

Schedule 1 – Wages

1. Firefighters and Station Officers wages

Firefighters and Station Officers wages as from 1 August 2025							
Classification/pay point	Time	Applicable base rate at 30-Jun-2025	3% 1-Aug-25	Weekend shift	Night Shift	38-Hour Week Allowance	Total f/n
Recruit	N/A	\$2,113.00	\$2,176.39	\$466.37	\$140.29	\$146.48	\$2,929.53
Firefighter PP1 (including temporary Firefighter)	1	\$2,524.00	\$2,599.72	\$557.08	\$167.58	\$174.97	\$3,499.35
Firefighter PP2	N/A	\$2,524.00	\$2,599.72	\$557.08	\$167.58	\$174.97	\$3,499.35
First Class Firefighter PP1	1	\$2,714.00	\$2,795.42	\$599.02	\$180.19	\$188.14	\$3,762.77
First Class Firefighter PP2	1	\$2,714.00	\$2,795.42	\$599.02	\$180.19	\$188.14	\$3,762.77
First Class Firefighter PP3	1	\$2,739.24	\$2,821.42	\$604.59	\$181.87	\$189.89	\$3,797.77
First Class Firefighter PP4	N/A	\$2,780.33	\$2,863.74	\$613.66	\$184.60	\$192.74	\$3,854.74
Senior Firefighter PP1	1	\$2,879.17	\$2,965.55	\$635.48	\$191.16	\$199.59	\$3,991.78
Senior Firefighter PP2	4	\$2,907.98	\$2,995.22	\$641.83	\$193.07	\$201.59	\$4,031.71
Senior Firefighter PP3	1	\$3,009.76	\$3,100.05	\$664.30	\$199.83	\$208.64	\$4,172.82
Senior Firefighter PP4	N/A	\$3,054.91	\$3,146.56	\$674.26	\$202.83	\$211.77	\$4,235.42
Leading Firefighter PP1	1	\$3,072.94	\$3,165.13	\$678.24	\$204.03	\$213.02	\$4,260.42
Leading Firefighter PP2	N/A	\$3,119.04	\$3,212.61	\$688.42	\$207.09	\$216.22	\$4,324.34
Station Officer 1 PP1	1	\$3,435.10	\$3,538.15	\$758.18	\$228.07	\$238.13	\$4,762.53
Station Officer 1 PP2	1	\$3,469.44	\$3,573.52	\$765.75	\$230.35	\$240.51	\$4,810.13
Station Officer 1 PP3	N/A	\$3,521.49	\$3,627.13	\$777.24	\$233.81	\$244.11	\$4,882.29
Station Officer 2 PP1	1	\$3,523.08	\$3,628.77	\$777.59	\$233.91	\$244.22	\$4,884.49
Station Officer 2 PP2	1	\$3,558.30	\$3,665.05	\$785.37	\$236.25	\$246.67	\$4,933.34
Station Officer 2 PP3	N/A	\$3,611.67	\$3,720.02	\$797.15	\$239.79	\$250.37	\$5,007.33
Station Officer 3 PP1	1	\$3,701.16	\$3,812.19	\$816.90	\$245.74	\$256.57	\$5,131.40
Station Officer 3 PP2	1	\$3,738.14	\$3,850.28	\$825.06	\$248.19	\$259.13	\$5,182.66
Station Officer 3 PP3	N/A	\$3,794.20	\$3,908.03	\$837.44	\$251.91	\$263.02	\$5,260.40

**Firefighters and Station Officers wages as from 1 August 2026**

<b>Classification / pay point</b>	<b>Time</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-26</b>	<b>Weekend shift</b>	<b>Night Shift</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>
<b>Recruit</b>	N/A	\$2,176.39	\$2,230.80	\$478.03	\$143.80	\$150.14	\$3,002.77
<b>Firefighter PP1 (including temporary Firefighter)</b>	1	\$2,599.72	\$2,664.71	\$571.01	\$171.77	\$179.34	\$3,586.83
<b>Firefighter PP2</b>	N/A	\$2,599.72	\$2,664.71	\$571.01	\$171.77	\$179.34	\$3,586.83
<b>First Class Firefighter PP1</b>	1	\$2,795.42	\$2,865.31	\$614.00	\$184.70	\$192.84	\$3,856.85
<b>First Class Firefighter PP2</b>	1	\$2,795.42	\$2,865.31	\$614.00	\$184.70	\$192.84	\$3,856.85
<b>First Class Firefighter PP3</b>	1	\$2,821.42	\$2,891.96	\$619.71	\$186.42	\$194.64	\$3,892.73
<b>First Class Firefighter PP4</b>	N/A	\$2,863.74	\$2,935.33	\$629.00	\$189.21	\$197.55	\$3,951.09
<b>Senior Firefighter PP1</b>	1	\$2,965.55	\$3,039.69	\$651.36	\$195.94	\$204.58	\$4,091.57
<b>Senior Firefighter PP2</b>	4	\$2,995.22	\$3,070.10	\$657.88	\$197.90	\$206.63	\$4,132.51
<b>Senior Firefighter PP3</b>	1	\$3,100.05	\$3,177.55	\$680.90	\$204.83	\$213.86	\$4,277.14
<b>Senior Firefighter PP4</b>	N/A	\$3,146.56	\$3,225.22	\$691.12	\$207.90	\$217.07	\$4,341.31
<b>Leading Firefighter PP1</b>	1	\$3,165.13	\$3,244.26	\$695.20	\$209.13	\$218.35	\$4,366.94
<b>Leading Firefighter PP2</b>	N/A	\$3,212.61	\$3,292.93	\$705.63	\$212.26	\$221.62	\$4,432.44
<b>Station Officer 1 PP1</b>	1	\$3,538.15	\$3,626.60	\$777.13	\$233.77	\$244.08	\$4,881.58
<b>Station Officer 1 PP2</b>	1	\$3,573.52	\$3,662.86	\$784.90	\$236.11	\$246.52	\$4,930.39
<b>Station Officer 1 PP3</b>	N/A	\$3,627.13	\$3,717.81	\$796.67	\$239.65	\$250.22	\$5,004.35
<b>Station Officer 2 PP1</b>	1	\$3,628.77	\$3,719.49	\$797.03	\$239.76	\$250.33	\$5,006.61
<b>Station Officer 2 PP2</b>	1	\$3,665.05	\$3,756.68	\$805.00	\$242.16	\$252.83	\$5,056.67
<b>Station Officer 2 PP3</b>	N/A	\$3,720.02	\$3,813.02	\$817.08	\$245.79	\$256.63	\$5,132.52
<b>Station Officer 3 PP1</b>	1	\$3,812.19	\$3,907.49	\$837.32	\$251.88	\$262.98	\$5,259.67
<b>Station Officer 3 PP2</b>	1	\$3,850.28	\$3,946.54	\$845.69	\$254.40	\$265.61	\$5,312.24
<b>Station Officer 3 PP3</b>	N/A	\$3,908.03	\$4,005.73	\$858.37	\$258.21	\$269.60	\$5,391.91

<b>Firefighters and Station Officers wages as from 1 August 2027</b>							
<b>Classification / pay point</b>	<b>Time</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-27</b>	<b>Weekend shift</b>	<b>Night Shift</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>
<b>Recruit</b>	N/A	\$2,230.80	\$2,286.57	\$489.98	\$147.39	\$153.89	\$3,077.83
<b>Firefighter PP1 (including temporary Firefighter)</b>	1	\$2,664.71	\$2,731.33	\$585.29	\$176.06	\$183.83	\$3,676.51
<b>Firefighter PP2</b>	N/A	\$2,664.71	\$2,731.33	\$585.29	\$176.06	\$183.83	\$3,676.51
<b>First Class Firefighter PP1</b>	1	\$2,865.31	\$2,936.94	\$629.34	\$189.32	\$197.66	\$3,953.26
<b>First Class Firefighter PP2</b>	1	\$2,865.31	\$2,936.94	\$629.34	\$189.32	\$197.66	\$3,953.26
<b>First Class Firefighter PP3</b>	1	\$2,891.96	\$2,964.26	\$635.20	\$191.08	\$199.50	\$3,990.04
<b>First Class Firefighter PP4</b>	N/A	\$2,935.33	\$3,008.71	\$644.72	\$193.94	\$202.49	\$4,049.86
<b>Senior Firefighter PP1</b>	1	\$3,039.69	\$3,115.68	\$667.65	\$200.84	\$209.69	\$4,193.86
<b>Senior Firefighter PP2</b>	4	\$3,070.10	\$3,146.85	\$674.33	\$202.85	\$211.79	\$4,235.82
<b>Senior Firefighter PP3</b>	1	\$3,177.55	\$3,256.99	\$697.93	\$209.95	\$219.20	\$4,384.07
<b>Senior Firefighter PP4</b>	N/A	\$3,225.22	\$3,305.85	\$708.40	\$213.10	\$222.49	\$4,449.84
<b>Leading Firefighter PP1</b>	1	\$3,244.26	\$3,325.37	\$712.58	\$214.36	\$223.81	\$4,476.12
<b>Leading Firefighter PP2</b>	N/A	\$3,292.93	\$3,375.25	\$723.27	\$217.57	\$227.16	\$4,543.25
<b>Station Officer 1 PP1</b>	1	\$3,626.60	\$3,717.27	\$796.56	\$239.62	\$250.18	\$5,003.63
<b>Station Officer 1 PP2</b>	1	\$3,662.86	\$3,754.43	\$804.52	\$242.01	\$252.68	\$5,053.64
<b>Station Officer 1 PP3</b>	N/A	\$3,717.81	\$3,810.76	\$816.59	\$245.64	\$256.47	\$5,129.46
<b>Station Officer 2 PP1</b>	1	\$3,719.49	\$3,812.48	\$816.96	\$245.75	\$256.59	\$5,131.78
<b>Station Officer 2 PP2</b>	1	\$3,756.68	\$3,850.60	\$825.13	\$248.21	\$259.15	\$5,183.09
<b>Station Officer 2 PP3</b>	N/A	\$3,813.02	\$3,908.35	\$837.50	\$251.93	\$263.04	\$5,260.82
<b>Station Officer 3 PP1</b>	1	\$3,907.49	\$4,005.18	\$858.25	\$258.18	\$269.56	\$5,391.17
<b>Station Officer 3 PP2</b>	1	\$3,946.54	\$4,045.20	\$866.83	\$260.76	\$272.25	\$5,445.04
<b>Station Officer 3 PP3</b>	N/A	\$4,005.73	\$4,105.87	\$879.83	\$264.67	\$276.34	\$5,526.71

- (1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision as per clause 8(6).
- (2) Time is expressed at column two of the above table as the number of years an employee is to spend at each pay point within each of the classifications, prior to progression to the next pay point.
- (3) The exception is the highest pay point in each classification, where the employee remains until being appointed to the next classification, and as such, the time period is not applicable (N/A).
- (4) To be clear, an employee can advance from one classification to the next regardless of the amount of time at any pay point, if the relevant classification progression criteria have been met.

2. 2.5% Special Flexibility Allowance

2.5% Special Flexibility Allowance						
Classification / pay point	Base rate as from 1-Aug-25	Allowance as from 1-Aug-25	Base rate as from 1-Aug-26	Allowance as from 1-Aug-26	Base rate as from 1-Aug-27	Allowance as from 1-Aug-27
First Class Firefighter PP1	\$2,795.42	\$69.89	\$2,865.31	\$71.63	\$2,936.94	\$73.42
First Class Firefighter PP2	\$2,795.42	\$69.89	\$2,865.31	\$71.63	\$2,936.94	\$73.42
First Class Firefighter PP3	\$2,821.42	\$70.54	\$2,891.96	\$72.30	\$2,964.26	\$74.11
First Class Firefighter PP4	\$2,863.74	\$71.59	\$2,935.33	\$73.38	\$3,008.71	\$75.22
Senior Firefighter PP1	\$2,965.55	\$74.14	\$3,039.69	\$75.99	\$3,115.68	\$77.89
Senior Firefighter PP2	\$2,995.22	\$74.88	\$3,070.10	\$76.75	\$3,146.85	\$78.67
Senior Firefighter PP3	\$3,100.05	\$77.50	\$3,177.55	\$79.44	\$3,256.99	\$81.42
Senior Firefighter PP4	\$3,146.56	\$78.66	\$3,225.22	\$80.63	\$3,305.85	\$82.65
Leading Firefighter PP1	\$3,165.13	\$79.13	\$3,244.26	\$81.11	\$3,325.37	\$83.13
Leading Firefighter PP2	\$3,212.61	\$80.32	\$3,292.93	\$82.32	\$3,375.25	\$84.38
Station Officer 1 PP1	\$3,538.15	\$88.45	\$3,626.60	\$90.67	\$3,717.27	\$92.93
Station Officer 1 PP2	\$3,573.52	\$89.34	\$3,662.86	\$91.57	\$3,754.43	\$93.86
Station Officer 1 PP3	\$3,627.13	\$90.68	\$3,717.81	\$92.95	\$3,810.76	\$95.27
Station Officer 2 PP1	\$3,628.77	\$90.72	\$3,719.49	\$92.99	\$3,812.48	\$95.31
Station Officer 2 PP2	\$3,665.05	\$91.63	\$3,756.68	\$93.92	\$3,850.60	\$96.27
Station Officer 2 PP3	\$3,720.02	\$93.00	\$3,813.02	\$95.33	\$3,908.35	\$97.71
Station Officer 3 PP1	\$3,812.19	\$95.30	\$3,907.49	\$97.69	\$4,005.18	\$100.13
Station Officer 3 PP2	\$3,850.28	\$96.26	\$3,946.54	\$98.66	\$4,045.20	\$101.13
Station Officer 3 PP3	\$3,908.03	\$97.70	\$4,005.73	\$100.14	\$4,105.87	\$102.65

(1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision as per clause 8(6).

### 3. Building Approval Officers wages

Building Approval Officers wages as from 1 August 2025							
Classification	Time	Applicable base rate at 30-Jun-2025	3% 1-Aug-25	20% Flexibility Allowance	38 Hour Week Allowance	Total f/n	2.5% Special Flexibility Allowance
FF BAO1 PP1	1	\$3,504.62	\$3,609.76	\$721.95	\$227.98	\$4,559.69	\$90.24
FF BAO1 PP2	1	\$3,539.64	\$3,645.83	\$729.17	\$230.26	\$4,605.26	\$91.15
FF BAO1 PP3	N/A	\$3,592.74	\$3,700.52	\$740.10	\$233.72	\$4,674.34	\$92.51
FF BAO2 PP1	1	\$3,644.73	\$3,754.07	\$750.81	\$237.10	\$4,741.98	\$93.85
FF BAO2 PP2	1	\$3,681.17	\$3,791.61	\$758.32	\$239.47	\$4,789.40	\$94.79
FF BAO2 PP3	N/A	\$3,736.40	\$3,848.49	\$769.70	\$243.06	\$4,861.25	\$96.21
BAO1 PP1	1	\$4,104.23	\$4,227.36	\$845.47	\$266.99	\$5,339.82	\$105.68
BAO1 PP2	1	\$4,145.27	\$4,269.63	\$853.93	\$269.66	\$5,393.22	\$106.74
BAO1 PP3	N/A	\$4,207.45	\$4,333.67	\$866.73	\$273.71	\$5,474.11	\$108.34
BAO2 PP1	1	\$4,225.74	\$4,352.51	\$870.50	\$274.90	\$5,497.91	\$108.81
BAO2 PP2	1	\$4,267.99	\$4,396.03	\$879.21	\$277.64	\$5,552.88	\$109.90
BAO2 PP3	N/A	\$4,332.02	\$4,461.98	\$892.40	\$281.81	\$5,636.19	\$111.55

Building Approval Officers wages as from 1 August 2026							
Classification	Time	Old base rate	2.5% 1-Aug-26	20% Flexibility Allowance	38 Hour Week Allowance	Total f/n	2.5% Special Flexibility Allowance
FF BAO1 PP1	1	\$3,609.76	\$3,700.00	\$740.00	\$233.68	\$4,673.68	\$92.50
FF BAO1 PP2	1	\$3,645.83	\$3,736.98	\$747.40	\$236.02	\$4,720.40	\$93.42
FF BAO1 PP3	N/A	\$3,700.52	\$3,793.03	\$758.61	\$239.56	\$4,791.20	\$94.83
FF BAO2 PP1	1	\$3,754.07	\$3,847.92	\$769.58	\$243.03	\$4,860.53	\$96.20
FF BAO2 PP2	1	\$3,791.61	\$3,886.40	\$777.28	\$245.46	\$4,909.14	\$97.16
FF BAO2 PP3	N/A	\$3,848.49	\$3,944.70	\$788.94	\$249.14	\$4,982.78	\$98.62
BAO1 PP1	1	\$4,227.36	\$4,333.04	\$866.61	\$273.67	\$5,473.32	\$108.33
BAO1 PP2	1	\$4,269.63	\$4,376.37	\$875.27	\$276.40	\$5,528.04	\$109.41
BAO1 PP3	N/A	\$4,333.67	\$4,442.01	\$888.40	\$280.55	\$5,610.96	\$111.05
BAO2 PP1	1	\$4,352.51	\$4,461.32	\$892.26	\$281.77	\$5,635.35	\$111.53
BAO2 PP2	1	\$4,396.03	\$4,505.93	\$901.19	\$284.59	\$5,691.71	\$112.65
BAO2 PP3	N/A	\$4,461.98	\$4,573.53	\$914.71	\$288.85	\$5,777.09	\$114.34

<b>Building Approval Officers wages as from 1 August 2027</b>							
<b>Classification</b>	<b>Time</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-27</b>	<b>20% Flexibility Allowance</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>	<b>2.5% Special Flexibility Allowance</b>
<b>FF BAO1 PP1</b>	1	\$3,700.00	\$3,792.50	\$758.50	\$239.53	\$4,790.53	\$94.81
<b>FF BAO1 PP2</b>	1	\$3,736.98	\$3,830.40	\$766.08	\$241.92	\$4,838.40	\$95.76
<b>FF BAO1 PP3</b>	N/A	\$3,793.03	\$3,887.86	\$777.57	\$245.55	\$4,910.98	\$97.20
<b>FF BAO2 PP1</b>	1	\$3,847.92	\$3,944.12	\$788.82	\$249.10	\$4,982.04	\$98.60
<b>FF BAO2 PP2</b>	1	\$3,886.40	\$3,983.56	\$796.71	\$251.59	\$5,031.86	\$99.59
<b>FF BAO2 PP3</b>	N/A	\$3,944.70	\$4,043.32	\$808.66	\$255.37	\$5,107.35	\$101.08
<b>BAO1 PP1</b>	1	\$4,333.04	\$4,441.37	\$888.27	\$280.51	\$5,610.15	\$111.03
<b>BAO1 PP2</b>	1	\$4,376.37	\$4,485.78	\$897.16	\$283.31	\$5,666.25	\$112.14
<b>BAO1 PP3</b>	N/A	\$4,442.01	\$4,553.06	\$910.61	\$287.56	\$5,751.23	\$113.83
<b>BAO2 PP1</b>	1	\$4,461.32	\$4,572.85	\$914.57	\$288.81	\$5,776.23	\$114.32
<b>BAO2 PP2</b>	1	\$4,505.93	\$4,618.58	\$923.72	\$291.70	\$5,834.00	\$115.46
<b>BAO2 PP3</b>	N/A	\$4,573.53	\$4,687.87	\$937.57	\$296.08	\$5,921.52	\$117.20

- (1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision as per clause 8(6).
- (2) Time is expressed at column two of the above table as the number of years an employee is to spend at each pay point within each of the classifications, prior to progression to the next pay point.
- (3) The exception is the highest pay point in each classification, where the employee remains until being appointed to the next classification, and as such, the time period is not applicable (N/A).
- (4) To be clear, an employee can advance from one classification to the next regardless of the amount of time at any pay point, if the relevant classification progression criteria have been met.

#### 4. Operational Senior Officers wages

<b>Operational Senior Officers wages as from 1 August 2025</b>		
<b>Classification</b>	<b>Applicable base rate at 30-Jun-2025</b>	<b>3% 1-Aug-25</b>
<b>Inspector - Pay point Low</b>	\$6,160.38	\$6,345.19
<b>Inspector - Pay point High</b>	\$6,252.79	\$6,440.37
<b>Superintendent - Pay point Low</b>	\$6,673.75	\$6,873.96
<b>Superintendent - Pay point High</b>	\$6,773.86	\$6,977.08
<b>Chief Superintendent - Pay point Low</b>	\$6,974.92	\$7,184.17
<b>Chief Superintendent - Pay point High</b>	\$7,079.55	\$7,291.94

<b>Operational Senior Officers wages as from 1 August 2026</b>		
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-26</b>
<b>Inspector - Pay point Low</b>	\$6,345.19	\$6,503.82
<b>Inspector - Pay point High</b>	\$6,440.37	\$6,601.38
<b>Superintendent - Pay point Low</b>	\$6,873.96	\$7,045.81
<b>Superintendent - Pay point High</b>	\$6,977.08	\$7,151.51
<b>Chief Superintendent - Pay point Low</b>	\$7,184.17	\$7,363.77
<b>Chief Superintendent - Pay point High</b>	\$7,291.94	\$7,474.24

<b>Operational Senior Officers wages as from 1 August 2027</b>		
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-27</b>
<b>Inspector - Pay point Low</b>	\$6,503.82	\$6,666.42
<b>Inspector - Pay point High</b>	\$6,601.38	\$6,766.41
<b>Superintendent - Pay point Low</b>	\$7,045.81	\$7,221.96
<b>Superintendent - Pay point High</b>	\$7,151.51	\$7,330.30
<b>Chief Superintendent - Pay point Low</b>	\$7,363.77	\$7,547.86
<b>Chief Superintendent - Pay point High</b>	\$7,474.24	\$7,661.10

- (1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision as per clause 8(6).

5. Fire Communications Officers wages

<b>Fire Communications Officers wages as from 1 August 2025</b>						
<b>Classification</b>	<b>Applicable base rate at 30-Jun-2025</b>	<b>3% 1-Aug-25</b>	<b>Weekend shift</b>	<b>Night shift</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>
<b>FCO1 PP1</b>	\$2,259.00	\$2,326.77	\$498.59	\$149.98	\$156.60	\$3,131.94
<b>FCO1 PP2</b>	\$2,677.00	\$2,757.31	\$590.85	\$177.74	\$185.57	\$3,711.47
<b>FCO1 PP3</b>	\$2,775.00	\$2,858.25	\$612.48	\$184.24	\$192.37	\$3,847.34
<b>FCO1 PP4</b>	\$2,878.00	\$2,964.34	\$635.22	\$191.08	\$199.51	\$3,990.15
<b>FCO1 PP5</b>	\$2,878.00	\$2,964.34	\$635.22	\$191.08	\$199.51	\$3,990.15
<b>FCO2 PP1</b>	\$3,650.00	\$3,759.50	\$805.61	\$242.34	\$253.02	\$5,060.47
<b>FCO2 PP2</b>	\$3,757.00	\$3,869.71	\$829.22	\$249.44	\$260.44	\$5,208.81
<b>FCO2 PP3</b>	\$3,861.00	\$3,976.83	\$852.18	\$256.35	\$267.65	\$5,353.01
<b>FCO2 PP4</b>	\$3,966.00	\$4,084.98	\$875.35	\$263.32	\$274.93	\$5,498.58
<b>FCO2 PP5</b>	\$3,966.00	\$4,084.98	\$875.35	\$263.32	\$274.93	\$5,498.58
<b>FCM</b>	\$5,417.51	\$5,580.04			\$293.69	\$5,873.73
<b>FCEM</b>	\$6,206.59	\$6,392.79				\$6,392.79
<b>FCD</b>	\$6,723.81	\$6,925.52				\$6,925.52

<b>Fire Communications Officers wages as from 1 August 2026</b>						
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-26</b>	<b>Weekend shift</b>	<b>Night shift</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>
<b>FCO1 PP1</b>	\$2,326.77	\$2,384.94	\$511.06	\$153.73	\$160.51	\$3,210.24
<b>FCO1 PP2</b>	\$2,757.31	\$2,826.24	\$605.62	\$182.18	\$190.21	\$3,804.25
<b>FCO1 PP3</b>	\$2,858.25	\$2,929.71	\$627.80	\$188.85	\$197.18	\$3,943.54
<b>FCO1 PP4</b>	\$2,964.34	\$3,038.45	\$651.10	\$195.86	\$204.50	\$4,089.91
<b>FCO1 PP5</b>	\$2,964.34	\$3,038.45	\$651.10	\$195.86	\$204.50	\$4,089.91
<b>FCO2 PP1</b>	\$3,759.50	\$3,853.49	\$825.75	\$248.40	\$259.35	\$5,186.99
<b>FCO2 PP2</b>	\$3,869.71	\$3,966.45	\$849.95	\$255.68	\$266.95	\$5,339.03
<b>FCO2 PP3</b>	\$3,976.83	\$4,076.25	\$873.48	\$262.76	\$274.34	\$5,486.83
<b>FCO2 PP4</b>	\$4,084.98	\$4,187.10	\$897.24	\$269.90	\$281.80	\$5,636.04
<b>FCO2 PP5</b>	\$4,084.98	\$4,187.10	\$897.24	\$269.90	\$281.80	\$5,636.04
<b>FCM</b>	\$5,580.04	\$5,719.54			\$301.03	\$6,020.57
<b>FCEM</b>	\$6,392.79	\$6,552.61				\$6,552.61
<b>FCD</b>	\$6,925.52	\$7,098.66				\$7,098.66

<b>Fire Communications Officers wages as 1 August 2027</b>						
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-27</b>	<b>Weekend shift</b>	<b>Night shift</b>	<b>38 Hour Week Allowance</b>	<b>Total f/n</b>
<b>FCO1 PP1</b>	\$2,384.94	\$2,444.56	\$523.83	\$157.58	\$164.52	\$3,290.49
<b>FCO1 PP2</b>	\$2,826.24	\$2,896.90	\$620.76	\$186.74	\$194.97	\$3,899.37
<b>FCO1 PP3</b>	\$2,929.71	\$3,002.95	\$643.49	\$193.57	\$202.11	\$4,042.12
<b>FCO1 PP4</b>	\$3,038.45	\$3,114.41	\$667.37	\$200.76	\$209.61	\$4,192.15
<b>FCO1 PP5</b>	\$3,038.45	\$3,114.41	\$667.37	\$200.76	\$209.61	\$4,192.15
<b>FCO2 PP1</b>	\$3,853.49	\$3,949.83	\$846.39	\$254.61	\$265.83	\$5,316.66
<b>FCO2 PP2</b>	\$3,966.45	\$4,065.61	\$871.20	\$262.07	\$273.63	\$5,472.51
<b>FCO2 PP3</b>	\$4,076.25	\$4,178.16	\$895.32	\$269.33	\$281.20	\$5,624.01
<b>FCO2 PP4</b>	\$4,187.10	\$4,291.78	\$919.67	\$276.65	\$288.85	\$5,776.95
<b>FCO2 PP5</b>	\$4,187.10	\$4,291.78	\$919.67	\$276.65	\$288.85	\$5,776.95
<b>FCM</b>	\$5,719.54	\$5,862.53			\$308.55	\$6,171.08
<b>FCEM</b>	\$6,552.61	\$6,716.43				\$6,716.43
<b>FCD</b>	\$7,098.66	\$7,276.13				\$7,276.13

(1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision as per clause 8(6).

6. Rural Fire Operational Officers wages

<b>Rural Fire Operational Officers wages from 1 August 2025</b>				
<b>Classification</b>	<b>Applicable base rate at 30-Jun-2025</b>	<b>3% 1-Aug-25</b>	<b>Rural Flexibility</b>	<b>Total f/n</b>
<b>Rural Flexibility - Allowance level 1</b>				
<b>RFOO1 PP1</b>	\$2,589.42	\$2,667.10	\$743.32	\$3,410.42
<b>RFOO1 PP2</b>	\$2,685.28	\$2,765.84	\$770.84	\$3,536.68
<b>RFOO1 PP3</b>	\$2,771.42	\$2,854.56	\$795.57	\$3,650.13
<b>RFOO1 PP4</b>	\$2,879.17	\$2,965.55	\$826.50	\$3,792.05
<b>RFOO1 PP5</b>	\$2,976.26	\$3,065.55	\$854.37	\$3,919.92
<b>RFOO1 PP6</b>	\$3,072.94	\$3,165.13	\$882.12	\$4,047.25
<b>RFOO1 PP7</b>	\$3,119.04	\$3,212.61	\$895.35	\$4,107.96
<b>Rural Flexibility - Allowance level 2</b>				
<b>RFOO2 PP1</b>	\$3,258.42	\$3,420.63	\$1,026.19	\$4,446.82
<b>RFOO2 PP2</b>	\$3,347.12	\$3,526.72	\$1,058.02	\$4,584.74
<b>RFOO2 PP3</b>	\$3,551.00	\$3,657.53	\$1,097.26	\$4,754.79
<b>RFOO2 PP4</b>	\$3,551.00	\$3,657.53	\$1,097.26	\$4,754.79
<b>RFOO2 PP5</b>	\$3,576.06	\$3,683.34	\$1,105.00	\$4,788.34

<b>Rural Fire Operational Officers wages from 1 August 2026</b>				
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-26</b>	<b>Rural Flexibility</b>	<b>Total f/n</b>
<b>Rural Flexibility - Allowance level 1</b>				
<b>RFOO1 PP1</b>	\$2,667.10	\$2,733.78	\$761.90	\$3,495.68
<b>RFOO1 PP2</b>	\$2,765.84	\$2,834.99	\$790.11	\$3,625.10
<b>RFOO1 PP3</b>	\$2,854.56	\$2,925.92	\$815.45	\$3,741.37
<b>RFOO1 PP4</b>	\$2,965.55	\$3,039.69	\$847.16	\$3,886.85
<b>RFOO1 PP5</b>	\$3,065.55	\$3,142.19	\$875.73	\$4,017.92
<b>RFOO1 PP6</b>	\$3,165.13	\$3,244.26	\$904.18	\$4,148.44
<b>RFOO1 PP7</b>	\$3,212.61	\$3,292.93	\$917.74	\$4,210.67
<b>Rural Flexibility - Allowance level 2</b>				
<b>RFOO2 PP1</b>	\$3,420.63	\$3,506.15	\$1,051.85	\$4,558.00
<b>RFOO2 PP2</b>	\$3,526.72	\$3,614.89	\$1,084.47	\$4,699.36
<b>RFOO2 PP3</b>	\$3,657.53	\$3,748.97	\$1,124.69	\$4,873.66
<b>RFOO2 PP4</b>	\$3,657.53	\$3,748.97	\$1,124.69	\$4,873.66
<b>RFOO2 PP5</b>	\$3,683.34	\$3,775.42	\$1,132.63	\$4,908.05

<b>Rural Fire Operational Officers wages from 1 August 2027</b>				
<b>Classification</b>	<b>Old base rate</b>	<b>2.5% 1-Aug-27</b>	<b>Rural Flexibility</b>	<b>Total f/n</b>
<b>Rural Flexibility - Allowance level 1</b>				
<b>RFOO1 PP1</b>	\$2,733.78	\$2,802.12	\$780.95	\$3,583.07
<b>RFOO1 PP2</b>	\$2,834.99	\$2,905.86	\$809.86	\$3,715.72
<b>RFOO1 PP3</b>	\$2,925.92	\$2,999.07	\$835.84	\$3,834.91
<b>RFOO1 PP4</b>	\$3,039.69	\$3,115.68	\$868.34	\$3,984.02
<b>RFOO1 PP5</b>	\$3,142.19	\$3,220.74	\$897.62	\$4,118.36
<b>RFOO1 PP6</b>	\$3,244.26	\$3,325.37	\$926.78	\$4,252.15
<b>RFOO1 PP7</b>	\$3,292.93	\$3,375.25	\$940.68	\$4,315.93
<b>Rural Flexibility - Allowance level 2</b>				
<b>RFOO2 PP1</b>	\$3,506.15	\$3,593.80	\$1,078.14	\$4,671.94
<b>RFOO2 PP2</b>	\$3,614.89	\$3,705.26	\$1,111.58	\$4,816.84
<b>RFOO2 PP3</b>	\$3,748.97	\$3,842.69	\$1,152.81	\$4,995.50
<b>RFOO2 PP4</b>	\$3,748.97	\$3,842.69	\$1,152.81	\$4,995.50
<b>RFOO2 PP5</b>	\$3,775.42	\$3,869.81	\$1,160.94	\$5,030.75

(1) For clarity, actual rates of pay may have been increased by a State Wage Case Decision, as per clause 8(6).