



Industrial Relations Act 1984

s55 Industrial Agreement

Tasmanian Fire Fighting Industry Employees' Industrial Agreement 2018

Between the

Minister administering the **State Service Act 2000**

and the

United Firefighters Union of Australia Tasmania Branch



1. TITLE

This Agreement shall be known as the **Tasmanian Fire Fighting Industry Employees' Industrial Agreement 2018**.

2. ARRANGEMENT

1. TITLE	2
2. ARRANGEMENT	2
3. PARTIES BOUND	2
4. APPLICATION	2
5. RELATIONSHIP TO AWARDS AND AGREEMENTS	3
6. DATE AND PERIOD OF OPERATION	3
7. SALARY INCREASES	3
8. ONE-OFF PAYMENT	3
9. NO EXTRA CLAIMS	4
10. SIGNATORIES	5
Schedule 1 – Salaries	6

3. PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the United Firefighters Union of Australia Tasmania Branch.

4. APPLICATION

This Agreement is made in respect of employees covered by the Tasmanian Fire Fighting Industry Employees Award (the Award), excluding those employees undertaking duties classified as Trainee Fire Equipment Officer, Fire Equipment Officer Level 1, Fire Equipment Officer Level 2, and Senior Fire Equipment Officer.



5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

Parties to this agreement will not, during the life of this agreement, retire from the Tasmanian Fire Fighting Industry Employees' Industrial Agreement 2016.

6. DATE AND PERIOD OF OPERATION

This Agreement applies with effect from 1 July 2018 and will remain in force until 30 June 2019.

7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2.1% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2018:
- (ii) 0.25% per annum with effect from the ffppcooa date of registration.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2018 and ffppcooa date of registration for employees covered by this Agreement.

8. ONE-OFF PAYMENT

Following registration of this Agreement, a one-off payment will be made to employees ffppcooa date of registration as follows:

- (i) 0.15% of annual salary (pro rata) to employees earning less than a full-time equivalent base salary of \$80,000 as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.
- (ii) \$120 (pro rata) to employees earning a full-time equivalent base salary of \$80,000 or more as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.



9. NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the period of operation of this agreement, they will not initiate any additional claims regarding salary or conditions of employment.



10. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the State Service Act 2000

Signed: Louise Mills

Name: LOUISE MILLS

Date: 16.8.19

SIGNED FOR AND ON BEHALF OF

United Firefighter Union of Australia Tasmania Branch

Signed: Leigh Hills

Name: Leigh Hills

Date: 16 Aug 2019



Schedule 1 – Salaries

Classification	% Relativity	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA date of registration
Trainee Firefighter	75	\$57,823	\$59,037	\$89	\$59,185
Firefighter after 6 months	80	\$61,678	\$62,973	\$94	\$63,131
Firefighter after 12 months	85	\$65,532	\$66,908	\$100	\$67,075
Firefighter after 24 months	90	\$69,387	\$70,844	\$106	\$71,021
1 st Class Firefighter	100	\$77,097	\$78,716	\$118	\$78,913
Second Firefighter	105	\$80,952	\$82,652	\$120	\$82,859
Leading Firefighter	109	\$84,036	\$85,801	\$120	\$86,016
Station Officer	120	\$92,516	\$94,459	\$120	\$94,695
Station Officer Grade 1	123	\$94,829	\$96,820	\$120	\$97,062
Senior Station Officer	125	\$96,371	\$98,395	\$120	\$98,641
District Officer		\$111,596	\$113,940	\$120	\$114,225
Trainee Communications Officer	75	\$57,823	\$59,037	\$89	\$59,185
Communications Officer after 6 months	80	\$61,678	\$62,973	\$94	\$63,130
Communications Officer after 12 months	85	\$65,532	\$66,908	\$100	\$67,075
Communications Officer after 24 months	90	\$69,387	\$70,844	\$106	\$71,021
Communications Officer after 36 months	100	\$77,097	\$78,716	\$118	\$78,913
Leading Communications Officer	109	\$84,036	\$85,801	\$120	\$86,016
Supervisor Firecomm	120	\$92,516	\$94,459	\$120	\$94,695
Community Fire Safety Officer 1	CSO1-R1-1	\$63,032	\$64,356	\$97	\$64,517
	CSO1-R1-2	\$64,315	\$65,666	\$98	\$65,830
	CSO1-R1-3	\$65,601	\$66,979	\$100	\$67,146
	CSO1-R1-4	\$66,870	\$68,274	\$102	\$68,445
	CSO1-R1-5	\$68,609	\$70,050	\$105	\$70,225
ADVANCEMENT ASSESSMENT POINT					
	CSO1-R2-1	\$70,749	\$72,235	\$108	\$72,416



	CSO1-R2-2	\$72,036	\$73,549	\$110	\$73,733
	CSO1-R2-3	\$73,910	\$75,462	\$113	\$75,651
PROMOTION					
Community Fire Safety Officer 2	CSO2-R1-1	\$70,749	\$72,235	\$108	\$72,416
	CSO2-R1-2	\$72,036	\$73,549	\$110	\$73,733
	CSO2-R1-3	\$73,910	\$75,462	\$113	\$75,651
ADVANCEMENT ASSESSMENT POINT					
	CSO2-R2-1	\$75,890	\$77,484	\$116	\$77,678
	CSO2-R2-2	\$77,173	\$78,794	\$118	\$78,991
	CSO2-R2-3	\$79,179	\$80,842	\$120	\$81,044
	CSO2-R2-4	\$81,827	\$83,545	\$120	\$83,754
PROMOTION					
Community Fire Safety Officer 3	CSO3-R1-1	\$84,825	\$86,606	\$120	\$86,823
	CSO3-R1-2	\$86,522	\$88,339	\$120	\$88,560
	CSO3-R1-3	\$88,708	\$90,571	\$120	\$90,797

