



# DRAFT DETERMINATION

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

## Annual Wage Review 2024–25 (C2025/1)

### FIRE FIGHTING INDUSTRY AWARD 2020 [MA000111]

Fire fighting services

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

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- 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	959.50	-	-	959.50
Firefighter Level 1	959.50	287.85	131.30	1378.65
Firefighter Level 2	972.50	291.75	133.08	1397.33
Firefighter Level 3	988.20	296.46	135.23	1419.89
Qualified Firefighter	1068.40	320.52	146.20	1535.12
Leading Firefighter	1222.40	366.72	167.28	1756.40

<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	1325.20	397.56	181.34	1904.10
Senior Station Officer	1427.60	428.28	195.36	2051.24
Fire Service Communications Controller	1427.60	428.28	195.36	2051.24

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	959.50	25.25	32.83
Firefighter Level 1	959.50	25.25	32.83
Firefighter Level 2	972.50	25.59	33.27
Firefighter Level 3	988.20	26.01	33.81
Qualified Firefighter	1068.40	28.12	36.56
Leading Firefighter	1222.40	32.17	41.82
Station Officer	1325.20	34.87	45.33
Senior Station Officer	1427.60	37.57	48.84

3. By deleting the amount “\$32.83” appearing in clause 19.4(a)(i) and inserting “\$33.98”.

4. By deleting the amount “\$32.83” appearing in clause 19.4(b)(i) and inserting “\$33.98”.

5. By deleting the amount “\$17.55” appearing in clause 19.5(a) and inserting “\$18.16”.

6. By deleting the amount “\$25.81” appearing in clause 19.5(b) and inserting “\$26.71”.

7. By deleting the amount “\$32.00” appearing in clause 19.5(c) and inserting “\$33.12”.

8. By deleting the amount “\$20.13” appearing in clause 19.5(d) and inserting “\$20.83”.

9. By deleting the amount “\$24.78” appearing in clause 19.6(a) and inserting “\$25.64”.

10. By deleting the amount “\$75.36” appearing in clause 19.6(b) and inserting “\$77.99”.

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	959.50	—	25.25	—	50.50
Firefighter Level 1	959.50	1378.65	36.28	32.83	65.66
Firefighter Level 2	972.50	1397.33	36.77	33.27	66.54
Firefighter Level 3	988.20	1419.89	37.37	33.81	67.62
Qualified Firefighter	1068.40	1535.12	40.40	36.55	73.10
Leading Firefighter	1222.40	1756.40	46.22	41.82	83.64
Station Officer	1325.20	1904.10	50.11	45.34	90.68
Senior Station Officer	1427.60	2051.24	53.98	48.84	97.68
Fire Service Communications Controller	1427.60	2051.24	53.98	48.84	97.68

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	25.25	37.88	50.50	63.13	32.83
Firefighter Level 1	25.25	37.88	50.50	63.13	32.83
Firefighter Level 2	25.59	38.39	51.18	63.98	33.27
Firefighter Level 3	26.01	39.02	52.02	65.03	33.81
Qualified Firefighter	28.12	42.18	56.24	70.30	36.56
Leading Firefighter	32.17	48.26	64.34	80.43	41.82
Station Officer	34.87	52.31	69.74	87.18	45.33
Senior Station Officer	37.57	56.36	75.14	93.93	48.84

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

<b>Classification</b>	<b>Day work</b>		<b>Shiftwork</b>
	<b>Monday to Sunday</b>	<b>Public holiday</b>	<b>All overtime</b>
	<b>% of minimum hourly rate</b>		<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Recruit	50.50	63.13	65.66
Firefighter Level 1	50.50	63.13	65.66
Firefighter Level 2	51.18	63.98	66.54
Firefighter Level 3	52.02	65.03	67.62
Qualified Firefighter	56.24	70.30	73.12
Leading Firefighter	64.34	80.43	83.64
Station Officer	69.74	87.18	90.66
Senior Station Officer	75.14	93.93	97.68

14. By deleting the amount “\$1032.30” appearing in clause B.1.1 and inserting “\$1068.40”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Relieving allowances— Greater than 100kms away from appointed station	19.4(a)(i)	3.18	33.98	per shift
Relieving allowances— Between 50kms and 100kms away from appointed station	19.4(b)(i)	3.18	33.98	per shift
Qualification allowances— IFE Graduate Certificate or Certificate of Fire Technology	19.5(a)	1.7	18.16	per week
Qualification allowances— IFE Graduate Certificate and Certificate of Fire Technology	19.5(b)	2.5	26.71	per week
Qualification allowances— IFE Graduate Certificate and Membership	19.5(c)	3.1	33.12	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	20.83	per week
Duty allowances— Designated heavy rescue appliance	19.6(a)	2.4	25.64	per week
Duty allowances—Station Officers and Firefighters rostered for special administrative duties	19.6(b)	7.3	77.99	per week whilst so rostered

B. This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT