

## Pay Guide - Fire Fighting Industry Award

[MA000111]

Published 8 May 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2019.

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	\$771.90	\$20.31	\$40.62	\$40.62	\$40.62	\$50.78
Firefighter level 1	\$1,109.10	\$29.19	\$52.82	\$52.82	\$52.82	\$66.03
Firefighter level 2	\$1,124.76	\$29.60	\$53.56	\$53.56	\$53.56	\$66.95
Firefighter level 3	\$1,143.87	\$30.10	\$54.48	\$54.48	\$54.48	\$68.10
Qualified firefighter	\$1,239.28	\$32.61	\$59.02	\$59.02	\$59.02	\$73.78
Leading firefighter	\$1,417.88	\$37.31	\$67.52	\$67.52	\$67.52	\$84.40
Station officer	\$1,537.13	\$40.45	\$73.20	\$73.20	\$73.20	\$91.50
Senior station officer	\$1,655.67	\$43.57	\$78.84	\$78.84	\$78.84	\$98.55
Fire service communications controller	\$1,655.67	\$43.57	\$78.84	\$78.84	\$78.84	\$98.55

### 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	\$22.70	\$29.51	\$59.02	\$59.02	\$45.40	\$56.75
Leading firefighter	\$25.97	\$33.76	\$67.52	\$67.52	\$51.94	\$64.93
Station officer	\$28.15	\$36.60	\$73.20	\$73.20	\$56.30	\$70.38
Senior station officer	\$30.32	\$39.42	\$78.84	\$78.84	\$60.64	\$75.80
Fire service communications controller	\$30.32	\$39.42	\$78.84	\$78.84	\$60.64	\$75.80

## 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	\$771.90	\$20.31	\$30.47	\$40.62	\$50.78	\$30.47
Firefighter level 1	\$771.90	\$20.31	\$30.47	\$40.62	\$50.78	\$30.47
Firefighter level 2	\$782.80	\$20.60	\$30.90	\$41.20	\$51.50	\$30.90
Firefighter level 3	\$796.10	\$20.95	\$31.43	\$41.90	\$52.38	\$31.43
Qualified firefighter	\$862.50	\$22.70	\$34.05	\$45.40	\$56.75	\$34.05
Leading firefighter	\$986.80	\$25.97	\$38.96	\$51.94	\$64.93	\$38.96
Station officer	\$1,069.80	\$28.15	\$42.23	\$56.30	\$70.38	\$42.23
Senior station officer	\$1,152.30	\$30.32	\$45.48	\$60.64	\$75.80	\$45.48

Table 2 of 2

Classification	Shiftwork	Shiftwork - retained on duty	Overtime - shiftworker	Overtime - day worker	Overtime - public holiday - day worker
Recruit	\$26.40	\$52.82	\$52.82	\$40.62	\$50.78
Firefighter level 1	\$26.40	\$52.82	\$52.82	\$40.62	\$50.78
Firefighter level 2	\$26.78	\$53.56	\$53.56	\$41.20	\$51.50
Firefighter level 3	\$27.24	\$54.48	\$54.48	\$41.90	\$52.38
Qualified firefighter	\$29.51	\$59.02	\$59.02	\$45.40	\$56.75
Leading firefighter	\$33.76	\$67.52	\$67.52	\$51.94	\$64.93
Station officer	\$36.60	\$73.20	\$73.20	\$56.30	\$70.38
Senior station officer	\$39.42	\$78.84	\$78.84	\$60.64	\$75.80

## 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	\$231.57 per week
* Shift loading - public sector - Firefighter level 2	\$234.84 per week
* Shift loading - public sector - Firefighter level 3	\$238.83 per week
* Shift loading - public sector - Qualified firefighter	\$258.75 per week
* Shift loading - public sector - Leading firefighter	\$296.04 per week
* Shift loading - public sector - Station officer	\$320.94 per week
* Shift loading - public sector - Senior station officer	\$345.69 per week
* Shift loading - public sector - Fire service communications controller	\$345.69 per week
* Average 40 hours loading - public sector - Firefighter level 1	\$105.63 per week
* Average 40 hours loading - public sector - Firefighter level 2	\$107.12 per week
* Average 40 hours loading - public sector - Firefighter level 3	\$108.94 per week
* Average 40 hours loading - public sector - Qualified firefighter	\$118.03 per week
* Average 40 hours loading - public sector - Leading firefighter	\$135.04 per week
* Average 40 hours loading - public sector - Station officer	\$146.39 per week
* Average 40 hours loading - public sector - Senior station officer	\$157.68 per week
* Average 40 hours loading - public sector - Fire service communications controller	\$157.68 per week
Availability allowance - Station officers (Public sector) not working a 10/14 roster	\$1.82 per hour
Availability allowance - Senior station officers (Public sector) not working a 10/14 roster	\$1.96 per hour
Availability allowance - Station officers (Private sector) not working a 10/14 roster	\$1.27 per hour
Availability allowance - Senior station officers (Private sector) not working a 10/14 roster	\$1.36 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	\$0.44 per hour up to a maximum of \$16.82 per week
Heavy rescue appliance allowance	\$0.54 per hour up to a maximum of \$20.70 per week
Meal allowance	\$15.94 for a meal
Qualification allowance - IFE Graduate Certificate or Certificate of Fire Technology	\$0.39 per hour up to a maximum of \$14.66 per week
Qualification allowance - both IFE Graduate Certificate and Certificate of Fire Technology	\$0.57 per hour up to a maximum of \$21.56 per week
Qualification allowance - both IFE Graduate Certificate and Membership	\$0.70 per hour up to a maximum of \$26.74 per week
Relieving allowance	\$27.43 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	\$1.66 per hour up to a maximum of \$62.96 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	\$163.51 per night
Accommodation allowance - other places within Australia	\$95.32 per night
Travel meal allowance - breakfast - capital cities	\$20.54 for a meal
Travel meal allowance - breakfast - other places within Australia	\$13.19 for a meal
Travel meal allowance - breakfast - part-day absence	\$15.97 for a meal
Travel meal allowance - lunch - capital cities	\$34.92 for a meal
Travel meal allowance - lunch - other places within Australia	\$26.58 for a meal
Travel meal allowance - lunch - part-day absence	\$15.97 for a meal
Travel meal allowance - dinner - capital cities	\$49.15 for a meal
Travel meal allowance - dinner - other places within Australia	\$37.63 for a meal
Travel meal allowance - dinner - part-day absence	\$21.18 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.