



# Queensland Fire Department Agreement 2025

Information Session Transcript

Respect

Integrity

Courage

Loyalty

Trust



# Information session transcript

## Proposed *Queensland Fire Department Certified Agreement 2025*

### Slide 1 – Information Session

Welcome to this information session on the proposed *Queensland Fire Department Certified Agreement 2025*, to be referred to as CA25.

This presentation provides an overview of CA25 and outlines what will occur when it is time for employees to vote on the agreement.

If you have any questions you can speak to your Assistant Commissioner/ Deputy Chief Officer or the Queensland Fire Department's Industrial Relations Team. Further information on contacts details will be provided at the end.

Later in the slides we will also provide you with details on how to access the enterprise bargaining internet and intranet pages which houses all the relevant information about CA25.

### Slide 2 – Acknowledgement of Country

Before proceeding we would like to begin by acknowledging the Traditional Owners across all of the lands we meet upon today and pay our respects to Elders past, present and emerging.

### Slide 3 – Background and Consultation

To provide some background, the current Agreement, *Queensland Fire and Emergency Services Certified Agreement 2022*, known as CA22, nominally expired on 30 June 2025 and negotiations for a replacement agreement commenced in early March 2025.

The Queensland Fire Department (referred to from here on as QFD) reached in-principle agreement with the Queensland Professional Firefighters Union, Queensland Fire and Rescue Senior Officers Union of Employees and Together Queensland, Industrial Union of Employees on 7 August 2025 for a new certified agreement.

This agreement represents a full settlement of all claims, with no additional claims permissible during its term.

The proposed agreement is titled the *Queensland Fire Department Certified Agreement 2025*.

QFD is now consulting with employees and must provide employees with at least 14 days' access and explanation of the agreement before voting commences, as required by legislation.

During the consultation period, QFD will inform employees to be covered by CA25 of the content of the proposed agreement through these information sessions and other explanatory information to be found on the internet and intranet.

Consultation provides employees with an opportunity to make an informed choice when voting on whether to accept or reject the proposed agreement.

If the proposed agreement is approved by employees, QFD will apply to the Queensland Industrial Relations Commission to certify the agreement as soon as possible after the ballot.

### Slide 4 – Agreement Structure - CA25 Parts

This presentation will touch on the major features of the proposed agreement, including a focus on the significant changes from CA22.

However, it's crucial that you consider the proposed CA25 in full so that you can make an informed decision when you vote.

If you require more detailed information, please refer to the full proposed CA25 which is available online or alternatively you can request a hard copy.

The Structure of the proposed CA25 remains closely aligned to CA22, the Parts are:

- **PART 1 – APPLICATION AND OPERATION**
- **PART 2 – CONSULTATION, COMPLAINTS MANAGEMENT AND GRIEVANCE PROCEDURES**
- **PART 3 – CONDITIONS OF EMPLOYMENT (GENERAL)**
- **PART 4 – REGIONAL, RUAL AND REMOTE EMPLOYMENT**
- **PART 5 – FIREFIGHTERS AND STATION OFFICERS**
- **PART 6 – BUILDING APPROVAL OFFICERS**
- **PART 7 – OPERATIONAL SENIOR OFFICERS**
- **PART 8 – FIRE COMMUNICATIONS**
- **PART 0 – RURAL FIRE SERVICE QUEENSLAND**
- **PART 10 – DEPLOYMENT AND EXTRA ORDINARY DUTY HOURS (EODH) CONDITIONS FOR OPERATIONAL SENIOR OFFICERS, BUILDING APPROVAL OFFICERS AND FIRE COMMUNICATIONS DIRECTOR, EXECUTIVE MANAGER AND MANAGERS**
- **PART 11 – DEPLOYMENT CONDITIONS FOR RURAL FIRE OPERATIONAL OFFICERS**

## Slide 5 – Agreement Structure - CA25 Schedules

In addition to the body of the proposed agreement, there are five schedules which provide detailed information about:

- **Schedule 1 – Wages**
- **Schedule 2 – Allowances**
- **Schedule 3 – Operational Senior Officer review**
- **Schedule 4– Deployment Conditions for Firefighters, Station Officers, Fire Communications Officers and Fire Communication Supervisors**
- **Schedule 5 – Rotating leave roster**
- **Schedule 6 – Shift Crewing**

## Slide 6 – CA25 Parties

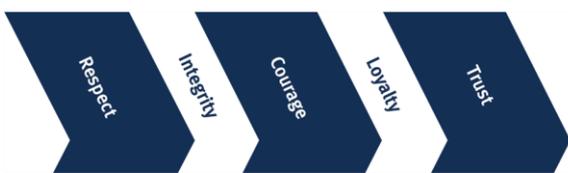
The parties to the proposed CA25 are the employer, which is:

- The State of Queensland (Queensland Fire Department)

And three union parties, namely:

- Queensland Professional Firefighters' Union, Industrial Union of Employees known as QPFU
- Queensland Fire and Rescue - Senior Officers Union of Employees known as SOU
- Together Queensland, Industrial Union of Employees known as TQ for Rural Fire Service Queensland

The proposed 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*.



## Slide 7 – CA25 Effective date, Operative date and Termination of CA22

The proposed CA25 is a three-year agreement that, if approved, will be effective from certification and has a nominal expiry date of 31 July 2028. Many of your employment terms and conditions will be determined by the provisions of CA25.

Until proposed CA25 is certified, the current agreement, CA22, continues to operate.

Should the proposed CA25 agreement be approved by employees, QFD will apply to the Queensland Industrial Relations Commission to terminate the existing agreement, CA22. A notice of intention to terminate the CA22 agreement is available to view online.

The relevant Award for proposed CA25 is the *Queensland Fire and Emergency Services Employees Award 2016*.

A certified agreement provides additional entitlements supplementary to the Award. To the extent of any inconsistency, the Certified Agreement prevails over the Award. There are a number of entitlements included in proposed CA25 that will apply to the exclusion of provisions contained in the Award. This means in this circumstance, that the proposed CA25 provision will replace or apply instead of the Award provision.

## Slide 8 – Contents of the CA25

Now we are going to look at the contents of the proposed CA25. This is a summary of the main changes and inclusions within proposed CA25. You are encouraged to refer to the full copy of the proposed agreement before voting.

## Slide 9 – Wage increases and related matters

The proposed CA25 provides wage increases of:

- 1 August 2025 - 3%;
- 1 August 2026 - 2.5%; and
- 1 August 2027 - 2.5%.

The new wage rates can be found in Schedule 1 of the proposed CA25. The wage offer is consistent with Public Sector Wages Policy. The new wage rates, including associated back pay, will be payable to all employees covered by the proposed CA25 and who are employed by QFD as at the date of certification.

In addition to the wage increases, the proposed CA25 includes the Consumer Price Index—or CPI—Uplift Adjustment. The CPI Uplift Adjustment—or CUA—is a part of the wage increase designed to respond to inflationary conditions. It responds by ‘topping up’ the guaranteed wage increases under the Agreement to provide up to a maximum wage increase of 3.5% in each year of the Agreement, when certain conditions are met.

For all intents and purposes, the CUA is considered and treated as a wage increase under the Agreement. Therefore, when the CUA is payable, it will also be applied to any allowances and/or other financial elements of the Agreement that increase in line with the guaranteed wage increases.

## Slide 10 – New/Changed Employment Conditions - Operational Adjustment Allowance

Now we move to the new or changed employment conditions that are proposed to be introduced in CA25.

An important feature of the CA25 is the significant increase to the Operational Adjustment Allowance from 17.5% to 36.84% of 2.5 x normal fortnightly pay.

In the first year of CA25, payment of 17.5% would have occurred as per normal arrangements in December 2025. The percentage difference owing, being 19.34% will be paid shortly after obtaining certification.

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

QFD has also committed to work towards more frequent payment of the allowance rather than annual lump payment.

### Slide 11 – New/Changed Employment Conditions - RRREP

Supporting our employees in regional, rural and remote locations remains a key priority for QFD as we recognise the unique challenges and commitments that come with living and working in these communities.

To this end, the proposed CA25 introduces a new Regional, Rural and Remote employment package (which will be known as the RRR-EP) to support attraction and retention in identified locations.

The package includes two components:

- A fortnightly attraction allowance, and
- An annual retention payment after four years of continuous service. You will need to be in the 5th year of service to be eligible to claim.

The proposed package applies to identified regional, rural and remote locations, including some existing locations and some additional locations. The full list of locations is outlined in the agreement tables, and we encourage everyone to review those details to understand how it applies to their specific location

### Slide 12 - New/Changed Employment Conditions - RRREP Attraction Allowance

The new RRREP Attraction Allowance will be paid from the date of certification of the proposed CA25. It applies to employees permanently appointed or rostered to identified regional, rural and remote locations.

The allowance will be paid fortnightly as part of regular salary and increase in line with Public Sector Wages Policy.

The allowance provides ongoing financial support for employees working in regional, rural and remote locations.

The various residential accommodation assistance, locality allowances as provided by the Directives; and the QFD Rural and Remote Allowance, will be replaced by the RREP Attraction Allowance, for all employees except employees who currently receive residential accommodation assistance.

### Slide 14 - New/Changed Employment Conditions - RRREP Attraction Allowance – opt in or out

Employees currently receiving existing residential accommodation assistance under QFD procedure 'PR3087 – Rural and Remote Incentives' will remain on these arrangements.

However, employees may elect to transition to the new RREP Attraction Allowance if they choose. An employee can choose to transition to the new package at a time that suits the employee during the life of the Agreement, subject to the provisions of the proposed CA25.

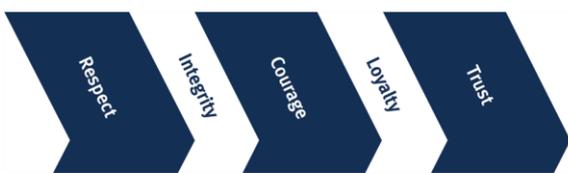
Once an employee enters into the new RRREP Attraction Allowance, provisions in the proposed CA25 will apply moving forward.

Employees should carefully consider their personal circumstances before deciding, and seek independent financial advice if needed, as the choice may affect their future incentive entitlements.

Employees in this circumstance will be contacted by QFD with information on how to opt in to the new RREP Attraction Allowance.

### Slide 13 - New/Changed Employment Conditions - RRREP retention payment

The retention payment recognises employees who commit to longer-term service in regional, rural and remote locations.



The payment is made annually on the anniversary of qualifying service, once four years of continuous service has been completed and remote location to an employee who can provide reasonable evidence of primary place of residence in the identified location.

Employees who have already completed four years of continuous qualifying service in an identified location at the date of certification will not have to wait. These employees will receive their retention payment following certification, in accordance with the agreement and the certification date will become their anniversary date for future retention payments.

Payment amounts vary depending on location, with more remote locations attracting higher retention payments.

For the proposed package, the retention payment allowances for the following locations are:

- Kingaroy, Roma, Emerald, Charters Towers, Bowen and Goondiwindi will receive **\$1,000 per annum**.
- Gayndah will receive **\$2,000 per annum**.
- Cooktown will receive **\$3,000 per annum**.
- Mount Isa, Barcaldine, Longreach, Charleville, Thursday Island and Bamaga will receive **\$4,000 per annum**.

### Slide 15 – Overtime Meal Allowance Hours

The proposed CA25 will expand the eligibility period for the overtime meal allowance.

From the date of certification, the employees will be eligible if they are required to work within 60 minutes before their recognised shift start time.

They will also be eligible if they work within 60 minutes following the start of any recognised shift start time.

In addition, eligibility will continue to apply for work occurring between 12noon and 2pm

For example, if you are notified at 5am to commence work at 6am, you would be entitled to claim the overtime meal allowance.

This change would require a variation to the *Queensland Fire and Emergency Service Employees Award – State 2016* following the certification of CA25.

### Slide 16 – Sick leave evidentiary requirements

CA25 introduces a new clause to clarify what evidence is required for sick leave and carers leave. This applies where leave is taken for two consecutive working days or shifts.

The amended clause reflects the existing requirements under the *Industrial Relation Act 2016* and will replace the current requirements under clause 20.3 of the *Queensland Fire and Emergency Service Employees Award – State 2016*.

### Slide 17 – On call rostering framework

CA25 will provide for an initiative to an on-call rostering framework that will be undertaken with 12 months from certification.

The purpose of this framework is to support effective, responsive, and transparent on-call arrangements across QFD.

In developing the framework, the parties will consider existing industrial provisions and ensure there is a clear understanding of employee entitlements.

The intent is to ensure on-call arrangements are flexible, fair, and transparent while continuing to support operational requirements and employee wellbeing.



For Operational Senior Officers, this framework will be developed before any changes are made to shift work arrangements, hours of work, or rostering provisions. More information on changes to Operational Senior Officers can be found later in the presentation.

The parties have committed to completing this work within 12 months of certification of the Certified Agreement.

### Slide 18 – Codification

CA25 also codifies the Fire Communications Executive Manager, Fire Communications Director, and Regional Duty Managers within RFSQ into the Certified Agreement.

Codification into the new CA25 will provide for industrial instrument coverage to these staff such as amendments to deployment clauses and the creation of a new clause for Regional Duty Managers.

Implementation of this initiative will occur following the completion of the Duty Manager shift work transition.

More information on changes to Regional Duty Managers can be found later in the presentation.

### Slide 19 – Changes to leading firefighter classification and 5-day station rosters

Under CA25, employees can no longer be appointed to the leading firefighter classification.

Employees currently at the leading firefighter rank will have their existing employment arrangements preserved until they have ceased in the leading firefighter rank. This could be from when they cease employment with QFD or permanently move to another rank within QFD.

CA25 also removes the 5-day rostered Firefighters and Station Officers from existing clauses 38(1)(d) and Schedule 6 – Shift Crewing in CA22.

### Slide 20 – A review of Local Knowledge Templates (LKTs)

CA25 introduces a commitment to a comprehensive review of Local Knowledge Templates (LKTs) across QFR and RFSQ.

The purpose of this review is to make sure all local arrangements comply with current legislation, industrial agreements and QFD requirements.

This review will look to achieve compliance with consistent employment arrangements wherever possible and appropriate governance of local arrangements including delegations, timeframes and reporting.

The existing LKT's will remain while the review is undertaken.

### Slide 21 – Response time review

We are introducing a new initiative called the Response Time Review.

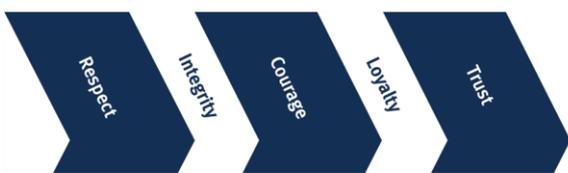
This review will establish a working group with representatives from QFR and the relevant unions, ensuring a collaborative and inclusive process.

The aim of the review is to better understand the all the factors that impact response times. It will also help to identify any opportunities to improve our performance and strengthen our response capability. The review will consider aspects of both services' capacity to respond to incidents of any type, including a focus on time taken to respond first and any subsequent appliance or other necessary command and control requirement to the incident.

It is important to emphasise that any outcomes from the review will be recommendations only. These recommendations will not automatically become requirements, instead they will inform future decision making.

### Slide 22 - Station crewing model

The station crewing model initiative trialled through the life of CA22, will be continued in CA25.



The model prioritises maintaining alpha crewing while enabling the crewing of special appliances using available resources and established crewing and movement protocols.

The clause provides a commitment to trial improvements to the Station Crewing Model in two QFR locations.

Importantly, priority crew alpha appliance remains unchanged, so core front line capacity is maintained.

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

### Slide 23 - Consultative Committee Simplification and Workforce Reporting

CA25 includes the establishment of an Agency Operational Consultative Committee (AOCC) that replaces the current individual Agency Consultative Committee arrangements.

The AOCC is confirmed as the central consultative forum for agreement implementation and industrial matters.

The AOCC will also develop its Terms of Reference, and may establish sub-groups to address specific issues, and review the effectiveness of consultative arrangements to ensure ongoing meaningful engagement between parties.

CA25 also introduces a new clause for quarterly workforce reporting to be provided to unions electronically through the Agency Operational Consultative Committee.

The reports will include:

- Total number of employees covered by the agreement;
- Total number of vacancies longer than 6 months;
- New starter details; and
- Total number of recruits commenced, recruits in training and recruits who have completed training

### Slide 24 – Workforce Mobility

We are committing to the development of a workforce mobility policy to support how our people move and work across QFD locations.

This is about ensuring our workforce arrangements are fair, transparent and supportive of both operational needs and employee needs.

The policy will provide clear and consistent guidance on mobility and transfers, and it will consider key areas such as:

- Transfer processes and advisory arrangements;
- Temporary transfer opportunities;
- Tenure considerations at locations; and
- Compassionate and employer-initiated transfers.

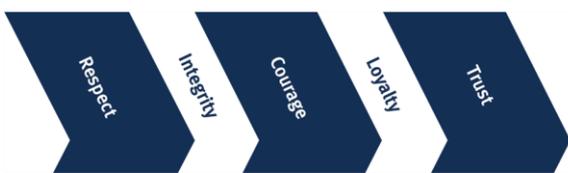
It is anticipated the Workforce Mobility Policy will be developed during the 6 months before the expiry of the agreement.

### Slide 25 – RFS – CA25 Commitments

CA25 includes several important commitments that recognise and strengthen the Rural Fire Service workforce.

This includes renaming the Rural Fire Services Officer to Rural Fire Operational Officer. This change better reflects the operational nature and responsibilities of the role and aligns with contemporary workforce structures.

CA25 also introduces an updated spread of hours from 0600 to 2200, Monday to Sunday, for RFOO1 and RFOO2 roles which will provide a greater flexibility to align staffing with operational and community needs.



CA25 further commits to the preservation of entitlements for the Rank of Chief Superintendent to acknowledge Chief Superintendents may perform several different roles as detailed in relevant role specific statements including but not limited to the Assistant Chief Officer.

### Slide 26 – RFS Operational Capability

Another commitment is to acknowledge RFSQ Operational Firefighting Capability and reaffirm the firefighting capability by maintaining and enhancing RFSQ personnel.

This commitment ensures RFSQ remains equipped to meet current and emerging operational requirements across Queensland’s diverse rural and regional landscapes including high level of situational readiness, technical skill and practical firefighting capability.

The clause commits to ongoing investment in training, equipment, leadership and capability development and supports continued frontline service delivery and operational excellence.

### Slide 27 – RFS Staff Development Framework

CA25 commits to a review of the RFS Professional Development Framework.

The aim of this review is to identify what has already been achieved, where gaps exist, and what is needed to support future workforce development.

Following the review, an implementation plan and timeframes will be developed within six months to twelve months to address identified priorities. This ensures a structured and forward-looking approach to professional development, supporting career progression and organisational capability.

Final review will then occur 6 months prior to agreement expiry to assess effectiveness and inform future improvements.

### Slide 28 – RFS 4 week – 8-week work cycle transition

The proposed certified agreement introduces a new clause for RFOO1 and RFOO2 to be initially rostered on a 4-week cycle to achieve 152 hours over the 4-week cycle.

This clause provides that within 12 months of certification, RFOOs will then transition to an 8-week cycle to achieve 304 hours of work over 8-weeks.

The transition will include significant education and supporting materials to ensure efficient management of employee’s hours of work.

Overtime or TOIL applies where approved hours exceed rostered hours.

### Slide 29 – RFS Regional Duty Managers (RDM) ordinary hours of work, additional remuneration and leave entitlements

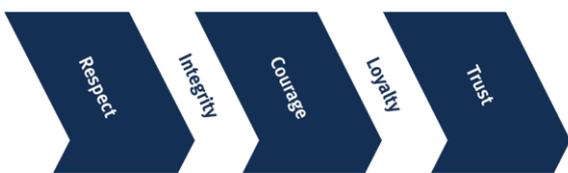
CA25 introduces specific rostering and remuneration arrangements for Regional Duty Managers (RDMs), including a non-continuous shift roster of 12-hour shifts averaged over an 8-week cycle.

Under this arrangement, RDMs work an average of 42 ordinary hours per week.

To recognise this:

- Hours 39 and 40 each week are compensated through a 40-hour week adjustment payment.
- Hours 41 and 42 accrue as additional leave, which can be taken in consultation with their manager.

Where an RDM temporarily relieves in an Inspector or Superintendent role, they will continue to accrue this additional leave entitlement for up to three months.



These arrangements provide clear, structured rostering and recognise additional hours through appropriate compensation.

### **Slide 30 – FireCom Local Consultative Committee – Governance and Structural Reform**

CA25 introduces the establishment of a new Fire Communications Consultative Committee, to be known as FCCC.

The committee will be established within three months of certification and will include equal representation from QFD and the QPFU. Its role is to provide a formal, ongoing forum to work through fire communications matters in a structured and collaborative way.

Importantly, this also carries over the existing commitment from the CA22 agreement to complete and progress the Fire Communications Centres structural review.

### **Slide 31 – FireCom Local Consultative Committee – Governance and Structural Reform 2**

CA25 also outlines several specific initiatives that the new consultative committee will consider.

This includes strengthening fire communications capability through review of intelligence, forecasting and situational awareness reporting.

There will also be a focus on workforce matters, including crewing levels, leave management processes, and regional attraction and retention, which are important for maintaining a sustainable workforce.

In addition, the committee will review fatigue management arrangements, including the review of procedure PR3148 and self-managed time off console, to ensure these arrangements continue to support employee wellbeing and operational effectiveness.

Local Knowledge Procedures will also be reviewed to ensure they remain current and operationally appropriate.

### **Slide 32 – Operational Senior Officer**

CA25 establishes a clear framework to review and modernise Operational Senior Officers (OSO) working and rostering arrangements to ensure they reflect contemporary operational requirements.

This is about making sure our industrial arrangements align with the operational environment of the QFD today and into the future.

A key part of this is the introduction of non-continuous and continuous shift work arrangements for Operational Senior Officers where required operationally.

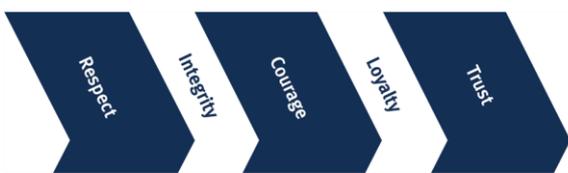
Importantly transitional arrangements will be in place to support implementation ensuring clarity and stability for employees.

We would like to emphasise that the introduction of non-continuous and continuous shift work arrangements and transitional arrangements will not disadvantage employees in relation to the employees’ employment conditions, including wages.

The agreement provides a 12-month implementation period allowing time for consultation. Planning and appropriate transition. This ensures the process is structured, transparent, and undertaken in consultation with affected officers.

### **Slide 33 – Operational Senior Officer**

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



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

Importantly, we want to reiterate that there will be no disadvantage to employees' employment conditions, including wages.

The intent of this review is to ensure arrangements are modern, fair, and aligned with operational requirements while protecting employees.

### Slide 34 – Work value assessments

This agreement commits to finalising the 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 work value working group made up of the parties to the agreement will oversee the outcomes and ensure recommendations are considered fairly and equitably.

Importantly, the agreement establishes a dedicated \$1Million fund to implement agreed outcomes.

### Slide 35 – Dispute Resolution

The dispute resolution procedures will not change under CA25.

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.

### Slide 36 – Agreement Tidy-Ups and Amendments

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

- Accuracy of legislative references and organisation terminology 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:

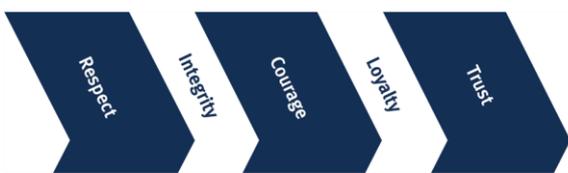
- Schedule 7 – Cost of Living Adjustment (COLA) Payment;
- Where references to COLA payments is made in clause 64, 80 and 106 of the Agreements.

The terms in CA22 will otherwise continue in CA25.

### Slide 37 – Agreement Summary

This presentation has provided a high-level overview of the proposed *Queensland Fire Department Certified Agreement 2025*,

All employees are strongly encouraged to read the full proposed Agreement, which is available on the QFD intranet and internet and can also be accessed via the QR code on this slide.



Today's session forms part of the formal consultation process, and the consultation period has now commenced.

Following the consultation period, employees will have the opportunity to vote on whether to accept the proposed Agreement.

The ballot will be conducted by an independent provider, GoVote, on behalf of QFD. Ballot information, including full instructions on how to cast a vote, will be sent to the email account associated with your Aurion ESS account. If you don't have an email account, GoVote will mail the voter information pack to your postal address.

GoVote will also provide online information and a telephone support line to assist with any voting questions.

All eligible employees are encouraged to participate in the ballot and voting will be available via phone, SMS, or internet.

The ballot will open on 7am on 19 March to 5pm on 25 March 2026.

### Slide 38 – Certification and Additional information

If a valid majority (that is 50% + one) of employees who vote, approve the proposed CA25, the parties will make an application to the Queensland Industrial Relations Commission for certification of CA25.

Once certified, the new wage rates and conditions will take effect, including back pay for wages to 1 August 2025, in accordance with the Agreement.

If the Agreement is not approved, QFD and the relevant unions will meet to consider next steps.

Employees who would like further information are encouraged to speak with their Assistant Commissioner, Deputy Chief Officer, local union delegate, or contact the IR team via email [CA25@fire.qld.gov.au](mailto:CA25@fire.qld.gov.au).

All consultation materials, including the full copy of the proposed Certified Agreement are available online. You can access these by selecting the enterprise bargaining banner on both the Gateway homepage and the internet homepage.

We understand that Certified Agreements aren't everyone's favourite topic, but we encourage all employees to review the Agreement carefully, consider their individual circumstances, and participate in the voting process.

