



## Fire Services Union Collective Agreement 2023 - 2026

### Base Hourly Rates

Date From	Relativity (%)	EA Start	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Percentage Increase (%)			5.0%	5.0%	5.0%	5.0%
Sprinkler Fitter Assistant	86.29%	\$ 47.18	\$ 49.54	\$ 52.02	\$ 54.62	\$ 57.35
Sprinkler Fitting Tradesperson Level 2	105%	\$ 55.30	\$ 58.07	\$ 60.97	\$ 64.02	\$ 67.22
Sprinkler Fitting Tradesperson – Special Class Level 1	110%	\$ 57.86	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33
Sprinkler Fitting Tradesperson – Special Class Level 2	115%	\$ 60.46	\$ 63.48	\$ 66.66	\$ 69.99	\$ 73.49
Advanced Sprinkler Fitting Tradesperson – Level 1	120%	\$ 63.11	\$ 66.27	\$ 69.58	\$ 73.06	\$ 76.71
Advanced Sprinkler Fitting Tradesperson – Level 2	125%	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.88
<b>Apprentices</b>						
1st Year	N/A	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.98	\$ 26.23
2nd Year	N/A	\$ 23.74	\$ 24.93	\$ 26.17	\$ 27.48	\$ 28.86
1st & 2nd Year Adult Apprentice	N/A	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29
3rd Year (incl. Adult Apprentice)	N/A	\$ 32.32	\$ 33.94	\$ 35.63	\$ 37.41	\$ 39.29
4th Year (incl. Adult Apprentice)	N/A	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97	\$ 47.22
<b>Trade Qualified</b>						
1st Year (incl. Adult Apprentice)	N/A	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.09
2nd Year	N/A	\$ 33.05	\$ 34.70	\$ 36.44	\$ 38.26	\$ 40.17
2nd Year Adult Apprentice	N/A	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25
3rd Year (incl. Adult Apprentice)	N/A	\$ 34.76	\$ 36.50	\$ 38.32	\$ 40.24	\$ 42.25
4th Year (incl. Adult Apprentice)	N/A	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97	\$ 47.22

### BERT Contributions

Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Employee (Not an Apprentice)	\$ 115.00	\$ 120.00	\$ 126.00	\$ 138.00
1st Year Apprentice	\$ 35.00	\$ 40.00		\$ 50.00
2nd Year Apprentice	\$ 35.00	\$ 40.00		\$ 55.00
3rd Year Apprentice	\$ 35.00	\$ 40.00		\$ 60.00
4th Year Apprentice	\$ 35.00	\$ 40.00		\$ 65.00

### STQ Contributions (excludes Apprentices):

Agreement Commencement
\$ 30.00

### BEWT Contributions

Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Employee (Not an Apprentice)	\$ 17.00	\$ 17.50	\$ 20.00	\$ 25.00
1st Year Apprentice				\$ 5.96
2nd Year Apprentice				\$ 8.20
3rd Year Apprentice				\$ 11.18
4th Year Apprentice				\$ 13.41

### PPTIDF Contributions (includes Apprentices):

From 31/10/2025
\$ 10.00

### CIPQ Contributions (all employees):

Agreement Commencement	1/03/2023	1/03/2024	1/03/2025	1/03/2026
Employee	\$ 41.30	\$ 47.00	\$ 51.00	\$ 57.00*

\*or \$60.00 to be informed by insurer.

### BUSSQ Contributions

	Employer Contribution	Employee Co-Contribution Salary Sacrifice (Compulsory)	Total
Agreement Commencement	\$ 255.00	\$ 64.00	\$ 319.00
31/10/2023	\$ 285.00	\$ 72.00	\$ 357.00
31/10/2024	\$ 297.00	\$ 75.00	\$ 372.00
31/10/2025	\$ 310.00	\$ 78.00	\$ 388.00
31/10/2026	\$ 323.00	\$ 81.00	\$ 404.00

Contributions for apprentices shall be calculated at the relevant legislated SGC % of ordinary time earnings and have the option to co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

### On Call Allowance (Per Week)

Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
\$	\$ 133.39	\$ 250.00	\$ 262.50	\$ 275.65
				\$ 289.41

**Fares and Travel Allowance Per Day:**

50km Radius	Agreement Commencement			31/10/2023		
	Fares Component	Travel Component	Total	Fares Component	Travel Component	Total
Employee (Not an Apprentice)	\$ 12.50	\$ 37.50	\$ 50.00	\$ 15.00	\$ 45.00	\$ 60.00
1st Year Apprentice (75%)	\$ 9.38	\$ 28.12	\$ 37.50	\$ 11.25	\$ 33.75	\$ 45.00
2nd Year Apprentice (85%)	\$ 10.62	\$ 31.88	\$ 42.50	\$ 12.75	\$ 38.25	\$ 51.00
3rd Year Apprentice (90%)	\$ 11.25	\$ 33.75	\$ 45.00	\$ 13.50	\$ 40.50	\$ 54.00
4th Year Apprentice (95%)	\$ 11.87	\$ 35.63	\$ 47.50	\$ 14.25	\$ 42.75	\$ 57.00

Fares and travel will also be paid on RDOs.

**Site Allowance Per Hour:**

Project Value	Site Allowance	Project Value	Site Allowance	Project Value	Site Allowance
0-\$20M	\$ 1.70	\$300M-\$400M	\$ 5.00	\$700M-\$800M	\$ 8.00
\$20M-\$100M	\$ 2.50	\$400M-\$500M	\$ 5.50	\$800M-\$900M	\$ 9.00
\$100M-\$200M	\$ 3.50	\$500M-\$600M	\$ 6.00	\$900M-\$1B	\$ 10.00
\$200M-\$300M	\$ 4.50	\$600M-\$700M	\$ 7.00	\$1B+	\$ 11.00

As per Clause 5.3 where the Award allowance is above those outlined in the Agreement the higher rate shall apply.

ALLOWANCE	AMOUNT	FREQUENCY				
Acid	\$ 2.16	Per hour				
Asbestos Eradication	\$ 2.27	Per hour				
Asbestos Materials	\$ 0.85	Per hour				
Bitumen	\$ 0.92	Per hour				
Camping (Weekly)	\$ 211.98	Per week				
Camping (Daily)	\$ 30.54	Per day				
Cold Work	\$ 0.72	Per hour				
Compensation for Clothes, etc.	\$ 267.93	Per instance				
Confined Space	\$ 1.06	Per hour				
Explosive Power Tools	\$ 1.75	Per day				
Fares and Travel (Own Transport During Work Hours)	\$ 1.19	Per km				
Fares and Travel (Own Transport Beyond Radius)	\$ 0.63	Per km				
First Aid	\$ 3.28	Per day				
Fumes	\$ 0.82	Per hour				
Health and Safety Representative	\$ 15.11	Per day				
Hospitals	\$ 0.51	Per day				
Hot Work (46° - 54° C)	\$ 0.72	Per hour				
Hot Work (Exceeding 54° C)	\$ 0.92	Per hour				
Insulation	\$ 0.92	Per hour				
Laser Safety Officer	\$ 3.00	Per day				
Living Away from Home	\$ 659.10	Per week				
Meals	\$ 20.00	Per meal				
Mt Isa Area	\$ 84.85	Per week				
Out of Pocket Expenses	\$ 94.16	Per week				
Return Journey	\$ 24.29	Per trip				
Scaffold License or Certificate	\$ 21.64	Per week				
Service Work	\$ 19.34	Per day				
Towers (Each 15 Metres)	\$ 0.70	Per hour				
Toxic Substances	\$ 0.89	Per hour				
Weekend Return Journey	\$ 44.08	Per trip				
Welding Qualification	\$ 0.67	Per hour				
Work in Ships	\$ 21.70	Per day				
<b>Leading Hand</b>						
When working under the direct supervision of a superior officer of the Employer – Up to 10 Persons	\$ 67.69	Per week				
When working under the direct supervision of a superior officer of the Employer – Over 10 Persons	\$ 84.47	Per week				
When placed in sole charge of the work outside the capital city and suburbs – Up to 10 Persons	\$ 84.47	Per week				
When placed in sole charge of the work outside the capital city and suburbs – Over 10 Persons	\$ 95.60	Per week				
<b>Multistorey Allowance</b>						
	EA Start	From 31 Oct 23	From 31 Oct 24	From 31 Oct 25	From 31 Oct 26	
From the commencement to the 15th floor level	\$ 0.78	\$ 1.07	\$ 1.52	\$ 1.60	\$ 1.68	Per hour
From the 16th floor level to the 30th floor level	\$ 0.94	\$ 1.29	\$ 1.81	\$ 1.90	\$ 1.99	Per hour
From the 31st floor level to the 45th floor level	\$ 1.40	\$ 1.63	\$ 2.81	\$ 2.95	\$ 3.10	Per hour
From the 46th floor level to the 60th floor level	\$ 1.82	\$ 2.55	\$ 3.64	\$ 3.82	\$ 4.01	Per hour
From the 61st floor level onwards	\$ 2.29	\$ 3.03	\$ 4.44	\$ 4.67	\$ 4.90	Per hour

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