



Proposed Queensland Fire Department Certified Agreement 2025

Information session

Respect

Integrity

Courage

Loyalty

Trust



Acknowledgement of Country

Queensland Fire Department acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland.

We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.



Background for CA25

Queensland Fire Department (QFD) **reached in-principle agreement** with the Queensland Professional Firefighters' Union (QPFU), Queensland Fire and Rescue Senior Officers Union of Employees (QFRSOU) and Together Queensland, Industrial Union of Employees (TQ) on **7 August 2025** for the replacement certified agreement which provides the terms and conditions of operational employees.

The title of the proposed agreement is ***Queensland Fire Department Certified Agreement 2025*** (CA25) which will replace the current *Queensland Fire and Emergency Services Certified Agreement 2022* (CA22).

Consultation

QFD has a legislative obligation to inform you about the content of the proposed agreement.

You need to be aware of the content of the agreement so you can cast an informed vote about whether you accept, or do not accept, the offer outlined in the agreement.



What is the structure of the proposed CA25 agreement?

Parts of CA25 are:

Part 1
Application and Operation

Part 2
Consultation, Complaints
Management and Grievance
Procedures

Part 3
Conditions of Employment
(General)

Part 4 Regional, Rural and
Remote Employment

Part 5
Firefighters and Station Officers

Part 6
Building Approval Officers

Part 7
Operational Senior Officers

Part 8
Fire Communications

Part 9
Rural Fire Service Queensland

Part 10
Deployment and Extra Ordinary
Duty Hours (EODH) Conditions
for OSOs, BAOs, Fire
Communications Director, Fire
Communications Executive
Manager and Fire
Communications Manager.

Part 11
Deployment Conditions for
Rural Fire Operational Officers



What is the structure of the proposed CA25 agreement?

CA25 Schedules are:

Schedule 1
Wages

Schedule 2
Allowances

Schedule 3
Operational Senior Officer work to
be completed

Schedule 4
Deployment Conditions for
Firefighters, Station Officers, Fire
Communications Officers and Fire
Communication Supervisors

Schedule 5
Rotating leave roster

Schedule 6
Shift Crewing



Who are the parties to CA25?

State of Queensland
(Queensland Fire
Department)

Queensland
Professional
Firefighters' Union,
Industrial Union of
Employees (QPFU)

Queensland Fire and
Rescue - Senior
Officers Union of
Employees (SOU)

Together Queensland,
Industrial Union of
Employees (TQ) for
Rural Fire Service
Queensland (RFSQ)

CA25 will cover all employees employed under the *Fire Services Act 1990* and covered by the *Queensland Fire and Emergency Services Employees Award - State 2016*.



What is key information for CA25?

When will CA25 take effect and how long does it operate for?

- The proposed CA25 will take effect from the date of certification with a nominal expiry date of 31 July 2028.
- In the meantime, CA22 continues to operate until the proposed CA25 is certified.

What happens to CA22?

- Should the proposed CA25 agreement be approved by employees, QFD will apply to the Queensland Industrial Relations Commission to terminate the existing agreement, *Queensland Fire and Emergency Services Certified Agreement 2022 (CA22)*.
- A notice of intention to terminate the CA22 agreement has been published online.

Relationship between CA25 and relevant Awards

- The relevant Award for CA25 is the *Queensland Fire and Emergency Services Employees Award 2016*.
- Where there is any inconsistency between the proposed CA25 agreement and the Award, the provisions of the proposed CA25 would apply to the extent of any inconsistency.



Contents of the CA25

The following slides provide an overview of the key features of the proposed agreement

Respect

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Wage increases and related matters

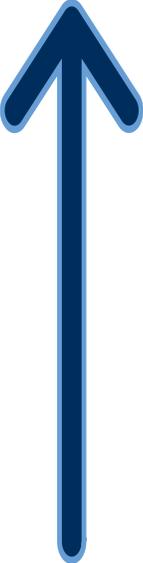
Guaranteed CA25 wage increases are:	<ul style="list-style-type: none">• 1 August 2025 - 3% (applied to the higher of the Award or CA22 agreement rate being paid at the previous nominal expiry)• 1 August 2026 - 2.5%• 1 August 2027 - 2.5%
CPI Uplift Adjustment (CUA)	<p>If the Brisbane CPI for March in any year is higher than the agreed wage increase, an additional uplift will automatically apply, up to the following caps:</p> <ul style="list-style-type: none">• 2026 (Year 1): Up to 0.5%• 2027 (Year 2): Up to 1%• 2028 (Year 3): Up to 1%

The new wage rates and associated back pay are paid to all operational employees who are employed by QFD at the date of certification of the proposed CA25.

Certain allowances are due to increase with wage increases (and CUA, if triggered).

New/Changed Employment Conditions

Operational Adjustment Allowance



Significant increase to the Operational Adjustment Allowance from **17.5% to 36.84%** of 2.5 x normal fortnightly pay.

This increase is in recognition of the skills and environment changes for operational firefighters including risks associated with increasing fires due to electric vehicles and home batteries.

This allowance is included as Ordinary Time Earnings (OTE) for superannuation.

Commitment to work towards more frequent payment rather than annual lump payment.



New/Changed Employment Conditions

Regional employment package

- CA25 introduces a new Regional, Rural and Remote employment package (RRR-EP) to support attraction and retention in identified locations.
- Aims to improve attraction, and retention arrangements and provide improved benefits in identified locations.
- The package includes two components:
 1. A fortnightly attraction allowance, and
 2. An annual retention payment after four years of continuous service.

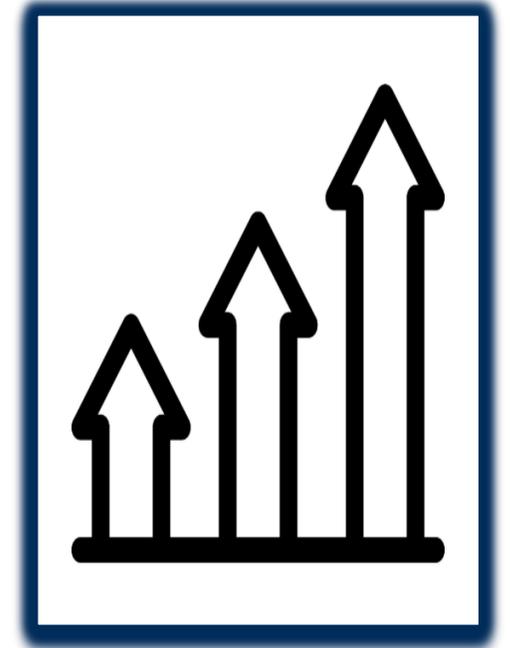


New/Changed Employment Conditions

Regional, Rural and Remote employment package – Attraction Allowance

- A **fortnightly rolled up allowance** payable from date of certification
- Will be increased with Public Sector Wages Policy on the second and third years
- Applies to employees permanently appointed to or rostered to identified regional and remote locations.

From date certification rates will be:	
Kingaroy – \$693.60	Mount Isa – \$944.10
Roma – \$746.70	Barcaldine – \$650.70
Emerald – \$891.60	Longreach – \$738.90
Charters Towers – \$623.20	Charleville – \$595.25
Bowen – \$763.90	Thursday Island – \$1,571.20
Goondiwindi – \$899.60	Bamaga – \$1,597.30
Gayndah – \$518.00	
Cooktown – \$907.10	



New/Changed Employment Conditions

Regional, Rural and Remote employment package – Attraction Allowance, Opt in

Existing Employees **will retain their current** residential rental assistance payments.

OR

Employees **may choose to convert** to the new regional, rural and remote attraction allowance.

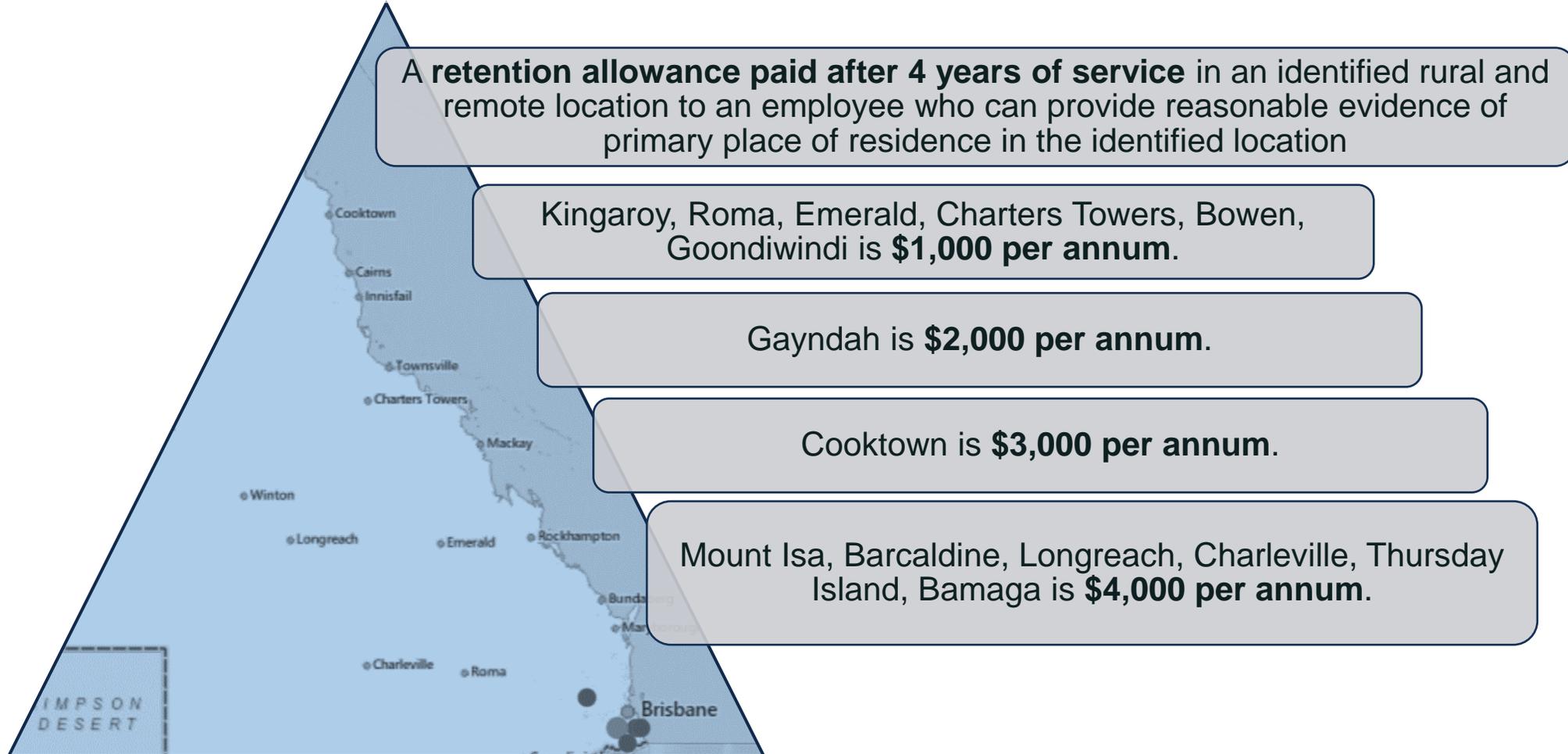
- An employee must elect in writing to cease their existing entitlements and convert to the regional, rural and remote attraction allowance.
- An employee can choose to convert to the new package at a time that suits the employee during the life of the Agreement, subject to the provisions of CA25.
- Once an employee enters into the new package, the RRREP Attraction Allowance will apply moving forward.



New/Changed Employment Conditions

Regional, Rural and Remote employment package – Retention Payment

New Retention Payment:



Changed Employment Conditions

Overtime Meal Allowance Hours – variation of ‘normal meal time’

From certification, CA25 will **expand hours of eligibility** to receive the Overtime Meal allowance to be the following:

Within **60 minutes prior** to the start of any recognised shift start time.

Within **60 minutes following** the start of any recognised shift start time.

Between **12:00 and 14:00**.



New Employment Conditions

Sick leave evidentiary requirements



- CA25 will introduce a new clause which will replace the medical certificate evidentiary requirements of clause 20.3 of the Award.
- CA25 will provide the ability for the employee to give the employer sufficient evidence of the illness or carers' leave to satisfy a reasonable person.



New Employment Conditions

On call rostering framework



- A commitment to develop an on-call rostering framework to assist with the implementation, effective, responsive and transparent on call arrangements across QFD.
- Will seek to ensure arrangements that better support operational requirements and employee wellbeing.
- Framework to be developed within 12 months of certification.
- For OSO'S, this framework must be developed before any changes are made to their shift work, hours or rostering.



New Employment Conditions

Codification of reform roles

Reform roles will be formally included in CA25.

These Include:

- Fire Communications Director and
- Fire Communications Executive Manager:
 - Positions retained with existing agreed remuneration levels
- Regional Duty Managers (RFSQ):
 - Existing terms and conditions will be formally codified
 - Implementation to commence 12 months after completion of Duty Manager shift work transition



New Employment Conditions

Changes to leading firefighter classification and 5-day station rosters

Leading Firefighter Classification

- Removal of Leading Firefighter Classification and grandparenting those remaining employees

5-day station rosters

- Removal of the 5-day rostered Firefighters and Station Officers from existing clauses in CA22.



New Employment Conditions

A review of Local Knowledge Templates



A review of Local Knowledge Templates (LKTs)

A formal review process and terms of reference will be established.

To ensure compliance with legislation, industrial instruments and public sector directives

Existing LKT's will remain while the formal review is undertaken.

New Employment Conditions

Response time review



A review **working group** will be formed for the Response Time Review.

The review will seek to identify all impacts on **response time and identify opportunities to work to improve response time statistics.**

Any outcomes from the review will be recommendations only and will not automatically become requirements but will inform future decision making.

New Employment Conditions

Station crewing model (SCM)



A commitment to trial improvements to the Station Crewing Model in two locations.

The trial will look at maximising the crewing of special appliances where staffing has already been allocated, helping to make better use of existing resources.

Importantly, priority crew alpha appliances remain unchanged, so core frontline capability is maintained.

This commitment ensures any future changes to crewing are properly trialled, evidence-based, and implemented in consultation with employees and their representatives.



New/Changed Employment Conditions

Consultative Committee Simplification

- Inclusion of an Agency Operational Consultative Committee (AOCC) that it replaces the current individual Agency Consultative Committee arrangements.
- The AOCC is confirmed as the central consultative forum for agreement implementation and industrial matters
- QFD seek to maintain regional and local consultative committees to be formalised, with Terms of Reference endorsed by AOCC

Workforce Reporting

- Introducing quarterly workforce reporting to be provided to unions electronically through the Agency Operational Consultative Committee.
- Reporting will include:
 - Total number of employees covered by CA25;
 - Total number of long-term vacancies for longer than 6 months;
 - New starter details;
 - Recruit starters and training updates;



Changed Employment Conditions

Workforce Mobility

- Introducing a workforce mobility policy to support movement between QFD locations which will consider:
 - Transfer Advisory Panel (TAP);
 - Temporary Transfers at Level;
 - Minimum tenure of years of service for duration at specific locations;
 - Employer initiated transfers policy;
 - Compassionate transfers; and
 - Any other transfer matters or processes.
- Workforce Mobility Policy development to be completed no less than six months prior to the expiry of the agreement.



Rural Fire Service Queensland

CA25 commitments:

- Commitment to position title change from **Rural Fire Services Officer (RFSO)** to the new position title of **Rural Fire Operational Officer (RFOO1 and RFOO2)**.
- **Rural Fire Operational Officers Level 1 and Rural Operational Officer Level 2** – extension of the ordinary spread of hours from 08:00 to 22:00 to **06:00 to 22:00**, Monday to Sunday.
- **Preservation of entitlements for the Rank of Chief Superintendent** to acknowledge Chief Superintendent may perform a number of different roles as detailed in relevant role specific statements including but not limited to the Assistant Chief Officer.



New Employment Conditions

RFSQ operational firefighting capabilities

Introduction of a clause that supports RFSQ with an increased focus on operational firefighting capabilities.

Reinforces commitment to maintaining and enhancing RFSQ operational firefighting capability by recognising the critical frontline role of RFSQ firefighters in serving Queensland communities.

Aligns operational capability with legislative functions and responsibilities.

Commits to ongoing investment in training, equipment, leadership and capability development.

Supports continued frontline service delivery and operational excellence.



Rural Fire Service Queensland

RFSQ staff development framework.



- CA25 commits to a review of Rural Fire Services Queensland Professional Development Framework within in 6 months to identify gaps and future needs.
- Commitment to development of an implementation plan within 6–12 months to address identified gaps.
- Introduction of enhanced development programs to support capability and career progression.
- Implementation of the agreed plan across the life of the agreement to strengthen workforce capability.
- Final review 6 months prior to agreement expiry to assess effectiveness and inform future improvements.

Rural Fire Service Queensland

Four (4) to Eight (8) Week Work Cycle transition

- RFOO1 and RFOO2 will initially work a 4-week roster cycle (152 hours).
- Transition to an 8-week roster cycle within 12 months of agreement certification.
- Post-transition, officers will work 304 hours over an 8-week cycle.
- Education and support will be provided to assist with the transition.
- Overtime or TOIL applies where approved hours exceed rostered hours



Rural Fire Service Queensland

Regional Duty Managers (RDM) ordinary hours of work, additional remuneration and leave entitlements

- Introduces a non-continuous shift roster of 4 x 12-hour shifts per week, aligned to an 8-week cycle.
- RDMs compensated for an average 42-hour week.
- Includes additional remuneration adjustment and additional leave accrual.
- Provides additional annual leave accrual when relieving in higher roles (pro-rata, up to 3 months).
- Establishes a formal roster pattern including rostered days off and scheduled days off.



Fire Communications

Local Consultative Committee – Governance and Structural Reform

Establishment of the Fire Communications Consultative Committee (FCCC)

- FCCC to be established within 3 months of agreement certification.
- Permanent consultative forum with equal representation from QFD and QPFU.
- Responsible for progressing key fire communications operational initiatives.

Structural review

- FCCC will be responsible for carrying over and completing outstanding matters from CA22 (clause 95) relating to the Fire Communications Centres Structural review.
- FCCC will also address outcomes of the structural review to support future service delivery.



Fire Communications

Local Consultative Committee – Governance and Structural Reform

Workforce, Capability and Fatigue Management Initiatives

- FCCC will be responsible for Fire Communication intelligence, forecasting and situational awareness reporting.
- FCCC will be responsible for the review of Local Knowledge Procedures.

Workforce and crewing

- FCCC will be responsible for the review of crewing levels, including leave management and well as any regional attraction and retention strategies.

Fatigue management and rostering

- FCCC will be responsible for the review of PR3148 Fatigue Management – Fire Communications Centres, including self-managed time off console.
- FCCC will support development of leave and rostering principles.



Operational Senior Officers

Structural alignment with Queensland Fire Department

- CA25 recognises the transition from QFES to QFD as a significant structural reform and confirms industrial arrangements will align with new departmental structure and operating environment.

Introduction of new shift work arrangements

- CA25 commits to the introduction of non-continuous and continuous shift arrangements for Operational Senior Officers.
- Includes transitional arrangements to support implementation.



Operational Senior Officers

The review will consider all matters relating to hours of work and remuneration including:

- Movement between roster types
- Acting arrangements
- Interchange between roles
- Fair and equitable rostering

Ensure arrangements are modern, fair, and aligned with operational requirements while protecting employees.

There will be no disadvantage to employees' employment conditions, including wages.



Work value reviews

- Work value reviews that began under CA22, ensuring roles are properly assessed and recognised.
- The reviews will continue to be undertaken by an independent external consultant, with consultation involving unions and affected employees, ensuring transparency and fairness.
- A fund of \$1 million will be established to fund any outcomes of the Mercer reviews related to the work value assessments.

Work Value Reviews to be finalised are:

Officer Development Unit roles – Staff Development Officer, Auxiliary Development Officer; and ODU EOI Instructor role.	Safety Assessment Officer roles
Building Approval Officers 1 and 2	Road Crash Rescue Instructors
Air Operations roles – Air Base Manager, Air Observer; and Air Attack Supervisors roles	RPAS (drone) Operators – Chief Remote Pilot 1; and Chief Maintenance Controller 1 roles
Kilo Appliance crew roles activity	Compliance Officer RFS, specifically, Rural Enforcement Training

Dispute Resolution

- The dispute resolution process itself isn't changing.
- CA25 continues existing staged process, but strengthens the focus on consultation, cooperation, and resolving issues early with clearer expectations around working together to prevent disputes.



Agreement Tidy-up and amendments

There has been updating, reorganising and consolidation of industrial provisions within the CA25 to ensure:

- Accuracy of legislative references and organisation nomenclature changes;
 - Clarity of clauses to provide simplicity; and
 - Tidy up items as agreed to between the parties
-
- Two existing provisions from CA22 are to be removed, that is:
 - Schedule 7 – Cost of Living Adjustment (COLA) Payment;
 - Where references to COLA payments is made in clause 64, 80 and 106 of CA22.
 - The terms in CA22 will otherwise continue in CA25.

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Agreement Summary

This presentation so far has provided a high-level overview of all key inclusions in the CA25. Employees are strongly encouraged to read the agreement which is available on the QFD website.



Next steps

- As required by the *Industrial Relations Act 2016*, employees will be provided with at least 14 days to access the proposed agreement before the ballot.
- The consultation period is will close at 5pm on 18 March 2026.

Ballot

- Following the consultation period, all employees will have the opportunity to vote in an electronic ballot conducted by GoVote from 7am on 19 March to 5pm on 25 March 2026, on whether or not you accept CA25.
- How to vote information will be made available during the consultation period.
- You can vote by internet, telephone or SMS GoVote Ballot Support:
 - Phone: 1800 919 553
 - Email: support@govote.com.au

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Certification

- If a valid majority of employees who vote, approve the agreement, the parties will make an application for the Queensland Industrial Relations Commission to certify the agreement.
- Once this has occurred, the new wage rates and other conditions will take effect, with a back pay to 1 August 2025 for wage rates and applicable allowances.
- Should a majority vote (50% + one employee who votes) not be achieved, QFD, QPFU, TQ and SOU will meet and discuss options

Additional information

Full copies of the proposed CA25 and additional information is available from:

- QFD website: [Queensland Fire Department](https://www.qfd.qld.gov.au)
- Email: CA25@fire.qld.gov.au

For other questions please contact your Assistant Commissioner, Deputy Chief Officer or the Industrial Relations team via email CA25@fire.qld.gov.au.

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