

## Pay Guide - Fire Fighting Industry Award 2010

[MA000111]

Published 28 October 2019

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

### Public sector - Full-time

The rates of pay in the tables for public sector full-time employees include shift loading and average 40 hours loading.

| Classification                         | Weekly pay rate | Hourly pay rate | Shiftwork - retained on duty | Overtime - shiftworkers | Overtime - day workers | Overtime - public holiday - day workers |
|--|-----------------|-----------------|------------------------------|-------------------------|------------------------|---|
| Recruit                                | \$749.40        | \$19.72         | \$39.44                      | \$39.44                 | \$39.44                | \$49.30                                 |
| Firefighter level 1                    | \$1,076.77      | \$28.34         | \$51.28                      | \$51.28                 | \$51.28                | \$64.10                                 |
| Firefighter level 2                    | \$1,092.00      | \$28.74         | \$52.00                      | \$52.00                 | \$52.00                | \$65.00                                 |
| Firefighter level 3                    | \$1,110.54      | \$29.22         | \$52.88                      | \$52.88                 | \$52.88                | \$66.10                                 |
| Qualified firefighter                  | \$1,203.21      | \$31.66         | \$57.30                      | \$57.30                 | \$57.30                | \$71.63                                 |
| Leading firefighter                    | \$1,376.64      | \$36.23         | \$65.56                      | \$65.56                 | \$65.56                | \$81.95                                 |
| Station officer                        | \$1,492.30      | \$39.27         | \$71.06                      | \$71.06                 | \$71.06                | \$88.83                                 |
| Senior station officer                 | \$1,607.40      | \$42.30         | \$76.54                      | \$76.54                 | \$76.54                | \$95.68                                 |
| Fire service communications controller | \$1,607.40      | \$42.30         | \$76.54                      | \$76.54                 | \$76.54                | \$95.68                                 |

### Public sector - Part-time

| Classification                         | Hourly pay rate | Shiftwork | Shiftwork - retained on duty | Overtime - shiftworkers | Overtime - day workers | Overtime - public holiday - day workers |
|--|-----------------|-----------|------------------------------|-------------------------|------------------------|---|
| Qualified firefighter                  | \$22.04         | \$28.65   | \$57.30                      | \$57.30                 | \$44.08                | \$55.10                                 |
| Leading firefighter                    | \$25.21         | \$32.77   | \$65.54                      | \$65.54                 | \$50.42                | \$63.03                                 |
| Station officer                        | \$27.33         | \$35.53   | \$71.06                      | \$71.06                 | \$54.66                | \$68.33                                 |
| Senior station officer                 | \$29.44         | \$38.27   | \$76.54                      | \$76.54                 | \$58.88                | \$73.60                                 |
| Fire service communications controller | \$29.44         | \$38.27   | \$76.54                      | \$76.54                 | \$58.88                | \$73.60                                 |

## Private sector - Full-time & part-time

Table 1 of 2

| Classification         | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Public holiday - additional day off - day worker |
|------------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|--|
| Recruit                | \$749.40        | \$19.72         | \$29.58               | \$39.44             | \$49.30                     | \$29.58  |
| Firefighter level 1    | \$749.40        | \$19.72         | \$29.58               | \$39.44             | \$49.30                     | \$29.58  |
| Firefighter level 2    | \$760.00        | \$20.00         | \$30.00               | \$40.00             | \$50.00                     | \$30.00  |
| Firefighter level 3    | \$772.90        | \$20.34         | \$30.51               | \$40.68             | \$50.85                     | \$30.51  |
| Qualified firefighter  | \$837.40        | \$22.04         | \$33.06               | \$44.08             | \$55.10                     | \$33.06  |
| Leading firefighter    | \$958.10        | \$25.21         | \$37.82               | \$50.42             | \$63.03                     | \$37.82  |
| Station officer        | \$1,038.60      | \$27.33         | \$41.00               | \$54.66             | \$68.33                     | \$41.00  |
| Senior station officer | \$1,118.70      | \$29.44         | \$44.16               | \$58.88             | \$73.60                     | \$44.16  |

Table 2 of 2

| Classification         | Shiftwork | Shiftwork - retained on duty | Overtime - shiftworker | Overtime - day worker | Overtime - public holiday - day worker |
|------------------------|-----------|------------------------------|------------------------|-----------------------|--|
| Recruit                | \$25.64   | \$39.44                      | \$51.28                | \$39.44               | \$49.30                                |
| Firefighter level 1    | \$25.64   | \$39.44                      | \$51.28                | \$39.44               | \$49.30                                |
| Firefighter level 2    | \$26.00   | \$40.00                      | \$52.00                | \$40.00               | \$50.00                                |
| Firefighter level 3    | \$26.44   | \$40.68                      | \$52.88                | \$40.68               | \$50.85                                |
| Qualified firefighter  | \$28.65   | \$44.08                      | \$57.30                | \$44.08               | \$55.10                                |
| Leading firefighter    | \$32.77   | \$50.42                      | \$65.56                | \$50.42               | \$63.03                                |
| Station officer        | \$35.53   | \$54.66                      | \$71.06                | \$54.66               | \$68.33                                |
| Senior station officer | \$38.27   | \$58.88                      | \$76.54                | \$58.88               | \$73.60                                |

## Allowances

The shift loading and average 40 hours loading amounts in this table (marked \*) have already been included in the rates for public sector full-time employees in the table above.

| Allowances   | Rate  |
|--|---|
| * Shift loading - public sector - Firefighter level 1  | \$224.82 per week   |
| * Shift loading - public sector - Firefighter level 2  | \$228.00 per week   |
| * Shift loading - public sector - Firefighter level 3  | \$231.87 per week   |
| * Shift loading - public sector - Qualified firefighter                                      | \$251.22 per week   |
| * Shift loading - public sector - Leading firefighter  | \$287.43 per week   |
| * Shift loading - public sector - Station officer  | \$311.58 per week   |
| * Shift loading - public sector - Senior station officer                                     | \$335.61 per week   |
| * Shift loading - public sector - Fire service communications controller                     | \$335.61 per week   |
| * Average 40 hours loading - public sector - Firefighter level 1                             | \$102.55 per week   |
| * Average 40 hours loading - public sector - Firefighter level 2                             | \$104.00 per week   |
| * Average 40 hours loading - public sector - Firefighter level 3                             | \$105.77 per week   |
| * Average 40 hours loading - public sector - Qualified firefighter                           | \$114.59 per week   |
| * Average 40 hours loading - public sector - Leading firefighter                             | \$131.11 per week   |
| * Average 40 hours loading - public sector - Station officer                                 | \$142.12 per week   |
| * Average 40 hours loading - public sector - Senior station officer                          | \$153.09 per week   |
| * Average 40 hours loading - public sector - Fire service communications controller          | \$153.09 per week   |
| Availability allowance - Station officers (Public sector) not working a 10/14 roster         | \$1.77 per hour   |
| Availability allowance - Senior station officers (Public sector) not working a 10/14 roster  | \$1.90 per hour   |
| Availability allowance - Station officers (Private sector) not working a 10/14 roster        | \$1.23 per hour   |
| Availability allowance - Senior station officers (Private sector) not working a 10/14 roster | \$1.32 per hour   |
| Change of residence (relocation) allowance   | reimbursement for reasonable relocation expenses, including the cost transporting family to the new location and moving furniture |
| Clothing and equipment reimbursement   | reimbursement for the cost of buying, replacing, repairing and/or cleaning the clothing and/or equipment                          |

| <b>Allowances</b>  | <b>Rate</b>   |
|--|---|
| Driving licence reimbursement - Station officers and Firefighters required to drive emergency vehicles   | reimbursement for the cost of drivers licence renewal fees  |
| First aid allowance  | \$0.43 per hour up to a maximum of \$16.33 per week   |
| Heavy rescue appliance allowance   | \$0.53 per hour up to a maximum of \$20.10 per week   |
| Meal allowance   | \$15.45 for a meal  |
| Qualification allowance - IFE Graduate Certificate or Certificate of Fire Technology   | \$0.37 per hour up to a maximum of \$14.24 per week   |
| Qualification allowance - both IFE Graduate Certificate and Certificate of Fire Technology   | \$0.55 per hour up to a maximum of \$20.94 per week   |
| Qualification allowance - both IFE Graduate Certificate and Membership   | \$0.68 per hour up to a maximum of \$25.96 per week   |
| Relieving allowance  | \$26.63 per shift   |
| Relieving employee reimbursement   | reimbursement for reasonable accommodation, breakfast and dinner and a meal allowance   |
| Relieving employee transport reimbursement   | reimbursement for the cost of all expenses for the journey to and from their relieving station, more than the expenses between their normal residence and their appointed station |
| Special administrative duties allowance - Station officers and Firefighters  | \$1.61 per hour up to a maximum of \$61.13 per week   |
| Vehicle allowance - motor vehicle  | \$0.78 per km   |
| Vehicle allowance - motorcycle   | \$0.26 per km   |
| Excess travel expenses - temporarily working at station away from appointed station  | reimbursement for the cost of all expenses more than normal between home and their appointed station  |
| Travelling time allowance - temporarily working at station further from home than appointed station  | 1 hour at overtime rates, per day and payment at the minimum hourly rate for 3 minutes for each 4km or part thereof travelled each way  |
| Travelling time allowance - temporarily working at station no further from home than appointed station   | 1 hour at overtime rates, per day   |
| Travel expenses - duty at another station while on duty at appointed station - returning during shift  | reimbursement for the cost of reasonable transport between the appointed station and the duty station   |
| Travel time allowance - duty at another station while on duty at appointed station - returning after shift - duty station further from home than appointed station     | the appropriate single travelling expenses to the appointed station, 30 minutes payment at overtime rates and payment at the minimum hourly rate for 2.5 minutes per km           |
| Travel time allowance - duty at another station while on duty at appointed station - returning after shift - duty station not further from home than appointed station | the appropriate single travelling expenses to the appointed station and 30 minutes overtime rates   |

| <b>Allowances</b>  | <b>Rate</b>  |
|--|--|
| Transport expenses reimbursement - travel between appointed and duty station, duty away from appointed duty station, or attending training | reimbursement for the cost of reasonable transport                                 |
| Travelling to and from training facility allowance   | appropriate overtime rates   |
| Travelling to training transport reimbursement   | reimbursement for the cost of reasonable transport                                 |
| Training accommodation reimbursement   | reimbursement for the cost of accommodation  |
| Accommodation allowance - capital cities   | \$160.76 per night   |
| Accommodation allowance - other places within Australia  | \$93.72 per night  |
| Travel meal allowance - breakfast - capital cities   | \$19.91 for a meal   |
| Travel meal allowance - breakfast - other places within Australia  | \$12.78 for a meal   |
| Travel meal allowance - breakfast - part-day absence   | \$15.48 for a meal   |
| Travel meal allowance - lunch - capital cities   | \$33.85 for a meal   |
| Travel meal allowance - lunch - other places within Australia  | \$25.76 for a meal   |
| Travel meal allowance - lunch - part-day absence   | \$15.48 for a meal   |
| Travel meal allowance - dinner - capital cities  | \$47.64 for a meal   |
| Travel meal allowance - dinner - other places within Australia   | \$36.47 for a meal   |
| Travel meal allowance - dinner - part-day absence  | \$20.53 for a meal   |
| Emergency roster - meal and accommodation reimbursement  | reimbursement for the cost of meals and accommodation                              |
| Recall to duty - travelling time allowance - Monday to Saturday  | Payment at the minimum hourly rate for time spent travelling when recalled to duty |
| Recall to duty - travelling time allowance - Sunday and public holidays  | Payment at time and a half for time spent travelling when recalled to duty         |
| Recall to duty - vehicle allowance - motor vehicle   | \$0.78 per km to cover the distance travelled from home to work and return         |
| Recall to duty - vehicle allowance - motorcycle  | \$0.26 per km to cover the distance travelled from home to work and return         |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.