.86	46.29	61.72	77.15	40.12

13. By deleting the table appearing in clause A.3.2 and inserting the following:

Classification	Day work		Shiftwork
	Monday to Sunday	Public holiday	All overtime
	% of minimum hourly rate		% of ordinary hourly rate <sup>1</sup>
	200%	250%	200%
	\$	\$	\$
Recruit	41.34	51.68	53.74
Firefighter Level 1	41.34	51.68	53.74
Firefighter Level 2	41.92	52.40	54.50
Firefighter Level 3	42.64	53.30	55.44
Qualified Firefighter	46.18	57.73	60.04
Leading Firefighter	52.84	66.05	68.70
Station Officer	57.28	71.60	74.46
Senior Station Officer	61.72	77.15	80.24

14. By deleting the amount “\$862.50” appearing in clause B.1.1 and inserting “\$877.60”.

15. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Relieving allowances— Greater than 100kms away from appointed station	19.4(a)(i)	3.18	27.91	per shift
Relieving allowances— Between 50kms and 100kms away from appointed station	19.4(b)(i)	3.18	27.91	per shift
Qualification allowances— IFE Graduate Certificate or Certificate of Fire Technology	19.5(a)	1.7	14.92	per week
Qualification allowances— IFE Graduate Certificate and Certificate of Fire Technology	19.5(b)	2.5	21.94	per week
Qualification allowances— IFE Graduate Certificate and Membership	19.5(c)	3.1	27.21	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Qualification allowances— Current recognised first aid certificate	19.5(d)	1.95	17.11	per week
Duty allowances— Designated heavy rescue appliance	19.6(a)	2.4	21.06	per week
Duty allowances—Station Officers and Firefighters rostered for special administrative duties	19.6(b)	7.3	64.06	per week whilst so rostered

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2020.

PRESIDENT