



# Queensland Fire Department Agreement 2025

## Frequently Asked Questions

Respect

Integrity

Courage

Loyalty

Trust



## General

### What is the name of the proposed agreement?

The name of the proposed agreement is the *Queensland Fire Department Certified Agreement 2025*. For ease, it may be referred to as CA25.

### Who are the parties to the agreement?

Queensland Fire Department is the employer and Queensland Professional Firefighters Union, Senior Officers Union and Together Queensland are the relevant unions.

### Who will be covered by the proposed agreement?

The proposed agreement will cover all employees under the *Fire Services Act 1990* and *Queensland Fire and Emergency Service Employees Award – State 2016*.

Including:

- Firefighters
- Station Officers
- Inspectors
- Superintendent's
- Chief Superintendents
- Rural Fire Operational Officers
- Fire Communication Officers
- Fire Communication Supervisors
- Fire Communication Executive Managers
- Fire Communication Directors

### Does the proposed agreement cover both union and non-union employees?

Yes. This proposed agreement applies to all employees covered by the agreement, regardless of whether they hold union membership or not.

### What is the operative date of the proposed agreement?

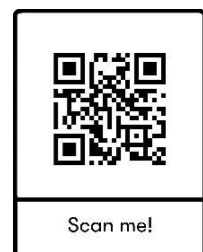
The proposed CA25 will replace the *Queensland Fire and Emergency Services Certified Agreement 2022* (CA22) and will operate from the date of certification.

Wage increases, and increases to certain allowances, will have an effective date of 1 August 2025. The proposed CA25 will have a nominal expiry date of 31 July 2028. By using the term 'nominal', a certified agreement can remain in place past the end date until a replacement agreement is negotiated and certified by the Queensland Industrial Relations Commission.

### Where can I access a copy of the proposed agreement?

Electronic copies are available on the QFD website.

The web page, which can be accessed outside the QFD network, can be accessed via the **QR Code**:



### What information is available online?

The information available online includes:

- Proposed *Queensland Fire Department Certified Agreement 2025* (CA25)
- Proposed agreement with highlights on the new/changes clauses
- Proposed CA25 agreement summary

- Proposed CA25 information session video transcript
- Proposed CA25 information session slides only
- These Frequently Asked Questions (FAQs)
- Proposed CA25 wages table
- CUA Frequently Asked Questions (FAQs)
- CUA effect of terms
- GoVote ballot notification letter
- Form 50 Notice of Intention to terminate CA22 (unsigned)

## Where do I find further information?

- Attend an information session
- Visit the QFD Gateway or the web page
- Speak to your Assistant Commissioner or Deputy Chief Officer
- Speak to your local union representative
- Email [CA25@fire.qld.gov.au](mailto:CA25@fire.qld.gov.au)

## What happens to the current agreement, the CA22?

Should a valid majority of employees vote to approve the proposed CA25 and to terminate CA22, QFD will make an application to terminate the current agreement, the CA22. A Form 50 Notice of Intention to Terminate an Agreement form is available online.

Should a valid majority of employees not vote to approve the proposed CA25 and to terminate CA22, CA22 will continue to operate until a new certified agreement can be made.

## What is the relationship between the proposed Agreement and the Award?

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

## The Proposed CA25

### What is the wages offer under the proposed CA25?

A guaranteed 8% increase over 3 years as follows:

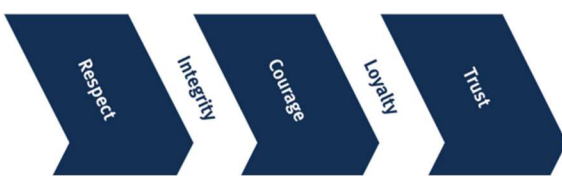
- 3% from 1 August 2025 and paid on the applicable rate at 30 June 2025;
- 2.5% from 1 August 2026 and paid on the preceding Certified Agreement rate; and
- 2.5% from 1 August 2027 and paid on the preceding Certified Agreement rate.

The proposed wage rates can be found in schedule 1 of the proposed CA25.

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. Separate FAQs for CUA, including other explanatory materials, are available online.

The CUA is only payable where certain criteria are met. The Office of Industrial Relations will seek confirmation and advise QFD and payroll.



## Is the first increase to wages and included allowances backdated to 1 August 2025?

Yes.

## Do the allowances also increase?

Some allowances may be backdated to 1 August 2025. Any new allowances introduced under the proposed CA25 may be payable from the date of certification. Please refer to individual allowance provisions for the applicable operative dates.

## Am I still eligible for back pay if I have terminated my employment with QFD?

If you are an employee of QFD on the date the agreement is certified, you will be eligible for any back pay arising from the new agreement. If you terminated your employment prior to the date of certification, you would not receive any back pay arising from the proposed CA25.

Please note this applies to employees whose contract ceases prior to the certification date of the new agreement.

If you are no longer covered by the proposed CA25 at the time of certification (for example, you have resigned, retired or taken up employment in another Queensland Government entity elsewhere) you will not be entitled to receive back payment

## Does the proposed agreement provide a dispute resolution procedure?

Yes, the dispute resolution procedure will not change under the proposed CA25. In the event of any disagreement between the parties as to the interpretation, application or implementation of the proposed agreement, the dispute resolution procedure will apply.

## What are some of the key features of the proposed CA25?

An increase to the Operational Adjustment Allowance in recognition of the skills and environment changes for operational firefighters including risks associated with increasing fire due to electric vehicles and home batteries, all employees covered by this Certified Agreement who are rostered to fulfil QFD operational requirements pursuant to the *Fire Services Act 1990* received this allowance.

A regional, rural and remote employment package which comprises of:

- A retention allowance paid after 4 years of service in an identified rural and remote location based on the Modified Monash Model.
- A fortnightly rolled up allowance which increases by the wages increases.

Expansion of the hours of eligibility for the Overtime Meal Allowance, this will also include an Award variation to the *Queensland Fire and Emergency Service Employees Award – State 2016*.

A fund of \$1 million established to fund any outcomes of the Mercer reviews related to the work value assessments being undertaken.

Codification of the Reform roles including the Director and Fire Communications Executive Manager within the State Operations Directorate with existing remuneration levels as agreed.

Regional Duty Managers within the Rural Fire Service Queensland (RFSQ) codification of existing terms and conditions of employment with implementation to commence in 12 months following the outcome of the Duty Manager Officers shift work transition arrangements.

Removal of outdated leading firefighter classification and grandparenting remaining employees.

Removal of the 5-day rostered firefighters and station officers from existing clauses in CA22.

Please note this is not an exhaustive list.

## What is the Operational Adjustment Allowance (OAA)?

The OAA is an allowance paid to operational firefighters in recognition of the unique skills, risks and changing operational environment associated with the role.

## How much was the increase to the OAA?

The allowance has increased from 17.5% to 36.84% of 2.5 times your normal fortnightly pay.

## What date can I be paid the OAA?

The OAA is calculated on 1 December and is to be paid in the first pay cycle in December of each year. QFD has committed to work towards more frequent payment of the allowance rather than annual lump payment. Further details will be provided once this is finalised.

## I have already received my OAA at 17.5%. Will I receive an additional payment following this increase?

Yes. If you received a payment of 17.5% per normal arrangements in December 2025, the percentage difference owing, being 19.34% will be paid shortly after obtaining certification for the proposed CA25.

## Will the OAA be included for the purposes of calculating my superannuation?

Yes. This allowance is included as Ordinary Time Earnings for the purposes of superannuation.

## What is included in the new Regional, Rural and Remote Employment Package (RRREP)?

The proposed CA25 introduces a new Regional, Rural and Remote employment package (RRREP) to support attraction and retention in identified locations which aims to improve attraction, and retention arrangements and provide improved benefits in identified locations.

The package includes two components:

- A fortnightly attraction allowance, and
- An annual retention payment after four years of continuous service.

Both components of this package will apply at the date of certification.

## Who is eligible for the RRREP Attraction Allowance?

Employees are eligible if they are:

- Permanently appointed to; or
- Rostered to work at an identified regional, rural or remote locations listed in CA25.

## Do I have to move to the new RRREP Attraction Allowance?

No. Employees currently receiving residential accommodation assistance will continue to receive those entitlements for the life of the Agreement unless they elect in writing to cease those arrangements and convert to the RRREP Attraction Allowance provided for under CA25.

## How do I enter into the new RRREP Attraction Allowance?

Employees will need to request in writing to the authorised delegate to cease their existing residential accommodation assistance and convert into the new Regional, Rural and Remote package.

## Can I change to the new package later if I don't convert immediately?

Yes. You can elect to convert to the RRREP Attraction Allowance under the proposed CA25 at any time during the life of the Agreement, subject to the Agreement provisions.

## If I convert to the RRREP Attraction Allowance, can I go back to my previous residential assistance arrangements?

No. Once you elect to convert to the new RRREP Attraction Allowance under the proposed CA25, the new allowance will apply moving forward.

## What is the retention payment?

The retention payment is an annual lumpsum payment available after four years of continuous service in an eligible Regional, Rural and Remote identified location.

## Who is eligible for the RRREP Retention Allowance?

Employees are eligible:

- after four (4) complete years of continuous qualifying service in an identified location; and
- provide reasonable evidence of primary place of residence in an identified location.

## Can I apply for the RRREP Retention Payment if I have been there for two years?

No. An employee is entitled to the relevant RRREP Retention Payment after four (4) complete years of continuous qualifying service in an identified location.

## What happens if I accept a temporary promotional opportunity outside an identified location for up to 12 months?

If you voluntarily obtain a position outside an identified location for three months or more, your continuous qualifying service is considered broken. However, if you return to an identified location within 12 months, your previous qualifying service will be recognised and will count towards eligibility. If the period outside an identified location exceeds 12 months, your qualifying service will restart from the date you return.

## Will I receive a Retention Payment if I leave an identified location part way through a year?

Yes. Employees who cease employment in an identified location will receive a pro-rata Retention Payment reflecting the period of qualifying service completed in that location.

## What happens if I have moved from one identified rural location to another, am I eligible for the retention payment?

Yes. Your allowance will be adjusted to reflect the rate applicable to your new eligible identified location.

## What happens if I leave an eligible regional or remote location?

If you are no longer permanently appointed or rostered to an eligible identified location, the allowance and eligibility for retention payments will cease.

## Which option is financially better the current assistance or the new package?

This will depend on your individual circumstances, including:

- Your location
- Your current rental assistance
- How long you intend to remain in the location
- Your personal financial circumstances, including tax considerations

Employees are encouraged to review their individual circumstances before making a decision and seek independent financial advice, particularly regarding any taxation implications.

## I currently do not receive residential accommodation assistance, what do I receive?

Employees currently appointed to a roster in identified locations who do not receive residential accommodation assistance under PR3087 – Rural and Remote Incentives Procedure will receive the RRREP Attraction Allowance and also be eligible for the RRREP Retention allowance once they have served four years' service in the identified location and meet the eligibility requirements.

## What has changed with the overtime meal allowance?

From the date of certification of CA25, the hours considered to be within a 'normal meal-time' have been expanded. This means more situations will now qualify for the overtime meal allowance.

## Are the Local Knowledge Templates being removed?

No. Existing Local Knowledge Templates will remain in place while the formal review is undertaken.

## Will stations be involved in the review process?

A formal review process and Terms of Reference will be established, which will outline consultation and review arrangements.

## Will this change how Local Knowledge Templates are currently accessed or used?

No immediate changes will occur. Existing templates remain in place until the review is completed and any changes are communicated.

## What are consultative forums?

A new Operational Agency Consultative Committee (OACC) will be established that supports consultation for the proposed Agreement. This is the peak consultative forum for the proposed Agreement with the ability to also establish local consultative committees.

A new Fire Communications Consultative Committee will be established to support implementation of Fire Communications agreed initiatives.

## Will regional consultative committees still exist?

Yes. Regional Consultative Committees will continue and be formalised, with Terms of Reference endorsed by the OACC.

## What workforce information will be shared in line with new reporting requirements under CA25?

Quarterly workforce reporting will be provided electronically and will include:

- Total employees covered by the Agreement
- Long-term vacancies
- New recruits and employee details
- Recruit and training updates

## Will the change to workforce reporting affect individual employees directly?

No. This is an administrative reporting process and does not change individual employment conditions.

## I am a Leading Firefighter, what will happen to me?

Any employees who are employed at the Leading Firefighter classification at time of certification, will have employment arrangements preserved.

## What does the removal of 5-day station rosters mean for employees who are currently working 5-day rosters, and will this affect current pay conditions?

Further information will be provided directly to the affected employees regarding individual arrangements and transition provisions. Any changes will be managed in accordance with the Certified Agreement and appropriate consultation processes.

Should be noted that the last remaining 5-day rostered stations will transition to 7 day stations in 2026, and therefore there will no longer be a need for that roster type. This does not apply to day work roles working a 5-day week, which will remain across all Divisions.

## Ballot process

### Why is QFD conducting a ballot?

In accordance with the *Industrial Relations Act 2016*, the onus is on the employer to demonstrate to the Queensland Industrial Relations Commission that a valid majority of employees have approved the proposed Agreement. This is determined by conducting a secret ballot of employees.

### What does a valid majority mean?

A valid majority will be 50% plus one of the relevant employees who cast a valid vote to give approval. This is why it is important for employees to exercise their right to vote.

### When is the ballot period?

The ballot period for will open at 7am, Thursday 19 March 2026 and close at 5pm, Wednesday 25 March 2026.

### What is involved in the ballot process?

Following a 16-day consultation period from Monday 2 March 2026, during which time employees have an opportunity to access and receive an explanation of the terms of the proposed CA25, employees will be able to vote on whether or not they approve the proposed CA25 and for CA22 to be terminated.

The ballot will be conducted by GoVote, an independent ballot company. You will receive an email and SMS from GoVote with instructions on how to vote. GoVote will send the voting instructions to the email address(es) and mobile number you have recorded in Aurion. If you have a personal email account recorded as well as your QFD email address, it will be sent to both emails. If you do not have an email account, GoVote will mail the voter information pack to the postal address registered in the payroll system. This information will include a unique 13-digit personal identification number (PIN) and 'How to Vote' instructions.

## I am not a member of a union. Am I eligible to vote?

Yes. All QFD employees who would be covered by CA25 are eligible to vote.

## Is the vote anonymous?

Yes, the vote will be anonymous.

## Are casual employees eligible to vote?

No. Casual employees of QFD are eligible to vote as they are not covered under this certified agreement.

## How can I lodge my vote?

You can vote via SMS, internet or telephone. GoVote will send the electronic ballot information including 'How to Vote' instructions and your unique 13-digit Personal Identification Number (PIN) two days prior to the ballot opening to ensure the information arrives as close to the ballot opening time as possible. Following the opening of the ballot at 7am, 19 March 2026, you will also receive a text message to your mobile phone with voting instructions.

## What support is available if I have trouble voting?

In the first instance, click the 'Contact Support' tile on GoVote: Voting Services. This will link you to a page with additional information and frequently asked questions relating to the GoVote platform.

If you require additional support, please contact GoVote by emailing [support@govote.com.au](mailto:support@govote.com.au) or calling 1800 919 553 to speak to a GoVote operator.

Phone support is available Monday to Friday between 9am to 5pm Adelaide time (Australian Central Standard Time). If you call outside of these hours, please leave a message and GoVote will phone you back during business hours.

## What do I do if I have not received, or have lost, my PIN from GoVote?

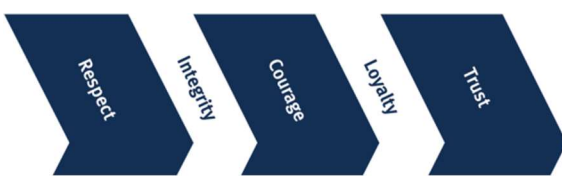
Please check your spam folders in your email accounts, and in your mobile phone on the day of the ballot. If you are still unable to locate your PIN and go to <https://secure.govote.com.au/recoverpin> 39.

## Can I change my vote after I lodge it with GoVote?

No.

## What happens if the proposed CA25 is not voted up?

Should a valid majority not be achieved, QFD and the relevant unions will meet and discuss options. Any matters that have been agreed to in-principle would not be guaranteed, including the operative date of any wage increase.



# Questions following consultation

## Why am I currently being paid the award rate instead of the CA25 rate?

Under the Queensland Government Public Sector Wages Policy, the CA25 Year 1 increase of 3% must be calculated on the applicable base rate as at 30 June 2025. This date is set by policy and cannot be varied.

However, a 3.5% State Wage Case (SWC) increase was applied to Award rates on 1 September 2025. For some employees, this resulted in an increase to their base pay at that time.

Because the SWC increase occurred after 30 June 2025, in some cases the updated Award rate became higher than the calculated CA25 Year 1 rate, which are effective 1 August 2025.

Under clause 8(6) of CA25, employees must always be paid the higher of the Certified Agreement rate or the Award rate. Where the Award rate is higher due to the September 2025 SWC increase, employees remain on that higher rate.

Importantly, no employee's base pay will reduce.

## Why are some classification levels currently on the same rate of pay?

The Award sets out minimum salary schedules for classifications and pay points. In some classifications, the Award provides a single rate for a classification rather than separate rates for each individual pay point or provides fewer pay points in comparison to what is available in CA25.

To comply with clause 8(6) of CA25 (and previously CA22), to ensure an employee is always receiving the higher of the Award or Certified Agreement rates, classifications and pay points are compared across the two instruments. Where there is no corresponding pay point in the Award, the Certified Agreement rate is compared to the closest Award pay point (for example, if a classification has four pay points in the Award but the same classification has five pay points in the Certified Agreement, the fifth pay point in the certified agreement is compared to the fourth pay point in the Award).

Following the application of recent State Wage Case increases, some adjacent pay points or classification levels have aligned at the same base rate (for example, in the above scenario pay point four and pay point five are now receiving the pay point 4 Award rate, being the higher of the Award or Certified Agreement rate for both pay points).

This outcome reflects the structure of the Award salary schedule and the general requirement in Queensland Public Sector Certified Agreements that employees must always receive at least the Award rate. Where pay points align in this way, they will remain the same unless and until future increases create a distinction.

## What about allowances and other entitlements?

The interaction described above applies only to the base rate of pay.

All applicable allowances and related entitlements increase by 3% under CA25 in line with the Queensland Public Sector Wages Policy.

For many employees, this represents a clear uplift to overall remuneration, particularly where multiple or higher-value allowances apply.

## Does the removal of 5-day station rosters affect single station officers working day work?

No. The removal of 5-day station rosters applies to crew of 'one and three' configurations.

Single station officers working day work are not impacted by this change.

Employees seeking clarification about their specific arrangements are encouraged to contact their supervisors or the QFD IR team directly.

## Under the new Regional, Rural and Remote Employment Package (RRR EP), who qualifies for the attraction allowance?

The attraction allowance applies to employees who are:

- Permanently appointed to identified regional, rural, or remote locations; or
- Rostered to those identified locations.

## Can employees choose whether to move to the new RRREP attraction allowance?

Yes.

Employees currently receiving residential accommodation assistance may choose to remain on their current arrangements or transition to the new RRR EP attraction allowance.

Employees should carefully consider their personal circumstances and may wish to seek independent financial advice before making a decision.

## Is the new RRREP attraction allowance taxable?

Yes. As the attraction allowance is structured as an allowance, it is subject to normal taxation arrangements, and this is why seeking independent financial advice is important.

## How will CA25 ensure commitments are delivered, particularly where some commitments under CA22 were not completed?

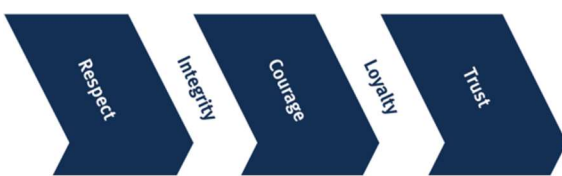
CA25 strengthens oversight and accountability mechanisms to support delivery of all agreement commitments.

The agreement establishes an Agency Operational Consultative Committee (AOCC) as the central forum responsible for monitoring implementation of CA25. The AOCC will:

- Oversee progress against all commitments
- Monitor agreed timeframes
- Prioritise items with specific deadlines
- Provide structured and ongoing engagement between QFD and the unions

Some commitments in CA25 have defined timeframes, while others apply across the life of the agreement. Where deadlines are specified, these will be actively prioritised.

The revised consultative structure is intended to provide clearer governance, improved tracking, and stronger accountability to support delivery of commitments under CA25.



## **If certain provisions from the *Queensland Fire and Emergency Service Employees Award – State 2016* are not mentioned in CA25, do they still apply?**

Yes. *The Queensland Fire and Emergency Service Employees Award – State 2016* continues to apply.

If CA25 includes a greater or different entitlement for a specific matter from the Award, the entitlement in CA25 will apply instead of the Award for that matter. However, if CA25 is silent on a provision, the existing Award provisions will continue to apply, meaning employees do not lose existing entitlements simply because they are not specifically mentioned in CA25.

## **Why is the wage increase backdated to 1 August 2025 instead of 1 July 2025?**

Under the Queensland Government Public Sector Wages Policy, wage increases during bargaining can only be backdated to the first day of the month in which in-principle agreement is reached.

For CA25, the in-principle agreement between QFD and the unions was reached on 7 August 2025, meaning the backdating date is 1 August 2025.

This also changes the effective dates for Years 1, 2 and 3 of the agreement.

## **Was the Government asked to consider backdating to 1 July particularly due to the impact on defined benefit superannuation members?**

QFD is required to seek Government approval throughout the bargaining process.

QFD must comply with Public Sector Wages Policy which requires backdating to the first day of the month in which agreement is reached, meaning backdating beyond 1 August 2025 is not permitted under the current policy.

## **Does the 1 August backdate affect superannuation reportable wages for defined benefit members?**

Employees are encouraged to seek financial advice in relation to their personal circumstances.

## **Why do some locations appear to receive higher allowances than more remote areas (for example Roma compared with Charleville)?**

The allowance rates are influenced by local rental market data, particularly the RTA median rental values for each location.

If rental costs are higher in one location, the allowance may be higher even if the location is considered less remote.

## If employees move to the new allowance structure for RRREP could they be financially worse off?

Employees who are currently receiving residential accommodation assistance:

- Will remain on their current arrangements, unless they choose to opt into the new CA25 allowance rates.
- Are encouraged to seek financial advice before making a decision.

QFD will also contact affected employees individually to discuss their options.

## Is the new Attraction Allowance taxable?

Yes. Because the payment is structured as an allowance, it must comply with standard taxation requirements.

## Will the removal or reduction of the Senior Officer Flexibility Allowance disadvantage employees on defined benefit superannuation?

The intent of the agreement and the review process is that no employee will be financially disadvantaged by the changes. The certified agreement also states that the introduction of disaggregated shift arrangements should not result in employees being worse off.

## When will allowances related to continuous shift rosters for DMO positions change?

For the first 12 months following implementation of the agreement, there will be no change to current arrangements. This means:

- Existing DMO compensation arrangements remain in place
- Current payment and leave arrangements continue

Schedule 3, Operational Senior Officer work to be completed, outlines the work that will be undertaken to as part of the introduction of non-continuous and continuous shift work arrangements, to disaggregate the aggregated rate as follows for Operational Senior Officers.

## Will any senior officer be financially disadvantaged after the review period?

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 review period is intended to ensure the final arrangements are fair, workable and consistent across the organisation.

## Are new rosters being introduced under this review?

No. The review does not introduce new rosters.

Any future proposal to introduce a new roster would require separate consultation and approval processes.

## Why are FCO pay points 1.4 and 1.5 (and FCO2.4 and 2.5) showing the same wage in the draft Certified Agreement table?

This is due to the interaction between Certified Agreement (CA) rates and Award rates.

Under clause 8(6) of the proposed *Queensland Fire Department Certified Agreement 2025*, employees must not receive a base rate of pay that is less than the corresponding Award rate. This means employees are always paid the higher of the CA rate or the Award rate.

Following recent State Wage Case increases, the Award rates for some classifications increased faster than the CA rates and overtook them. When this happens, employees are paid the higher Award rate instead of the CA rate.

Because the Award only contains four pay points within each classification, both CA pay points 1.4 and 1.5 (and 2.4 and 2.5) are compared to the same Award pay point, which results in them currently being paid the same base rate.

## Does this mean employees at pay point 1.5 (or 2.5) will lose pay?

No employee will lose pay.

The Certified Agreement specifically ensures that employees will always receive the higher of the CA or Award base rate of pay.

In this case, the Award rate has overtaken both CA pay points, so employees are currently paid at the higher Award rate.

## Will pay points 1.4 and 1.5 (and 2.4 and 2.5) remain on the same pay rate for the life of the agreement?

Under the current Award structure and public sector wages policy, these pay points will remain aligned because the Award only provides four pay points per classification.

As a result, both CA pay points are compared to the same Award pay point, which means they will continue to receive the same base rate unless future increases create a distinction.