

Wage Tables – effective 1 September 2025

The *Queensland Fire Department Certified Agreement 2025* outlines at:

- clause 8(6) that it is a term of the Certified Agreement that no employee will receive a base rate of pay that is less than the corresponding base rate of pay in the *Queensland Fire and Emergency Service Employees Award – State 2016*; and
- clause 23 the applicable wage increases and the application and trigger for the CPI Uplift Adjustment ('CUA').

Therefore, QFD has updated schedule 1 and schedule 2 accordingly and the below table is effective from **1 September 2025 (amounts include CUA uplift and 2025 SWC (if applicable))**.

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	3.5% 1-Aug-25 *note identified roles have increase by SWC – effective 1 September 2025	Weekend shift	Night Shift	38-Hour Week Allowance	Total f/n
Recruit	N/A	\$2,113.00	\$2,187.00*	\$468.64	\$140.98	\$147.19	\$2,943.81
Firefighter PP1 (including temporary Firefighter)	1	\$2,524.00	\$2,612.34	\$559.79	\$168.39	\$175.82	\$3,516.34
Firefighter PP2	N/A	\$2,524.00	\$2,612.34	\$559.79	\$168.39	\$175.82	\$3,516.34
First Class Firefighter PP1	1	\$2,714.00	\$2,809.00*	\$601.93	\$181.07	\$189.05	\$3,781.05
First Class Firefighter PP2	1	\$2,714.00	\$2,809.00*	\$601.93	\$181.07	\$189.05	\$3,781.05
First Class Firefighter PP3	1	\$2,739.24	\$2,835.11	\$607.52	\$182.75	\$190.81	\$3,816.19
First Class Firefighter PP4	N/A	\$2,780.33	\$2,877.64	\$616.64	\$185.49	\$193.67	\$3,873.44
Senior Firefighter PP1	1	\$2,879.17	\$2,979.94	\$638.56	\$192.09	\$200.56	\$4,011.15
Senior Firefighter PP2	4	\$2,907.98	\$3,009.76	\$644.95	\$194.01	\$202.56	\$4,051.28
Senior Firefighter PP3	1	\$3,009.76	\$3,115.10	\$667.52	\$200.80	\$209.65	\$4,193.07
Senior Firefighter PP4	N/A	\$3,054.91	\$3,161.83	\$677.54	\$203.81	\$212.80	\$4,255.98
Leading Firefighter PP1	1	\$3,072.94	\$3,180.49	\$681.53	\$205.02	\$214.05	\$4,281.09
Leading Firefighter PP2	N/A	\$3,119.04	\$3,228.21	\$691.76	\$208.09	\$217.27	\$4,345.33
Station Officer 1 PP1	1	\$3,435.10	\$3,555.33	\$761.86	\$229.18	\$239.28	\$4,785.65
Station Officer 1 PP2	1	\$3,469.44	\$3,590.87	\$769.47	\$231.47	\$241.67	\$4,833.48
Station Officer 1 PP3	N/A	\$3,521.49	\$3,644.74	\$781.02	\$234.94	\$245.30	\$4,906.00
Station Officer 2 PP1	1	\$3,523.08	\$3,646.39	\$781.37	\$235.05	\$245.41	\$4,908.22
Station Officer 2 PP2	1	\$3,558.30	\$3,682.84	\$789.18	\$237.40	\$247.86	\$4,957.28
Station Officer 2 PP3	N/A	\$3,611.67	\$3,738.08	\$801.02	\$240.96	\$251.58	\$5,031.64
Station Officer 3 PP1	1	\$3,701.16	\$3,830.70	\$820.86	\$246.93	\$257.82	\$5,156.31
Station Officer 3 PP2	1	\$3,738.14	\$3,868.97	\$829.07	\$249.40	\$260.39	\$5,207.83
Station Officer 3 PP3	N/A	\$3,794.20	\$3,927.00	\$841.50	\$253.14	\$264.30	\$5,285.94

Firefighters and Station Officers wages as from 1 August 2026							
Classification / pay point	Time	Old base rate	2.5% 1-Aug-26	Weekend shift	Night Shift	38 Hour Week Allowance	Total f/n
Recruit	N/A	\$2,186.96	\$2,241.63	\$480.35	\$144.50	\$150.87	\$3,017.35
Firefighter PP1 (including temporary Firefighter)	1	\$2,612.34	\$2,677.65	\$573.78	\$172.60	\$180.21	\$3,604.24
Firefighter PP2	N/A	\$2,612.34	\$2,677.65	\$573.78	\$172.60	\$180.21	\$3,604.24
First Class Firefighter PP1	1	\$2,808.99	\$2,879.21	\$616.97	\$185.60	\$193.78	\$3,875.56
First Class Firefighter PP2	1	\$2,808.99	\$2,879.21	\$616.97	\$185.60	\$193.78	\$3,875.56
First Class Firefighter PP3	1	\$2,835.11	\$2,905.99	\$622.71	\$187.32	\$195.58	\$3,911.60
First Class Firefighter PP4	N/A	\$2,877.64	\$2,949.58	\$632.05	\$190.13	\$198.51	\$3,970.27
Senior Firefighter PP1	1	\$2,979.94	\$3,054.44	\$654.52	\$196.89	\$205.57	\$4,111.42
Senior Firefighter PP2	4	\$3,009.76	\$3,085.00	\$661.07	\$198.86	\$207.63	\$4,152.56
Senior Firefighter PP3	1	\$3,115.10	\$3,192.98	\$684.21	\$205.82	\$214.90	\$4,297.91
Senior Firefighter PP4	N/A	\$3,161.83	\$3,240.88	\$694.47	\$208.91	\$218.12	\$4,362.38
Leading Firefighter PP1	1	\$3,180.49	\$3,260.00	\$698.57	\$210.14	\$219.41	\$4,388.12
Leading Firefighter PP2	N/A	\$3,228.21	\$3,308.92	\$709.05	\$213.29	\$222.70	\$4,453.96
Station Officer 1 PP1	1	\$3,555.33	\$3,644.21	\$780.90	\$234.91	\$245.26	\$4,905.28
Station Officer 1 PP2	1	\$3,590.87	\$3,680.64	\$788.71	\$237.26	\$247.72	\$4,954.33
Station Officer 1 PP3	N/A	\$3,644.74	\$3,735.86	\$800.54	\$240.82	\$251.43	\$5,028.65
Station Officer 2 PP1	1	\$3,646.39	\$3,737.55	\$800.90	\$240.92	\$251.55	\$5,030.92
Station Officer 2 PP2	1	\$3,682.84	\$3,774.91	\$808.91	\$243.33	\$254.06	\$5,081.21
Station Officer 2 PP3	N/A	\$3,738.08	\$3,831.53	\$821.04	\$246.98	\$257.87	\$5,157.42
Station Officer 3 PP1	1	\$3,830.70	\$3,926.47	\$841.39	\$253.10	\$264.26	\$5,285.22
Station Officer 3 PP2	1	\$3,868.97	\$3,965.69	\$849.79	\$255.63	\$266.90	\$5,338.01
Station Officer 3 PP3	N/A	\$3,927.00	\$4,025.18	\$862.54	\$259.47	\$270.90	\$5,418.09

Firefighters and Station Officers wages as from 1 August 2027							
Classification / pay point	Time	Old base rate	2.5% 1-Aug-27	Weekend shift	Night Shift	38 Hour Week Allowance	Total f/n
Recruit	N/A	\$2,241.63	\$2,297.67	\$492.36	\$148.11	\$154.64	\$3,092.78
Firefighter PP1 (including temporary Firefighter)	1	\$2,677.65	\$2,744.59	\$588.13	\$176.92	\$184.72	\$3,694.36
Firefighter PP2	N/A	\$2,677.65	\$2,744.59	\$588.13	\$176.92	\$184.72	\$3,694.36
First Class Firefighter PP1	1	\$2,879.21	\$2,951.19	\$632.40	\$190.24	\$198.62	\$3,972.45
First Class Firefighter PP2	1	\$2,879.21	\$2,951.19	\$632.40	\$190.24	\$198.62	\$3,972.45
First Class Firefighter PP3	1	\$2,905.99	\$2,978.64	\$638.28	\$192.00	\$200.47	\$4,009.39
First Class Firefighter PP4	N/A	\$2,949.58	\$3,023.32	\$647.85	\$194.88	\$203.48	\$4,069.53
Senior Firefighter PP1	1	\$3,054.44	\$3,130.80	\$670.89	\$201.81	\$210.71	\$4,214.21
Senior Firefighter PP2	4	\$3,085.00	\$3,162.13	\$677.60	\$203.83	\$212.82	\$4,256.38
Senior Firefighter PP3	1	\$3,192.98	\$3,272.80	\$701.31	\$210.97	\$220.27	\$4,405.35
Senior Firefighter PP4	N/A	\$3,240.88	\$3,321.90	\$711.84	\$214.13	\$223.57	\$4,471.44
Leading Firefighter PP1	1	\$3,260.00	\$3,341.50	\$716.04	\$215.39	\$224.89	\$4,497.82
Leading Firefighter PP2	N/A	\$3,308.92	\$3,391.64	\$726.78	\$218.63	\$228.27	\$4,565.32
Station Officer 1 PP1	1	\$3,644.21	\$3,735.32	\$800.43	\$240.78	\$251.40	\$5,027.93
Station Officer 1 PP2	1	\$3,680.64	\$3,772.66	\$808.43	\$243.19	\$253.91	\$5,078.19
Station Officer 1 PP3	N/A	\$3,735.86	\$3,829.26	\$820.56	\$246.84	\$257.72	\$5,154.38
Station Officer 2 PP1	1	\$3,737.55	\$3,830.99	\$820.93	\$246.95	\$257.83	\$5,156.70
Station Officer 2 PP2	1	\$3,774.91	\$3,869.28	\$829.13	\$249.42	\$260.41	\$5,208.24
Station Officer 2 PP3	N/A	\$3,831.53	\$3,927.32	\$841.57	\$253.16	\$264.32	\$5,286.37
Station Officer 3 PP1	1	\$3,926.47	\$4,024.63	\$862.42	\$259.43	\$270.87	\$5,417.35
Station Officer 3 PP2	1	\$3,965.69	\$4,064.83	\$871.04	\$262.02	\$273.57	\$5,471.46
Station Officer 3 PP3	N/A	\$4,025.18	\$4,125.81	\$884.10	\$265.95	\$277.68	\$5,553.54

- (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 <i>*note identified roles have increase by SWC – effective 1 September 2025</i>	Allowance as from 1-Aug-25 <i>*note identified roles have increase by SWC – effective 1 September 2025</i>	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	\$2,809.00*	\$70.23*	\$2,879.21	\$71.98	\$2,951.19	\$73.78
First Class Firefighter PP2	\$2,809.00*	\$70.23*	\$2,879.21	\$71.98	\$2,951.19	\$73.78
First Class Firefighter PP3	\$2,835.11	\$70.88	\$2,905.99	\$72.65	\$2,978.64	\$74.47
First Class Firefighter PP4	\$2,877.64	\$71.94	\$2,949.58	\$73.74	\$3,023.32	\$75.58
Senior Firefighter PP1	\$2,979.94	\$74.50	\$3,054.44	\$76.36	\$3,130.80	\$78.27
Senior Firefighter PP2	\$3,009.76	\$75.24	\$3,085.00	\$77.13	\$3,162.13	\$79.05
Senior Firefighter PP3	\$3,115.10	\$77.88	\$3,192.98	\$79.82	\$3,272.80	\$81.82
Senior Firefighter PP4	\$3,161.83	\$79.05	\$3,240.88	\$81.02	\$3,321.90	\$83.05
Leading Firefighter PP1	\$3,180.49	\$79.51	\$3,260.00	\$81.50	\$3,341.50	\$83.54
Leading Firefighter PP2	\$3,228.21	\$80.71	\$3,308.92	\$82.72	\$3,391.64	\$84.79
Station Officer 1 PP1	\$3,555.33	\$88.88	\$3,644.21	\$91.11	\$3,735.32	\$93.38
Station Officer 1 PP2	\$3,590.87	\$89.77	\$3,680.64	\$92.02	\$3,772.66	\$94.32
Station Officer 1 PP3	\$3,644.74	\$91.12	\$3,735.86	\$93.40	\$3,829.26	\$95.73
Station Officer 2 PP1	\$3,646.39	\$91.16	\$3,737.55	\$93.44	\$3,830.99	\$95.77
Station Officer 2 PP2	\$3,682.84	\$92.07	\$3,774.91	\$94.37	\$3,869.28	\$96.73
Station Officer 2 PP3	\$3,738.08	\$93.45	\$3,831.53	\$95.79	\$3,927.32	\$98.18
Station Officer 3 PP1	\$3,830.70	\$95.77	\$3,926.47	\$98.16	\$4,024.63	\$100.62
Station Officer 3 PP2	\$3,868.97	\$96.72	\$3,965.69	\$99.14	\$4,064.83	\$101.62
Station Officer 3 PP3	\$3,927.00	\$98.18	\$4,025.18	\$100.63	\$4,125.81	\$103.15

- (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	3.5% 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	\$3,627.28	\$725.46	\$229.09	\$4,581.83	\$90.68
FF BAO1 PP2	1	\$3,539.64	\$3,663.53	\$732.71	\$231.38	\$4,627.62	\$91.59
FF BAO1 PP3	N/A	\$3,592.74	\$3,718.49	\$743.70	\$234.85	\$4,697.04	\$92.96
FF BAO2 PP1	1	\$3,644.73	\$3,772.30	\$754.46	\$238.25	\$4,765.01	\$94.31
FF BAO2 PP2	1	\$3,681.17	\$3,810.01	\$762.00	\$240.63	\$4,812.64	\$95.25
FF BAO2 PP3	N/A	\$3,736.40	\$3,867.17	\$773.43	\$244.24	\$4,884.84	\$96.68
BAO1 PP1	1	\$4,104.23	\$4,247.88	\$849.58	\$268.29	\$5,365.75	\$106.20
BAO1 PP2	1	\$4,145.27	\$4,290.35	\$858.07	\$270.97	\$5,419.39	\$107.26
BAO1 PP3	N/A	\$4,207.45	\$4,354.71	\$870.94	\$275.03	\$5,500.68	\$108.87
BAO2 PP1	1	\$4,225.74	\$4,373.64	\$874.73	\$276.23	\$5,524.60	\$109.34
BAO2 PP2	1	\$4,267.99	\$4,417.37	\$883.47	\$278.99	\$5,579.83	\$110.43
BAO2 PP3	N/A	\$4,332.02	\$4,483.64	\$896.73	\$283.18	\$5,663.55	\$112.09

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	\$3,627.28	\$3,717.96	\$743.59	\$234.82	\$4,696.37	\$92.95
FF BAO1 PP2	1	\$3,663.53	\$3,755.12	\$751.02	\$237.17	\$4,743.31	\$93.88
FF BAO1 PP3	N/A	\$3,718.49	\$3,811.45	\$762.29	\$240.72	\$4,814.46	\$95.29
FF BAO2 PP1	1	\$3,772.30	\$3,866.61	\$773.32	\$244.21	\$4,884.14	\$96.67
FF BAO2 PP2	1	\$3,810.01	\$3,905.26	\$781.05	\$246.65	\$4,932.96	\$97.63
FF BAO2 PP3	N/A	\$3,867.17	\$3,963.85	\$792.77	\$250.35	\$5,006.97	\$99.10
BAO1 PP1	1	\$4,247.88	\$4,354.08	\$870.82	\$274.99	\$5,499.89	\$108.85
BAO1 PP2	1	\$4,290.35	\$4,397.61	\$879.52	\$277.74	\$5,554.87	\$109.94
BAO1 PP3	N/A	\$4,354.71	\$4,463.58	\$892.72	\$281.91	\$5,638.21	\$111.59
BAO2 PP1	1	\$4,373.64	\$4,482.98	\$896.60	\$283.14	\$5,662.72	\$112.07
BAO2 PP2	1	\$4,417.37	\$4,527.80	\$905.56	\$285.97	\$5,719.33	\$113.20
BAO2 PP3	N/A	\$4,483.64	\$4,595.73	\$919.15	\$290.26	\$5,805.14	\$114.89

Building Approval Officers wages as from 1 August 2027							
Classification	Time	Old base rate	2.5% 1-Aug-27	20% Flexibility Allowance	38 Hour Week Allowance	Total f/n	2.5% Special Flexibility Allowance
FF BAO1 PP1	1	\$3,717.96	\$3,810.91	\$762.18	\$240.69	\$4,813.78	\$95.27
FF BAO1 PP2	1	\$3,755.12	\$3,849.00	\$769.80	\$243.09	\$4,861.89	\$96.23
FF BAO1 PP3	N/A	\$3,811.45	\$3,906.74	\$781.35	\$246.74	\$4,934.83	\$97.67
FF BAO2 PP1	1	\$3,866.61	\$3,963.28	\$792.66	\$250.31	\$5,006.25	\$99.08
FF BAO2 PP2	1	\$3,905.26	\$4,002.89	\$800.58	\$252.81	\$5,056.28	\$100.07
FF BAO2 PP3	N/A	\$3,963.85	\$4,062.95	\$812.59	\$256.61	\$5,132.15	\$101.57
BAO1 PP1	1	\$4,354.08	\$4,462.93	\$892.59	\$281.87	\$5,637.39	\$111.57
BAO1 PP2	1	\$4,397.61	\$4,507.55	\$901.51	\$284.69	\$5,693.75	\$112.69
BAO1 PP3	N/A	\$4,463.58	\$4,575.17	\$915.03	\$288.96	\$5,779.16	\$114.38
BAO2 PP1	1	\$4,482.98	\$4,595.05	\$919.01	\$290.21	\$5,804.27	\$114.88
BAO2 PP2	1	\$4,527.80	\$4,641.00	\$928.20	\$293.12	\$5,862.32	\$116.03
BAO2 PP3	N/A	\$4,595.73	\$4,710.62	\$942.12	\$297.51	\$5,950.25	\$117.77

- (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

Operational Senior Officers wages as from 1 August 2025		
Classification	Applicable base rate at 30-Jun-2025	3.5% 1-Aug-25
Inspector - Pay point Low	\$6,160.38	\$6,375.99
Inspector - Pay point High	\$6,252.79	\$6,471.64
Superintendent - Pay point Low	\$6,673.75	\$6,907.33
Superintendent - Pay point High	\$6,773.86	\$7,010.95
Chief Superintendent - Pay point Low	\$6,974.92	\$7,219.04
Chief Superintendent - Pay point High	\$7,079.55	\$7,327.33

Operational Senior Officers wages as from 1 August 2026		
Classification	Old base rate	2.5% 1-Aug-26
Inspector - Pay point Low	\$6,375.99	\$6,535.39
Inspector - Pay point High	\$6,471.64	\$6,633.43
Superintendent - Pay point Low	\$6,907.33	\$7,080.01
Superintendent - Pay point High	\$7,010.95	\$7,186.22
Chief Superintendent - Pay point Low	\$7,219.04	\$7,399.52
Chief Superintendent - Pay point High	\$7,327.33	\$7,510.51

Operational Senior Officers wages as from 1 August 2027		
Classification	Old base rate	2.5% 1-Aug-27
Inspector - Pay point Low	\$6,535.39	\$6,698.77
Inspector - Pay point High	\$6,633.43	\$6,799.27
Superintendent - Pay point Low	\$7,080.01	\$7,257.01
Superintendent - Pay point High	\$7,186.22	\$7,365.88
Chief Superintendent - Pay point Low	\$7,399.52	\$7,584.51
Chief Superintendent - Pay point High	\$7,510.51	\$7,698.27

(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

Fire Communications Officers wages as from 1 August 2025						
Classification	Applicable base rate at 30-Jun-2025	3.5% 1-Aug-25 *note identified roles have increase by SWC – effective 1 September 2025	Weekend shift	Night shift	38 Hour Week Allowance	Total f/n
FCO1 PP1	\$2,259.00	\$2,338.07	\$501.02	\$150.71	\$157.36	\$3,147.16
FCO1 PP2	\$2,677.00	\$2,771.00*	\$593.79	\$178.62	\$186.50	\$3,729.91
FCO1 PP3	\$2,775.00	\$2,872.13	\$615.46	\$185.14	\$193.30	\$3,866.03
FCO1 PP4	\$2,878.00	\$2,979.00*	\$638.36	\$192.03	\$200.49	\$4,009.88
FCO1 PP5	\$2,878.00	\$2,979.00*	\$638.36	\$192.03	\$200.49	\$4,009.88
FCO2 PP1	\$3,650.00	\$3,778.00*	\$809.57	\$243.53	\$254.27	\$5,085.37
FCO2 PP2	\$3,757.00	\$3,888.50	\$833.25	\$250.65	\$261.71	\$5,234.11
FCO2 PP3	\$3,861.00	\$3,996.14	\$856.32	\$257.59	\$268.95	\$5,379.00
FCO2 PP4	\$3,966.00	\$4,105.00*	\$879.64	\$264.61	\$276.28	\$5,525.53
FCO2 PP5	\$3,966.00	\$4,105.00*	\$879.64	\$264.61	\$276.28	\$5,525.53
FCM	\$5,417.51	\$5,607.12			\$295.11	\$5,902.23
FCEM	\$6,206.59	\$6,423.82			\$338.10	\$6,761.92
FCD	\$6,723.81	\$6,959.14			\$366.27	\$7,325.41

Fire Communications Officers wages as from 1 August 2026						
Classification	Old base rate	2.5% 1-Aug-26	Weekend shift	Night shift	38 Hour Week Allowance	Total f/n
FCO1 PP1	\$2,338.07	\$2,396.52	\$513.54	\$154.48	\$161.29	\$3,225.83
FCO1 PP2	\$2,770.70	\$2,839.97	\$608.57	\$183.07	\$191.14	\$3,822.75
FCO1 PP3	\$2,872.13	\$2,943.93	\$630.84	\$189.77	\$198.13	\$3,962.67
FCO1 PP4	\$2,978.73	\$3,053.20	\$654.26	\$196.81	\$205.49	\$4,109.76
FCO1 PP5	\$2,978.73	\$3,053.20	\$654.26	\$196.81	\$205.49	\$4,109.76
FCO2 PP1	\$3,777.75	\$3,872.19	\$829.76	\$249.60	\$260.61	\$5,212.16
FCO2 PP2	\$3,888.50	\$3,985.71	\$854.08	\$256.92	\$268.25	\$5,364.96
FCO2 PP3	\$3,996.14	\$4,096.04	\$877.72	\$264.03	\$275.67	\$5,513.46
FCO2 PP4	\$4,104.81	\$4,207.43	\$901.59	\$271.21	\$283.17	\$5,663.40
FCO2 PP5	\$4,104.81	\$4,207.43	\$901.59	\$271.21	\$283.17	\$5,663.40
FCM	\$5,607.12	\$5,747.30			\$302.49	\$6,049.79
FCEM	\$6,423.82	\$6,584.42			\$346.55	\$6,930.97
FCD	\$6,959.14	\$7,133.12			\$375.43	\$7,508.55

Fire Communications Officers wages as 1 August 2027						
Classification	Old base rate	2.5% 1-Aug-27	Weekend shift	Night shift	38 Hour Week Allowance	Total f/n
FCO1 PP1	\$2,396.52	\$2,456.43	\$526.38	\$158.34	\$165.32	\$3,306.47
FCO1 PP2	\$2,839.97	\$2,910.97	\$623.78	\$187.64	\$195.92	\$3,918.31
FCO1 PP3	\$2,943.93	\$3,017.53	\$646.61	\$194.51	\$203.09	\$4,061.74
FCO1 PP4	\$3,053.20	\$3,129.53	\$670.61	\$201.73	\$210.62	\$4,212.49
FCO1 PP5	\$3,053.20	\$3,129.53	\$670.61	\$201.73	\$210.62	\$4,212.49
FCO2 PP1	\$3,872.19	\$3,968.99	\$850.50	\$255.84	\$267.12	\$5,342.45
FCO2 PP2	\$3,985.71	\$4,085.35	\$875.43	\$263.34	\$274.95	\$5,499.07
FCO2 PP3	\$4,096.04	\$4,198.44	\$899.67	\$270.63	\$282.57	\$5,651.31
FCO2 PP4	\$4,207.43	\$4,312.62	\$924.13	\$277.99	\$290.25	\$5,804.99
FCO2 PP5	\$4,207.43	\$4,312.62	\$924.13	\$277.99	\$290.25	\$5,804.99
FCM	\$5,747.30	\$5,890.98			\$310.05	\$6,201.03
FCEM	\$6,584.42	\$6,749.03			\$355.21	\$7,104.24
FCD	\$7,133.12	\$7,311.45			\$384.81	\$7,696.26

- (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

Rural Fire Operational Officers wages from 1 August 2025				
Classification	Applicable base rate at 30-Jun-2025	3.5% 1-Aug-25	Rural Flexibility	Total f/n
Rural Flexibility - Allowance level 1				
RFOO1 PP1	\$2,589.42	\$2,680.05	\$746.93	\$3,426.98
RFOO1 PP2	\$2,685.28	\$2,779.26	\$774.58	\$3,553.84
RFOO1 PP3	\$2,771.42	\$2,868.42	\$799.43	\$3,667.85
RFOO1 PP4	\$2,879.17	\$2,979.94	\$830.51	\$3,810.45
RFOO1 PP5	\$2,976.26	\$3,080.43	\$858.52	\$3,938.95
RFOO1 PP6	\$3,072.94	\$3,180.49	\$886.40	\$4,066.89
RFOO1 PP7	\$3,119.04	\$3,228.21	\$899.70	\$4,127.91
Rural Flexibility - Allowance level 2				
RFOO2 PP1	\$3,321.00	\$3,437.24	\$1,031.17	\$4,468.41
RFOO2 PP2	\$3,321.00	\$3,544.00*	\$1,063.20	\$4,607.20
RFOO2 PP3	\$3,551.00	\$3,675.29	\$1,102.59	\$4,777.88
RFOO2 PP4	\$3,551.00	\$3,675.29	\$1,102.59	\$4,777.88
RFOO2 PP5	\$3,576.06	\$3,701.22	\$1,110.37	\$4,811.59

Rural Fire Operational Officers wages from 1 August 2026				
Classification	Old base rate	2.5% 1-Aug-26	Rural Flexibility	Total f/n
Rural Flexibility - Allowance level 1				
RFOO1 PP1	\$2,680.05	\$2,747.05	\$765.60	\$3,512.65
RFOO1 PP2	\$2,779.26	\$2,848.74	\$793.94	\$3,642.68
RFOO1 PP3	\$2,868.42	\$2,940.13	\$819.41	\$3,759.54
RFOO1 PP4	\$2,979.94	\$3,054.44	\$851.27	\$3,905.71
RFOO1 PP5	\$3,080.43	\$3,157.44	\$879.98	\$4,037.42
RFOO1 PP6	\$3,180.49	\$3,260.00	\$908.56	\$4,168.56
RFOO1 PP7	\$3,228.21	\$3,308.92	\$922.20	\$4,231.12
Rural Flexibility - Allowance level 2				
RFOO2 PP1	\$3,437.24	\$3,523.17	\$1,056.95	\$4,580.12
RFOO2 PP2	\$3,543.84	\$3,632.44	\$1,089.73	\$4,722.17
RFOO2 PP3	\$3,675.29	\$3,767.17	\$1,130.15	\$4,897.32
RFOO2 PP4	\$3,675.29	\$3,767.17	\$1,130.15	\$4,897.32
RFOO2 PP5	\$3,701.22	\$3,793.75	\$1,138.13	\$4,931.88

Rural Fire Operational Officers wages from 1 August 2027				
Classification	Old base rate	2.5% 1-Aug-27	Rural Flexibility	Total f/n
Rural Flexibility - Allowance level 1				
RFOO1 PP1	\$2,747.05	\$2,815.73	\$784.74	\$3,600.47
RFOO1 PP2	\$2,848.74	\$2,919.96	\$813.79	\$3,733.75
RFOO1 PP3	\$2,940.13	\$3,013.63	\$839.90	\$3,853.53
RFOO1 PP4	\$3,054.44	\$3,130.80	\$872.55	\$4,003.35
RFOO1 PP5	\$3,157.44	\$3,236.38	\$901.98	\$4,138.36
RFOO1 PP6	\$3,260.00	\$3,341.50	\$931.28	\$4,272.78
RFOO1 PP7	\$3,308.92	\$3,391.64	\$945.25	\$4,336.89
Rural Flexibility - Allowance level 2				
RFOO2 PP1	\$3,523.17	\$3,611.25	\$1,083.38	\$4,694.63
RFOO2 PP2	\$3,632.44	\$3,723.25	\$1,116.98	\$4,840.23
RFOO2 PP3	\$3,767.17	\$3,861.35	\$1,158.41	\$5,019.76
RFOO2 PP4	\$3,767.17	\$3,861.35	\$1,158.41	\$5,019.76
RFOO2 PP5	\$3,793.75	\$3,888.59	\$1,166.58	\$5,055.17

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

Schedule 2 – Allowances

(1) Allowances to be determined by the annual State Wage Case Decision:

Aerial Appliance Allowance

	1-Sep-25	1-Sep-26	1-Sep-27
Aerial Appliance Under 25m (QFR)	\$11.00	State Wage Case	
Aerial Appliance Over 25m (QFR)	\$55.55		

(2) Allowances to be determined as per headline wage increase (see clause 20 (1)):

BA Hazmat Allowance

Classification	1-Aug-25	1-Aug-26	1-Aug-27
Level 1 - Specialist (QFR)	\$415.41	\$425.80	\$436.45
Level 2 - Leading (QFR)	\$332.32	\$340.63	\$349.15
Level 3 - Technician (QFR)	\$250.61	\$256.88	\$263.30
Level 4 – Operator	2.5% Special Flexibility Allowance		

Rescue Technician Stream

Classification	Allowance %	1-Aug-25	1-Aug-26	1-Aug-27
Instructor	100%	\$391.24	\$401.02	\$411.05
Leading	80%	\$312.99	\$320.81	\$328.83
Senior	60%	\$234.75	\$240.62	\$246.64
Operator	30%	\$117.37	\$120.30	\$123.31

Live Fire Campus Allowance

Amount payable per-fortnight					
Level	Description	Allowance %	1-Aug-25	1-Aug-26	1-Aug-27
Level 5	Site Supervisor	100%	\$372.52	\$381.83	\$391.38
Level 4	Not Applicable	-	-	-	-
Level 3	Instructor / Assessor	95%	\$353.89	\$362.74	\$371.81
Level 2	Instructor	90%	\$335.27	\$343.65	\$352.24
Level 1	Safety Officer	75%	\$279.39	\$286.37	\$293.53
Entry	Staff / Fuel Controller	50%	\$186.26	\$190.92	\$195.69

Amount payable for per-shift rate					
Level	Description	Allowance %	1-Aug-25	1-Aug-26	1-Aug-27
Level 5	Site Supervisor	100%	\$37.25	\$38.19	\$39.15
Level 4	Not Applicable	-	-	-	-
Level 3	Instructor / Assessor	95%	\$35.39	\$36.28	\$37.19
Level 2	Instructor	90%	\$33.53	\$34.37	\$35.23
Level 1	Safety Officer	75%	\$27.94	\$28.64	\$29.36
Entry	Staff / Fuel Controller	50%	\$18.63	\$19.10	\$19.58

Fire Investigation Allowance

	1-Aug-25	1-Aug-26	1-Aug-27
Level 1 - State Fire Investigation Officer (QFR)	\$475.97	\$487.87	\$500.07
Level 2 - State Fire Investigation Officer (QFR)	\$289.82	\$297.07	\$304.50
Level 3 - State Fire Investigation Officer (QFR)	\$103.66	\$106.26	\$108.92
Level 1 - Regional Fire Investigation Officer (QFR)	\$350.71	\$359.48	\$368.47
Level 2 - Regional Fire Investigation Officer (QFR)	\$227.19	\$232.87	\$238.70
Level - Regional Fire Investigation Officer (QFR)	\$103.66	\$106.26	\$108.92
Bushfire Investigator Allowance (RFSQ)	\$103.66	\$106.26	\$108.92

Other fortnightly allowances

	1-Aug-25	1-Aug-26	1-Aug-27
Fire Communications Recruit Instructor Allowance	\$291.64	\$298.93	\$306.40
Living in the Field (Domestic)	\$194.03	\$198.89	\$203.87
Living in the Field (International)	\$221.74	\$227.29	\$232.98
Recruit Instructor Allowance	\$269.32	\$276.05	\$282.95

Other annual allowances

	1-Aug-25	1-Aug-26	1-Aug-27
Operational Senior Officers Professional Development Allowance	\$6,307.26	\$6,464.93	\$6,626.56

Please note, the allowances in schedule 2 may have been increased as a result of a State Wage Case Decision, as per clause 8(6).