

Summary of proposed

Queensland Fire Department Certified Agreement 2025

The table below is a summary of the key terms and effects of the proposed CA25, and in particular any key changes in terms and conditions from the current CA22. Please note, this is not an exhaustive list, and reference should be made to the full copy of the proposed CA25 available on the Gateway page for more detail.

Two copies of CA25 are provided in the documents for consultation, a clean version and a version with changes highlighted. The below table provides the CA25 clause references, where applicable, for you to view the new clauses. If no clause reference is provided, this is a commitment made to reach in-principle agreement which will be delivered outside of the certified agreement.

CA25 clause (if relevant)	Matter	Key Details
Clause 3	Date of operation and duration	CA25 will: - have a three-year term; - operate from date of certification to 1 August 2025, including the back payment of any wages; and - have a nominal expiry date of 31 July 2028.
Clause 7	Definitions	The definitions section of the CA25 has been updated to include new and amended definitions, where applicable.
Clause 18	Agency Operational Consultative Committee	CA25 includes 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.
Clause 19	Regional and Local Consultative Committees	CA25 provides for the continuation and establishment of Regional Consultative Committees (RCC) and Local Consultative Committees (LCC) to facilitate consultation between management and unions at the regional and local levels. The AOCC will endorse their Terms of Reference and where matters relate to the Certified Agreement and involve multiple unions, all relevant unions will be invited to participate.
Clause 20	Workforce Reporting	CA25 introduces a new clause for quarterly workforce reporting to be provided to unions electronically through the AOCC. The reports will include: - Total number of employees covered by the agreement; - Total number of vacancies longer than 6 months; and - New recruit/employee details. Total number of recruits commenced, recruits in training and recruits completed training.
Clause 23.1	Wage increases	The guaranteed wage increases in CA25 are as follows: 1 August 2025 – 3 per cent; 1 August 2026 – 2.5 per cent; and

		1 August 2027– 2.5 per cent.
Clause 23.2	CPI Uplift Adjustments (CUA)	CA25 provides that, where the relevant through-the-year March CPI outcome (All Groups Brisbane) measure ('the CPI measure') exceeds the relevant guaranteed wage increase under the agreement, a CUA will become payable up to the maximum amount of up to 0.5% in year 1 and up to 1.0% in years 2 and 3 of the agreement. The CUA will be: - based on the percentage difference between the guaranteed wage increase under the agreement for the agreement year and the relevant CPI measure as published by the Australian Bureau of Statistics from 2026 onwards; - paid or payable where that CPI: exceeds the 3 per cent increase in year 1, providing up to a maximum additional 0.5 per cent; - exceeds the 2.5 per cent increase in years 2 and 3, providing up to a maximum additional 1 per cent; and - considered and treated as a wage increase under the agreement and applied to the rates payable from the date the guaranteed wage increase was payable i.e., it will go into base, be cumulative and relevant for future agreement year increases. Note that once the CPI outcome is known, and where applicable, implementation of the payment may take up to four months to process for employees to receive the relevant back-payment.
Clause 24	Operational Adjustment Allowance (OAA)	CA25 provides for the Operational Adjustment Allowance to increase from 17.5% to 36.84% of 2.5 x 'normal fortnightly pay' of employees pay from 1 December each calendar year. The OAA will also be considered part of the ordinary time earnings (OTE) for the purposes of superannuation calculations. QFD and the relevant unions will continue to work together to facilitate an alternative payment frequency of the OAA within the life of this Certified Agreement instead of an annual lump sum.
Clause 32	Illness during annual leave and long service leave	CA25 amends the existing clause to clarify that an employee can submit sufficient evidence of the illness to the Assistant Commissioner or Deputy Chief Officer.
Clause 33	Sick/carers leave evidentiary requirements	CA25 introduces a new clause to provide clarity for what evidence is required that would ordinarily satisfy a reasonable person for sick leave and carers leave in accordance with the <i>Industrial Relations Act 2016</i>. This clause replaces the requirements under clause 20.3 of the Award.
Clause 35	Emergent Leave	CA25 provides for an employee to be granted special leave under <i>Directive 12/24 Special Leave</i>. CA25 introduces additional emergent leave of up to three shifts per year (non-cumulative) for employees to respond to emergency situations or compassionate circumstances. This leave is separate from Special Leave under Directive 12/24, requires appropriate evidence, and is subject to approval by the delegated authority.
Clause 39	Overtime callback meal allowance – 'variation of normal meal time'	CA25 introduces a clause to expand hours of eligibility for the Overtime Meal allowance. This clause provides to define 'normal meal time' for the following periods: start work within 60 minutes prior to start of any recognised shift start time;

		- start work within 60 minutes following the start of any recognised shift start time; or - between 12:00 and 14:00.
Clause 41	Work Value Reviews	CA25 provides for the Work Value Reviews under CA22 to be finalised. CA25 provides that a \$1 million fund will be established to fund any recommendations that arise from the reviews.
Clause 42	On call rostering framework	CA25 intends to develop a clear, flexible and transparent on-call rostering framework to support effective and responsive on-call arrangements across QFD. This work will consider existing industrial provisions and employee entitlements to ensure arrangements meet operational requirements while supporting employee wellbeing, and will be completed within 12 months of certification, including prior to any changes to OSO rostering arrangements.
Clause 43	Workforce Mobility Policy Development	CA25 introduces a commitment to develop a workforce mobility policy to assist with movement within QFD locations. This policy will consider: - Transfer Advisory Panel; - Temporary Transfers at level; - Minimum tenure of years of service for duration at specific locations; - Employer Initiated Transfers Policy; and - Compassionate transfers.
Clause 44	Comprehensive Review of Local Knowledge Templates. Local documents	CA25 introduces a commitment to a comprehensive review of Local Knowledge Templates (LKTs) across QFR and RFSQ. This will look to achieve compliance with the relevant authority and QFD specific arrangements, consistent employment arrangements wherever possible and appropriate governance of local arrangements including, delegations, timeframes and reporting.
Clause 45	Regional, Rural and Remote Employment Package (RRREP)	CA25 introduces a regional, rural, and remote employment package that aims to improve attraction and retention arrangements and improve benefits in identified locations. The RRREP will comprise of: - A retention allowance paid after 4 years of continuous service in an identified rural and remote location, with ongoing annual payments while eligibility is maintained; and - A fortnightly attraction allowance paid from certification to employees permanently appointed to identified locations, including those already at those locations which adjusts based on rosters worked and increases in line with wage increases. Employees currently receiving approved residential accommodation assistance under QFD procedure <i>PR3087 – Rural and Remote Incentives</i> will continue under their existing arrangements for the life of CA25, unless they elect in writing to cease those entitlements and convert to the RRREP attraction allowance and retention payment. The allowance and retention payment do not interfere with or amend current flight entitlements. As part of the introduction of this package, procedure <i>PR3087 – Rural and Remote Incentives</i> will be examined.
Clause 46	RRREP Attraction Allowance	The RRREP attraction allowance will apply from the date of certification and is payable to employees permanently appointed to identified

		regional, rural and remote locations, including those already at the locations. The allowance will continue while employees remain at an identified location and cease if they move to a non-identified location. The allowance will adjust based on roster worked, increase annually in line with wage increases, be paid fortnightly and during paid leave.
Clause 47	RRREP Retention Payment	From date of certification, the Retention Payment is a lump sum paid annually to employees who complete four years of continuous service in an identified location and maintain their primary residence there. This payment recognises long-term service and supports workforce stability in regional, rural and remote communities. The retention payment will start immediately for those employees who have already completed four years' service in an identified location. The retention payment is applicable to the following identified locations: • 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. Movement between identified locations will not affect eligibility, and pro-rata payments will apply where employees leave an identified location part way through a year.
Clause 48	RRREP Benefits	CA25 contains a clause confirming that employees in identified RRREP locations may receive travel assistance and transfer priority in accordance with QFD procedure PR3087.
Clause 49	Hours of work and rosters	CA25 provides for the removal of 5-day station shift roster to acknowledge the move away from the use of a 5-day roster at fire stations.
Clause 54	Commitment to identifying opportunities for service enhancement	CA25 replaces the previous commitment to recruit a specified number of firefighters with a commitment for the parties to work together to identify future workforce and service delivery needs, considering operational demand and community risk.
Clause 55	Station Crewing Model	CA25 introduces a new station crewing model, with a trial to be conducted in two agreed QFR divisions. Within three months of certification, the parties will agree to vary the Station Crewing Model documentation and develop a project plan identifying the trial locations and expected outcomes. The trial will prioritise maintaining alpha appliance crewing while allowing specials to be crewed as a priority use of additional staff, with existing movement protocols and entitlements continuing to apply. Information from the trial may be used to inform the Response Time Review.
Clause 56	Response Time Review	CA25 introduces a new initiative called the Response Time Review to establish a working group with representatives from QFR and the relevant unions, ensuring a collaborative and inclusive process. The review will aim to better understand all the factors that impact response times and help identify any opportunities to improve our performance and strengthen our response capability. The review will consider aspects of both the 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. Any outcomes from the review will be recommendations only and will not automatically become requirements but will inform future decision making.
Clause 71	Cessation of Leading Firefighters Classification	CA25 provides for the removal of the Leading Firefighter classification. Any employees who are employed at the Leading Firefighter classification at time of certification, will have employment arrangements preserved.
Clause 76	Average standardised wage rates (Firefighters and Station officers)	CA25 amends existing provisions to remove reference to Cost-of-Living Adjustment.
Clause 90	Building Approval Officers (BOA) - Review	CA25 provides that within 12 months of certification, the BAO Review will be finalised.
Clause 92	Average standardised wage rates (Building Approval Officer)	CA25 amends existing provisions to remove reference to Cost-of-Living Adjustment.
Clause 96	History of Senior Officers	CA25 provides for the introduction of non-continuous shift work arrangements for Operational Senior Officers within 12 months of certification, ensuring industrial arrangements reflect the current operational environment. The transition will consider hours of work, remuneration, and fair rostering with protection in place to ensure no disadvantage to employment conditions or reduction in total remuneration.
Clause 107	Fire Communications Consultative Committee	CA25 introduces a new clause that commits the parties to establishing a new Fire Communications Consultative Committee (FCCC). It is proposed that the FCCC will address: • Completion of outstanding matters from CA22; • Address outcomes of Fire Communications Centre Structural Review Report; • Intelligence, forecasting and situational awareness reporting; • Matters that affect crewing levels, particularly annual and other leave management processes; • Review of local knowledge procedures; • Regional employment attraction and retention; • Addressing self-managed time off console via review of PR3148 'fatigue Management – Fire Communications Centre.'
Clause 110	Fire Communication Director, Fire Communication Executive Manager, Fire Communication Managers hours of work	CA25 amends the existing clause to include Fire Communications Director and Fire Communications Executive Manager.
Clause 118	Average standardised wage rates (Fire Communication Officers and Supervisors)	CA25 amends existing provisions to remove reference to Cost-of-Living Adjustment.
Clause 133	Rostered hours of work	CA25 amends existing clause to rename Rural Fire Services Officer (RFSO) to Rural Fire Operational Officer (RFOO). This clause also amends RFOO1 and RFOO2 spread of hours to be 0600 to 2200 Monday to Sunday.
Clause 138	RFSQ Operational Firefighting Capability	CA25 introduces a new clause that supports RFSQ with an increased focus on operational firefighting capabilities and commits to ongoing investment in training, equipment, leadership and capability development.

Clause 139	Rural Fire Operational Officers	CA25 introduces new clause for RFOO1 and RFOO2 to be 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 transition to 8-week cycle to achieve 304 hours of work over 8-week cycle. The transition will include significant education and support materials to ensure efficient management of employee's hours of work. Overtime or TOIL applies where approved hours exceed rostered hours.
Clause 140	Regional Duty Managers (RDM) ordinary hours of work, additional remuneration and leave entitlements	CA25 formalises the working arrangements for Regional Duty Managers (RDMs), who will operate on a non-continuous shift roster of four 12-hour day shifts per week across an eight-week cycle. Under this arrangement, RDMs will work an average of 42 ordinary hours per week, with hours above 38 recognised through a 40-hour week adjustment payment and the accrual of additional leave. The Agreement also provides that where RDMs temporarily relieve in higher duties, they will continue to accrue this additional leave entitlement for a defined period. These provisions provide clear rostering arrangements and ensure additional hours are appropriately recognised through compensation and leave.
Clause 141	Rank of Chief Superintendent	Preservation of entitlements for the Rank of Chief Superintendent to acknowledge the 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.
Clause 142	RFSQ Professional Development Framework	CA25 commits to a review of Rural Fire Services Queensland Professional Development Framework to identify what was developed, what is still required and overarching needs of the various cohorts to develop clear gap analysis. Within another six months an implementation plan and timeframes to developed to address the identified gaps, or alternative interim development options explored to allow implementation to proceed. A review will be conducted six months prior to the nominal expiry of CA25.
Part 10	Deployment and Extra Ordinary Duty Hours (EODH) conditions for Operational Senior Officers, Building Approval Officers, Fire Communications Director, Fire Communications Executive Manager and Fire Communications Managers	CA25 amends existing part to include Fire Communications Director and Fire Communications Executive Manager.
Clause 145	Rostering Arrangements	CA25 clarifies rostering arrangements during deployments, confirming that planned rostered hours remain ordinary hours and any additional approved hours are paid at overtime rates. It also provided minimum break requirements between shifts and ensures employees are appropriately compensated where sufficient rest breaks are not provided.
Clause 96 & Schedule 3	Operational Senior Officer work to be completed	CA25 Schedule 3 introduces a framework to transition Operational Senior Officers from the existing aggregated flexibility allowance arrangements to a disaggregated pay and rostering model aligned with continuous and non-continuous shift work. It preserves existing conditions during the transition, establishes processes to implement new arrangements within 12 months, and

		ensures fair compensation, protection of base salary, and continuity of key employment conditions.
Schedule 7	Cost of Living Adjustment	CA25 removes the Cost-of-Living Adjustment (COLA) clause, with cost-of-living impacts addressed through the wage increases in CA25.
N/a	Termination of existing agreement	Provided that CA22 is replaced by CA25 and ceases to have effect upon certification.
Various	Agreement tidy up and minor amendments	Agreement tidy up and minor amendments – includes minor administrative, legislative reference, and formatting updates to improve clarity, accuracy and consistency.