



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

FIRE FIGHTING INDUSTRY AWARD 2020
[MA000111]

Fire fighting services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

Classification	Minimum weekly rate: 38 hours (full-time employee)	Shift loading: 30% of the minimum weekly rate	Average 40 hours loading: 10.5263% of the combined minimum weekly rate and shift loading	Total weekly rate
	\$	\$	\$	\$
Recruit	927.10	-	-	927.10
Firefighter Level 1	927.10	278.13	126.87	1332.10
Firefighter Level 2	939.60	281.88	128.58	1350.06
Firefighter Level 3	954.80	286.44	130.66	1371.90
Qualified Firefighter	1032.30	309.69	141.26	1483.25
Leading Firefighter	1181.10	354.33	161.62	1697.05

Classification	Minimum weekly rate: 38 hours (full-time employee)	Shift loading: 30% of the minimum weekly rate	Average 40 hours loading: 10.5263% of the combined minimum weekly rate and shift loading	Total weekly rate
	\$	\$	\$	\$
Station Officer	1280.40	384.12	175.21	1839.73
Senior Station Officer	1379.30	413.79	188.75	1981.84
Fire Service Communications Controller	1379.30	413.79	188.75	1981.84

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Ordinary hourly rate—shiftworkers¹
	\$	\$	\$
Recruit	927.10	24.40	31.72
Firefighter Level 1	927.10	24.40	31.72
Firefighter Level 2	939.60	24.73	32.15
Firefighter Level 3	954.80	25.13	32.67
Qualified Firefighter	1032.30	27.17	35.32
Leading Firefighter	1181.10	31.08	40.40
Station Officer	1280.40	33.69	43.80
Senior Station Officer	1379.30	36.30	47.19

3. By deleting the amount “\$31.64” appearing in clause 19.4(a)(i) and inserting “\$32.83”.

4. By deleting the amount “\$31.64” appearing in clause 19.4(b)(i) and inserting “\$32.83”.

5. By deleting the amount “\$16.92” appearing in clause 19.5(a) and inserting “\$17.55”.

6. By deleting the amount “\$24.88” appearing in clause 19.5(b) and inserting “\$25.81”.

7. By deleting the amount “\$30.85” appearing in clause 19.5(c) and inserting “\$32.00”.

8. By deleting the amount “\$19.40” appearing in clause 19.5(d) and inserting “\$20.13”.

9. By deleting the amount “\$23.88” appearing in clause 19.6(a) and inserting “\$24.78”.

10. By deleting the amount “\$72.64” appearing in clause 19.6(b) and inserting “\$75.36”.

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

Classification	Minimum weekly rate	Total weekly rate¹	Total hourly rate²	Ordinary hourly rate³	Overtime (200% of ordinary hourly rate)⁴
	\$	\$	\$	\$	\$
Recruit	927.10	–	24.40	–	48.80
Firefighter Level 1	927.10	1332.10	35.06	31.72	63.44
Firefighter Level 2	939.60	1350.06	35.53	32.14	64.28
Firefighter Level 3	954.80	1371.90	36.10	32.66	65.32
Qualified Firefighter	1032.30	1483.25	39.03	35.32	70.64
Leading Firefighter	1181.10	1697.05	44.66	40.41	80.82
Station Officer	1280.40	1839.73	48.41	43.80	87.60
Senior Station Officer	1379.30	1981.84	52.15	47.19	94.38
Fire Service Communications Controller	1379.30	1981.84	52.15	47.19	94.38

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

Classification	Minimum hourly rate	Day work			Shiftwork
		Saturday	Sunday	Public Holiday	
		% of minimum hourly rate			
	100%	150%	200%	250%	130%
	\$	\$	\$	\$	\$
Recruit	24.40	36.60	48.80	61.00	31.72
Firefighter Level 1	24.40	36.60	48.80	61.00	31.72
Firefighter Level 2	24.73	37.10	49.46	61.83	32.15
Firefighter Level 3	25.13	37.70	50.26	62.83	32.67
Qualified Firefighter	27.17	40.76	54.34	67.93	35.32
Leading Firefighter	31.08	46.62	62.16	77.70	40.40
Station Officer	33.69	50.54	67.38	84.23	43.80
Senior Station Officer	36.30	54.45	72.60	90.75	47.19

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 ¹
	200%	250%	200%
	\$	\$	\$
Recruit	48.80	61.00	63.44
Firefighter Level 1	48.80	61.00	63.44
Firefighter Level 2	49.46	61.83	64.30
Firefighter Level 3	50.26	62.83	65.34
Qualified Firefighter	54.34	67.93	70.64
Leading Firefighter	62.16	77.70	80.80
Station Officer	67.38	84.23	87.60
Senior Station Officer	72.60	90.75	94.38

14. By deleting the amount “\$995.00” appearing in clause B.1.1 and inserting “\$1032.30”.

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	32.83	per shift
Relieving allowances— Between 50kms and 100kms away from appointed station	19.4(b)(i)	3.18	32.83	per shift
Qualification allowances— IFE Graduate Certificate or Certificate of Fire Technology	19.5(a)	1.7	17.55	per week
Qualification allowances— IFE Graduate Certificate and Certificate of Fire Technology	19.5(b)	2.5	25.81	per week
Qualification allowances— IFE Graduate Certificate and Membership	19.5(c)	3.1	32.00	per week

Allowance	Clause	% of standard rate	\$	Payable
Qualification allowances— Current recognised first aid certificate	19.5(d)	1.95	20.13	per week
Duty allowances— Designated heavy rescue appliance	19.6(a)	2.4	24.78	per week
Duty allowances—Station Officers and Firefighters rostered for special administrative duties	19.6(b)	7.3	75.36	per week whilst so rostered

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT