

VENTIA AND UFU FIRE AND RESCUE QLD ENTERPRISE AGREEMENT 2023

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1 TITLE OF AGREEMENT

- 1.1 This Agreement shall be known as the *Ventia and UFU Fire and Rescue QLD Enterprise Agreement 2023*.

2 APPLICATION

- 2.1 This Agreement shall be binding upon Ventia (the Company) and the United Firefighters' Union of Australia (the Union) and its members, those employees eligible to be members employed in any of the classifications set out in this Agreement, and employed by the Company to perform work at any site that the Company provides contracted firefighting services to the Department of Defence in Queensland.
- 2.2 The parties acknowledge that the Company currently only provides contracted firefighting services in Queensland at the Swartz Barracks, Oakey Army Aviation Centre, and agree that should the Company establish any other firefighting services contract in Queensland the parties will discuss and negotiate any site-specific arrangements relevant to that contract site.

3 DEFINITIONS

The Act	means the <i>Fair Work Act 2009</i> (Cth) as varied.
Agreement	means this Agreement, the <i>Ventia and UFU Fire and Rescue QLD Enterprise Agreement 2023</i> .
RFF	means Airfield Refuelling, Rescue and Firefighting.
The Company	means Ventia Australia Pty Ltd or as it may be renamed.
Employee	means a person employed by Ventia Australia Pty Ltd in one of the classifications listed in this Agreement.
FWC	means the Fair Work Commission or its successor.
NES	means the National Employment Standards.
PSTPC	means Public Safety Training Package Competencies
Recognised Fire Service	means one of the following recognised firefighting authorities: <ul style="list-style-type: none">• AirServices Australia• Australian Capital Territory Fire Service• Ventia• Department of Defence• Fire and Rescue New South Wales• South Australia Metropolitan Fire Service• South Australia Country Fire Service• Tasmanian Fire Service• Victoria: Metropolitan Fire Brigade or Country Fire Authority

- Northern Territory Fire Service
- Queensland Fire and Emergency Services
- Western Australia Department of Emergency Fire Service

The Union means the United Firefighters' Union of Australia.

Union Delegate means an employee elected by Union members and authorised by the Union to be a representative of the Union at station level.

WCC means the Workplace Consultative Committee.

4 PARTIES COVERED

4.1 The parties covered by this Agreement are:

4.1.1 The Company; and

4.1.2 The Union; and

4.1.3 All employees of the Company who are classified and who are required to perform work in any classification listed in Schedule 1 of this Agreement.

5 TERM OF OPERATION

5.1 This Agreement shall operate seven (7) days after the date of approval by the Fair Work Commission and shall have a nominal expiry date of 1 October 2026.

6 NO EXTRA CLAIMS

6.1 This Agreement is in full and final settlement of all parties' claims for its duration, and the following is agreed by the parties:

6.1.1 It is a term of this Agreement that no party will pursue any extra claims relating to wages, whether dealt with in this Agreement or not; and

6.1.2 It is a term of this Agreement that no party will pursue any extra claims relating to conditions of employment, whether dealt with in this Agreement or not.

7 NATIONAL EMPLOYMENT STANDARDS (NES)

7.1 Notwithstanding anything contained in this Agreement, no employee covered by this Agreement shall be disadvantaged against the various terms of the National Employment Standards (NES).

7.2 This Agreement will be read and interpreted in conjunction with the NES. Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

8 ACCESS TO THE ENTERPRISE AGREEMENT AND THE NES

- 8.1 The Company will provide copies of this Agreement and the NES to all employees to whom they apply either on a notice board which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.

9 CONSULTATION

- 9.1 This clause applies if the Company:

- 9.1.1 has made a definite decision to introduce a major change to production, program, organisation, structure or technology that is likely to have a significant effect on employees; or
- 9.1.2 proposes to introduce a change to the regular roster or ordinary hours of work of employees.

9.2 Major Change

For a major change referred to in subclause 9.1.1:

- 9.2.1 The Company will notify the relevant employees of the decision to introduce the major change, and subclauses 9.2.2 to 9.2.8 apply.
- 9.2.2 The relevant employees may appoint the Union, or another representative, for the purposes of the procedures in this clause.
- 9.2.3 If a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation, and the employee or employees advise the Company of the identity of the representative, the Company will recognise the representative.
- 9.2.4 As soon as practicable after making its decision, the Company will discuss the following with the relevant employees:
- 9.2.4.1 the introduction of the change; and
 - 9.2.4.2 the effect the change is likely to have on the employees; and
 - 9.2.4.3 measures the Company is taking to avert or mitigate the adverse effect of the change on the employees.
- 9.2.5 For the purposes of the discussion referred to at subclause 9.2.4, the Company will provide, in writing, to the relevant employees:
- 9.2.5.1 all relevant information about the change including the nature of the change proposed; and
 - 9.2.5.2 information about the expected effects of the change on the employees; and
 - 9.2.5.3 any other matters likely to affect the employees.

- 9.2.6 The Company is not required to disclose confidential or commercially sensitive information to the relevant employees.
- 9.2.7 The Company will give prompt and genuine consideration to matters raised about the major change by the relevant employees.
- 9.2.8 In this clause, a major change is likely to have a significant effect on employees if it results in:
- 9.2.8.1 the termination of the employment of employees; or
 - 9.2.8.2 major change to the composition, operation or size of the Company's workforce or to the skills required of employees; or
 - 9.2.8.3 the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - 9.2.8.4 the alteration of hours of work; or
 - 9.2.8.5 the need to retrain employees; or
 - 9.2.8.6 the need to relocate employees to another workplace; or
 - 9.2.8.7 the restructuring of jobs.

9.3 Change to Regular Roster or Ordinary Hours of Work

For a change referred to in subclause 9.1.2:

- 9.3.1 The Company will notify the relevant employees of the proposed change, and subclauses 9.3.2 to 9.3.7 apply.
- 9.3.2 The relevant employees may appoint the Union, or another representative, for the purposes of the procedures in this clause.
- 9.3.3 If a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation, and the employee or employees advise the Company of the identity of the representative, the Company will recognise the representative.
- 9.3.4 As soon as practicable after proposing to introduce the change, the Company will discuss with the relevant employees the introduction of the change.
- 9.3.5 For the purposes of the discussion referred to at subclause 9.3.4, the Company will provide to the relevant employees:
- 9.3.5.1 all relevant information about the change, including the nature of the change; and
 - 9.3.5.2 information about what the Company reasonably believes will be the effects of the change on the employees; and
 - 9.3.5.3 information about any other matters that the Company reasonably believes are likely to affect the employees; and

- 9.3.5.4 invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- 9.3.6 The Company is not required to disclose confidential or commercially sensitive information to the relevant employees.
- 9.3.7 The Company will give prompt and genuine consideration to matters raised about the change by the relevant employees.
- 9.4 In clauses 9.2 and 9.3 above, 'relevant employees' means the employees who may be affected by a change referred to in clause 9.1.
- 9.5 Workplace Consultative Committee
 - 9.5.1 A Workplace Consultative Committee (WCC) shall be established for the purpose of exchanging information between shifts at a particular fire station, dealing with matters arising from this Agreement and any other relevant matters that arise, including but not limited to site specific operational issues, local projects, appliances and/or response time data.
 - 9.5.2 An appropriate charter for the WCC in relation to the conduct of meetings, preparation of agendas, distribution of minutes, communication and feedback from employees, and any other matters the WCC deems appropriate, shall be established and maintained.
 - 9.5.3 The WCC shall be comprised of the following members:
 - 9.5.3.1 a Station Officer from each crew or their proxy, and
 - 9.5.3.2 Up to two (2) Union Delegate(s) for the particular fire station, or a proxy as nominated by the Union, and
 - 9.5.3.3 a representative(s) from the Company.
 - 9.5.4 The WCC shall meet every 2 months if requested. However, at the request of any party, with reasonable notification, the WCC may hold a special meeting to resolve a pressing matter.
 - 9.5.5 WCC meetings shall be scheduled during ordinary working hours for each shift on a rotational basis (i.e. meeting 1 will be scheduled to occur on A shift, meeting 2 will be scheduled to occur on B shift etc.) The timing of such meetings will be by agreement between the parties. A standing agenda will be developed at the first WCC meeting after the Agreement is approved.
 - 9.5.6 Reasonable time shall be afforded to Union Delegates and employees immediately prior to the WCC for the purpose of caucusing (no more than 30 minutes).
 - 9.5.7 Any employee attending WCC meetings, who is not on duty shall do so on a voluntary basis, without payment.
 - 9.5.8 Teleconferencing facilities/videoconferencing (Teams) shall be provided for any WCC member who is unable to attend a WCC meeting in person.

- 9.5.9 A WCC member who is required to attend, at the direction of the Company, any proceeding before the FWC, a Court or a Tribunal (in any capacity) shall be released from duty to allow the attendance to occur. In the event a WCC member is not on duty, they shall be paid at the ordinary base rate of pay for the duration of their attendance.

10 DISPUTE RESOLUTION PROCEDURE

- 10.1 The matters to be dealt with in this procedure include all grievances or disputes and/or any matter likely to create a dispute between an employee and the Company and/or the Union and the Company in respect to any industrial matter and all other matters that the parties agree on and are specified herein. This includes a matter arising under this Agreement or the NES. These procedures will apply to a single employee or to any number of employees.
- 10.2 An employee who is party to the dispute may be represented by the Union, or another representative of their choice, at any time throughout this procedure. When an employee or group of employees chooses to be represented by the Union, or another representative of their choice, they will be allowed reasonable time during working hours and a suitable location within the workplace to confer with the Union, or their representative, prior, during and after discussions with the Company. The Company will also make telephone and/or facsimile facilities available.
- 10.3 In the event of an employee having a grievance or dispute, the employee will in the first instance attempt to resolve the matter with their immediate supervisor, who will respond to such request as soon as reasonably practicable under the circumstances. Should the immediate supervisor be unable to resolve the matter they will refer the matter to the next level of management immediately. Where the grievance or dispute concerns alleged actions of the immediate supervisor, the employee may bypass this step in the procedure.
- 10.4 If the grievance or dispute remains unresolved, or the immediate supervisor has failed to address the matter within fourteen (14) days, the matter may be referred to senior management for resolution, who will address the matter as soon as reasonably practicable under the circumstances. An employee may wish to discuss the matter with senior management by way of a conference, and if they seek to do so senior management will accommodate this request as soon as reasonably practicable.
- 10.5 Notwithstanding anything contained in this clause, an employee, or the Union, shall be free to exercise their rights, and revert immediately to clause 10.6, if the dispute is not addressed without delay in accordance with clauses 10.3 and 10.4 above.
- 10.6 If the grievance or dispute remains unresolved, or senior management fail to address the matter after a further seven (7) days, the matter may be referred to the Fair Work Commission (FWC).
- 10.7 The FWC may deal with a dispute in two (2) stages:
- 10.7.1 The FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and

- 10.7.2 If the FWC is unable to resolve the dispute at the first stage, the FWC may then:
- 10.7.2.1 arbitrate the dispute; and
 - 10.7.2.2 make a determination that is binding on the parties.
- 10.8 Where a dispute is referred to the FWC under clause 10.6, the FWC will have the power to do all such things as are necessary for the resolution or determination of the matter in dispute. This includes the exercising of procedural powers in relation to directions, hearings, witnesses, evidence and submissions which are necessary to make the arbitration effective.
- 10.9 All parties to the dispute will give due consideration to matters raised or any suggestion or recommendation made by the FWC with a view to the prompt settlement of the dispute.
- 10.10 Discussions at any stage of the procedure will not be unreasonably delayed by any party, provided that some matters may be of such complexity or importance that it may take a reasonable period of time for the appropriate response to be made. If genuine discussions are unreasonably delayed or hindered, it will be open to any party to the dispute to give notification to the FWC of the dispute in accordance with the provisions of the Act.
- 10.11 A decision of the FWC under this clause may be appealed. A dispute is not resolved until any such appeal is determined.
- 10.12 While the above procedure is being followed, normal work will continue except in the case of:
- 10.12.1 a genuine safety issue; or
 - 10.12.2 the applicable occupational health and safety legislation not permitting the work to be performed; or
 - 10.12.3 the work not being appropriate for the employee to perform; or
 - 10.12.4 any other reasonable grounds for the employee to refuse to comply with the direction to perform the work.
- 10.13 The status quo existing before the emergence of a dispute is to continue whilst the above procedure is being followed.

11 WORKPLACE REPRESENTATION

11.1 Employee Representation

- 11.1.1 The Branch Secretary of the Union will provide written notification to the Company of the appointment of any Delegate/s and a Union Delegate will be recognised as an accredited representative of the Union. Whilst the Union may elect to appoint more than two (2) Delegates at a station, no more than two (2) Union Delegates may attend a matter/meeting in their capacity as an accredited representative of the Union at any one time.

- 11.1.2 An employee appointed or elected to a position on the Branch Committee of Management of the Union in accordance with the Rules of the Union will, upon written notification by the Branch Secretary of the Union to the Company, be also recognised as an accredited representative of the Union.
- 11.1.3 Subject to the prior approval of the Company, a Union Delegate will be permitted:
- 11.1.3.1 The necessary time during working hours to interview the Company or their representative on matters affecting employees whom they represent.
 - 11.1.3.2 A reasonable period of time during working hours to interview officers of the Union on legitimate Union business, at a place designated by the Company.
 - 11.1.3.3 Access to all workplaces where such access is necessary to enable them to carry out their functions in the particular location concerned, including the necessary time during working hours to interview an employee who is a member, or is eligible to be a member, of the Union on matters affecting their employment.
 - 11.1.3.4 To distribute such written materials to members within their particular area, using if necessary, internal communication systems.
- 11.1.4 Prior to performing the above functions, a Union Delegate will inform the Regional Manager of their intention indicating the estimated duration of absence.

11.2 Industrial Dispute Resolution Training Leave

- 11.2.1 A recognised workplace representative who has been nominated by the Union to attend a workplace related training course shall be granted leave of absence on full pay for up to five (5) days in any one (1) calendar year.
- 11.2.2 Provided that leave of absence on full pay in excess of five (5) days and up to 10 days may be granted in any one (1) calendar year subject to the total leave granted in that year and in the subsequent year not exceeding 10 days.
- 11.2.3 At all times this leave, including any related additional leave, is subject to shift staffing requirements being met by alternate available means and determined on this basis.
- 11.2.4 Release will also be subject to relevant course detail, and at least a minimum of two (2) weeks notification being provided. However, in emergent circumstances, the parties may agree to a lesser period of notice.
- 11.2.5 The total number of paid training days for all recognised workplace representatives at a particular station shall not exceed 20 days per calendar year. Any additional periods of leave will be agreed between the parties, but attendance will be unpaid.

12 CONTRACT OF EMPLOYMENT

12.1 Employment Relationship

Employees will be engaged on a full-time basis and shall be deemed to be employed by the week.

12.2 Additional Full-time Employees

The Company is entitled to employ full-time employees in addition to the number of full-time employees required to fully resource a station. The additional full-time employees shall not be attached to a permanent crew. Employees shall be employed on either the 10/14 or early/late roster.

12.3 Stand Down

Notwithstanding anything elsewhere contained in this Agreement, the Company may have the right to stand down an employee for any period during which the employee cannot be usefully employed in accordance with section 524 of the Act.

12.4 Prohibition of Drugs and Alcohol in the Workplace

The parties to this Agreement are committed to providing a safe, healthy and productive work environment. Drug and alcohol use that places the work environment at risk will not be tolerated by the Company. The Company's drug and alcohol policy, which may include random and 'for cause' drug and alcohol testing, will be enforced. It is a condition of employment that all employees comply with the drug and alcohol policy, as amended. Each employee will be made aware of the policy at the point of engagement. The parties further agree that no one will be allowed to enter or work on site if they are under the influence of or affected by drugs or alcohol.

12.5 Prohibition on Smoking in the Workplace and in Company Vehicles

Employees who choose to smoke cigarettes/tobacco products may only do so during approved breaks in designated smoking areas. Smoking at any time in amenity rooms or in Company vehicles, plant or equipment is prohibited.

12.6 Limited Use of Mobile Phones

For the purposes of safety, mobile phones should not be activated during working periods, unless working requirements deem it necessary. Outside of emergency situations only, mobile phones may be used when an employee is away from operational duties and not performing work. Provided in all circumstances employees shall obey any restrictions that are placed on mobile phone use by the owners of the worksite where the Company has a contract to perform work.

13 COMPANY VEHICLES

- 13.1 Company supplied and/or operated vehicles used in connection with the work performed under this Agreement may be fitted with an Integrated Vehicle Management System (IVMS) device, which can monitor vehicle conditions, driving conditions and determine the geographical location of the particular motor vehicle.

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The IVMS is an important tool for improving the safety and security of employees whilst performing work-related activities. The data collected by the IVMS may only be used for legitimate business purposes and in compliance with applicable laws.

13.2 As a term of this Agreement, the parties agree to:

- 13.2.1 the installation, maintenance and use of an IVMS device in Company supplied and/or operated vehicles of which employees may have lawful control; and
- 13.2.2 the use of such vehicles in accordance with the Company's IVMS Policy; and
- 13.2.3 the IVMS either not being installed or not being operational in vehicles that are required to provide an emergency response; and
- 13.2.4 the Company notifying all employees whenever an IVMS device has been or is proposed to be installed in a vehicle that they may be directed to use.

14 HOURS OF WORK

14.1 Ordinary Hours of Work for Employees on the 10/14 Roster

14.1.1 The ordinary hours of work for employees on the 10/14 roster will be 38 hours per week. However, employees shall be rostered and work an average of 42 hours per week over an eight (8) week cycle. Two (2) of these hours shall be paid for as overtime and two (2) shall be taken as accrued annual leave.

14.1.2 The rostered hours will not exceed:

- 14.1.2.1 14 hours on any one day;
- 14.1.2.2 48 hours in any one week;
- 14.1.2.3 96 hours in 14 consecutive days;
- 14.1.2.4 192 hours in 28 consecutive days; or
- 14.1.2.5 336 hours in 56 consecutive days.

14.1.3 The ordinary hours of work for employees on the 10/14 Roster shall be as follows save for variations, as agreed between the Company and the Union, to meet the specific aircraft flying arrangements at the relevant contract site:

Shifts Start and Finish Times

D (Day): 0800 hours to 1800 hours

N (Night): 1800 hours to 0800 hours

	Week 1	Week 2	Week 3	Week 4
SHIFT	F S S M T W T	F S S M T W T	F S S M T W T	F S S M T W T
A	D D N N	D D N N	D D N N	D D N N
Hours	48	48	48	48

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B	N N	D	D N N	D D N N	D D N N
Hou rs	38		38	48	48
C	D D N	N	D D	N N	D D N N
Hou rs	34		34	38	38
D	D D N N	D D N N	D D N	N	D D
Hou rs	48	48	34		34

	Week 5	Week 6	Week 7	Week 8
SHIF T	F S S M T W T	F S S M T W T	F S S M T W T	F S S M T W T
A	D D N	N	D D	N N
Hou rs	34	34	38	38
B	D D N N	D D N N	D D N	N
Hou rs	48	48	34	34
C	D D N N	D D N N	D D N N	D D N N
Hou rs	48	48	48	48
D	N N	D	D N N	D D N N
Hou rs	38	38	48	48

- 14.1.4 The start and finish times for those on the 10/14 roster may be changed by agreement between the Company and a majority of the employees impacted by the change.
- 14.1.5 Employees on night shift will be permitted between the hours of 2300 and 0700 to recline and sleep whenever there is no work to be performed.
- 14.1.6 For the purposes of the NES, an employee on the 10/14 roster shall be considered to be a shiftworker.
- 14.1.7 If the Department of Defence requires the Company to operate a different arrangement, the Company will consult the Union and the parties will seek to reach agreement on a different model.
- 14.1.8 Where agreement cannot be reached the dispute resolution process set out in clause 10 shall be used to determine the matter.

14.2 Ordinary Hours of Work for Employees on the Early/Late Roster

- 14.2.1 The ordinary hours of work for employees on the early/late roster will be 38 hours per week.
- 14.2.2 The rostered hours for the early/late roster shall be as follows:
- Early shift – 0700 hours to 1400 hours on Monday to Thursday, and 0700 to 1700 on Friday.

- Late shift – 1400 hours to 2330 hours on Monday to Thursday.

14.2.3 At the Company's discretion, and where they are not required to perform other operational duties as directed by the Company, employees working the early shift on Fridays may be permitted to leave work at 1600 hours if there is no flying activity between 1600 hours and 1700 hours.

14.2.4 At the Company's discretion, and where they are not required to perform other operational duties as directed by the Company, employees working the late shift may be permitted to leave work at 2230hours if there is no flying activity between 2230 hours and 2330 hours.

14.2.5 Employees on the early/late roster will alternate between early and late shifts on a weekly basis unless agreed otherwise with the Company.

14.3 Transfer between the Early/Late Roster and the 10/14 Roster

14.3.1 When a position becomes vacant on the 10/14 roster or the early/late roster, all eligible employees on the alternate roster shall be notified about the vacant position and provided with an opportunity to express their interest in transferring to the vacant position.

14.3.2 Should more than one eligible employee on the alternate roster express their interest in transferring to the vacant position, the vacant position shall be filled via a merit-based selection process which shall consider the period of time an employee has been employed on the alternate roster.

14.3.3 Subsequent to any transfer, the vacant position will be reallocated to the alternate roster and the vacant position shall be filled via ordinary merit-based recruitment and selection processes.

14.4 Notice of Shift/Roster Change

14.4.1 The Company will provide an employee with two (2) weeks' notice of a shift/roster change. However, in emergent circumstances, where the provision of such notice will impact on the Company's ability to maintain operational capacity, the Company may make a shift/roster change with lesser notice in consultation with the affected employee.

14.4.2 This clause does not apply to employee initiated shift exchanges.

14.5 Time for Shower and Change

Employees engaged on any duty which requires a shower and change of clothes, will be allowed 15 minutes for such purpose.

14.6 Shift Exchanges

In order to reduce domestic and family pressure on employees due to the requirements of permanent shift work, employees shall be permitted to swap or exchange shifts on a mutual basis (or part-shifts on an hour for hour basis), at no cost to the Company and with the approval of the Station Officer.

15 BREAKS

- 15.1 Employees shall be entitled to a one (1) hour paid meal break during each shift and shall remain on duty during the meal break.
- 15.2 Subject to operational requirements, meal breaks should be taken at regular times and should commence within five (5) hours of commencing duty.
- 15.3 An employee working overtime shall be entitled to a paid rest break of 20 minutes after each four (4) hours worked, provided that the employee is required to continue work after the rest break.
- 15.4 An employee performing fire duty continuously for a period of three (3) hours or more shall be entitled to a 30 minute paid break.

16 OVERTIME

16.1 Payment for Working Overtime

- 16.1.1 The time an employee is required by the Company to work before or after the employee's fixed or recognised times for starting or finishing work on any day, or outside of the employee's ordinary shift roster, shall be regarded as overtime.
- 16.1.2 All overtime shall be paid for at the rate of double time.
- 16.1.3 At the election of the employee, time off may be taken on a shift for shift basis (either Day or Night) in lieu of receiving overtime rates, provided that if the time off has not been taken within the next 3 months, the penalty rate for the overtime will be paid. The time for taking the time off will be by mutual agreement with the Company. A maximum of 5 shifts may be accrued as time off in lieu.

16.2 Rostering of Overtime

- 16.2.1 Overtime must be rostered in accordance with the Company's RFF Rostering Principles policy, including any relevant station variations (e.g. Annex K for Oakey Fire Station). Accordingly, any changes to the policy, or any relevant station variations, must be negotiated between the Company and the Union.
- 16.2.2 Overtime must be offered to all eligible employees on the following basis:
- 16.2.2.1 In the first instance, to those employed at the relevant station,
 - 16.2.2.2 Should no eligible employees be available at the relevant station, to those employed elsewhere in Queensland,
 - 16.2.2.3 Should no eligible employees be available elsewhere in Queensland, to those employed interstate to be deployed to the relevant station.
- 16.2.3 Where an employee's rostered overtime shift is cancelled by the Company with less than 12 hours' notice, they shall be paid for four (4) hours at the ordinary rate of pay.

16.3 Recall to duty

- 16.3.1 An employee off duty, who is recalled to duty, shall be paid a minimum of four (4) hours at the applicable overtime rate in subclause 16.1.2, provided that if the work to be done is completed within four (4) hours, the employee need not stay for the full four (4) hours.
- 16.3.2 An employee, employed immediately before this Agreement is approved by the Fair Work Commission, recalled to duty shall be paid travelling time, at ordinary rates capped at 2 hours each way. An employee, who commences employment on or after this Agreement is approved by the Fair Work Commission, recalled to duty shall be paid travelling time, at ordinary rates capped at 1 hour each way. In addition, a payment of 78 cents per kilometre, or part thereof, shall be made in respect of the distance travelled from home to work and return up to a maximum of 100kms per trip.
- 16.3.3 However, subclauses 16.3.1 and 16.3.2 shall not apply to any circumstance where an employee is recalled to perform overtime that is continuous with the start of the employee's ordinary shift. In this circumstance, an employee shall be paid at the applicable overtime rate in subclause 16.1.2 for all hours worked prior to the start of the employee's ordinary shift.

16.4 Retention

- 16.4.1 An employee who is retained on duty, at the conclusion of a rostered shift for 60 minutes or more, excluding shower and change time, and who has not been given at least 24 hours' prior notice shall be paid a minimum of four (4) hours at double time, provided that if the work to be done is completed within four (4) hours, the employee need not stay for the full four (4) hours.
- 16.4.2 An employee retained on duty after a night shift, shall be entitled to eight (8) consecutive hours off duty, without loss of pay for ordinary working time.

16.5 Payment for Attending Meetings or Interviews Outside of Work Hours

- 16.5.1 Where an employee is required by the Company to attend a meeting or interview outside of work hours, this time, including any time spent travelling to or from the meeting or interview, shall be paid at the applicable overtime rate in subclause in 16.1.2.
- 16.5.2 This clause does not apply to the following circumstances:
- 16.5.2.1 Employee initiated promotion related interviews or potential transfer between 10/14 and Early/Late crews;
 - 16.5.2.2 Attendance at performance discussions during a period of suspension from duty.
- 16.5.3 This clause is subject to the provisions prescribed in clause 9.5 of this Agreement.

17 WAGES AND ALLOWANCES

17.1 Wage Rates

Ventia and UFU Fire and Rescue QLD Enterprise Agreement 2023

Wage rates are set out in Schedule 2.

17.2 Higher Duties

- 17.2.1 An employee who is required to perform higher duties shall be paid at the higher rate for the whole period of performing such duties.
- 17.2.2 Payment at the higher rate shall be calculated in one (1) hour increments up to a full day, or in full days if relevant.

17.3 Licence Fee Reimbursements

- 17.3.1 An employee will be reimbursed all fees pertaining to the renewal of any licence that is required for the performance of their duties, other than a Class C driver licence.
- 17.3.2 Should an employee be required to attain any additional licence they will also be reimbursed all fees pertaining to the attainment of that licence.

17.4 Spoilt Meal Allowance

An employee whose meal is interrupted because of response to an emergency call shall be paid a spoilt meal allowance of \$15 per meal.

17.5 Watchroom Allowance

Operational Firefighters required to perform watchroom duty at a station where watchrooms are crewed continuously shall receive an additional allowance as follows:

Allowance (per hour)	Current	First full pay period on or after 1 October 2022	First full pay period on or after 1 October 2023	First full pay period on or after 1 October 2024
Watchroom Allowance	\$0.75	\$0.78	\$0.81	\$0.84

17.6 Overtime Meal Allowance

- 17.6.1 When recalled for duty, an employee shall be paid a meal allowance on the following basis:
- 17.6.1.1 A meal allowance of \$20 where overtime is worked within the time period of 0800 – 1000 (Breakfast),
- 17.6.1.2 A meal allowance of \$35 where overtime is worked within the time period of 1230 – 1430 (Lunch),
- 17.6.1.3 A meal allowance of \$50 where overtime is worked within the time period of 1800 – 2000 (Dinner).

17.7 Deployment Payments

A 'Deployment' is defined as work performed at a distant location that requires the employee to spend a minimum of two nights away from their home residence at a distance which makes it unreasonable for the employee to return home each night (Deployment). The Company will seek volunteers to fill the necessary positions of Deployments. A fair system of rotation will be developed so that all appropriately qualified and current employees have the opportunity to volunteer for Deployments, and so that the Company can meet its contractual obligations.

- 17.7.1 Employees will be required to work the roster of the visiting station or a roster to meet the requirements of the Deployment as determined by the Company whilst on Deployment, taking into consideration WHS implications.
- 17.7.2 Employees will be paid for all hours worked whilst on Deployment including time taken to travel from their home station to and from the Deployment to a maximum of 10 hours per day. Travel time will be calculated from the home station to the overnight accommodation where an employee is required to stay overnight in transit to and from a Deployment.
- 17.7.3 If whilst on Deployment, an employee works beyond 336 hours in their 8 week roster cycle, they will be paid overtime, paid at the rate of double time calculated to the nearest quarter of an hour.
- 17.7.4 If whilst on Deployment, an employee's hours within their 8 week roster cycle are less than 336 hours, the Company will pay the employee as if they worked 336 hours during that roster cycle.
- 17.7.5 Eligible employees will be paid a deployment allowance as outlined in Schedule 4 per day (Deployment Allowance). In addition, eligible employees will be paid a meal allowance per day as outlined in Schedule 4 (for breakfast, lunch and dinner) (Deployment Meals Allowance).
- 17.7.6 In addition to the Deployment Allowance, employees who are required to be on call during a Deployment will be paid an on-call allowance as outlined in Schedule 4 per day (Deployment On Call Allowance).
- 17.7.7 Payments for Deployment will be calculated and paid after the completion of the Deployment on a one-off payment basis.

18 PAYMENT OF WAGES

18.1 Payment of Wages

- 18.1.1 Wages due will be paid by electronic funds transfer into the employees nominated Bank/financial institution account/s. Wages will be paid fortnightly on a day to be nominated by the Company. Employees will receive pay advice as soon as practicable on or after pay day.
- 18.1.2 An employee whose service is terminated will be paid the full amount of wages and accrued payments due within five (5) business days after the date of termination.
- 18.1.3 The Company will endeavour to rectify any pay issues as soon as practicable including but not limited to the use of off cycle payments.

19 SUPERANNUATION

- 19.1 The Company will make superannuation contributions on behalf of each employee in accordance with the *Superannuation Guarantee [Administration] Act 1992 (Cth)* into a fund of the employee's choosing or in the absence of an employee election into the Company's default fund (currently Australian Super).
- 19.2 The Company will provide for the provision of salary sacrifice.
-

20 ANNUAL LEAVE

20.1 Annual Leave for Employees on the 10/14 Roster

- 20.1.1 An employee on the 10/14 roster shall be entitled to 65.06 days annual leave per year.
- 20.1.2 The above entitlement is based on five (5) weeks annual leave, leave in lieu of public holidays, and accrued leave in lieu of two (2) hours duty rostered each week.
- 20.1.3 Employees on the 10/14 roster shall take such leave in periods of 28 days within alternating periods of 20 weeks and 24 weeks.
- 20.1.4 Annual leave shall be calculated on a pro-rata basis for any period of employment which is less than 12 months.
- 20.1.5 Where an employee on the 10/14 roster leaves their employment or is dismissed, they shall be entitled to a pro-rata payment for the period since the employee commenced work or last qualified for leave calculated on the basis of 21.67% of the ordinary wage payments received by the employee during such period.

20.2 Annual Leave for Employees on the Early/Late Roster

- 20.2.1 An employee on the early/late roster shall be entitled to 152 hours (4 weeks) annual leave per year.
- 20.2.2 Employees on the early/late roster shall be required to take such leave during the defence force reduced activity period. This is generally during the Christmas/New Year period each year. However, if the defence force reduced activity period is less than four (4) weeks, employees may take the outstanding annual leave accrual at a mutually agreed time.
- 20.2.3 Annual leave shall be calculated on a pro-rata basis for any period of employment which is less than 12 months.

20.3 Annual Leave Swaps

- 20.3.1 Annual leave swaps shall be permitted at a station level with the approval of a Station Officer in consultation with the Company, provided there are no negative impacts to operational capability or additional cost to the Company.

- 20.3.2 For annual leave swaps between employees on the 10/14 roster, swaps shall be permitted for annual leave blocks each side of an employee's scheduled annual leave block.
- 20.3.3 For annual leave swaps between an employee on the 10/14 roster and the early/late roster, swaps shall be permitted with an understanding that the Company is not to bear any cost. The employees engaged in the swap will be required to relieve each other on their respective rosters during the respective annual leave periods and will not be paid extra payment should that require an employee to work more ordinary hours than they would have ordinarily worked had they not engaged in the annual leave swap.

20.4 Personal Leave or Compassionate Leave During a Period of Annual Leave

- 20.4.1 Where an employee suffers from an injury or illness or becomes entitled to compassionate leave (due to a 'permissible occasion' arising) during their annual leave, they shall be entitled to access personal leave or compassionate leave on full pay for the period of the injury, illness or permissible occasion.
- 20.4.2 The Company may require an employee to produce evidence of their injury, illness or permissible occasion.
- 20.4.3 Where an employee has provided the Company with a medical certificate or a statutory declaration, they shall be taken to have met the evidence requirements.
- 20.4.4 An employee who accesses their personal leave or compassionate leave for this purpose shall have their annual leave recredited for the relevant period.
- 20.4.5 For the purposes of this clause 'permissible occasion' shall have the same meaning as a permissible occasion in section 104 of the Act.

20.5 Cashing Out of Annual Leave

The Company and an employee may agree to the employee cashing out a particular amount of the employee's accrued annual leave provided that the following requirements are met:

- 20.5.1 Each cashing out of a particular amount of accrued annual leave will be by a separate agreement between the Company and the employee which will:
 - 20.5.1.1 be in writing and retained as an employee record; and
 - 20.5.1.2 state the amount of accrued leave to be cashed out and the payment to be made to the employee; and
 - 20.5.1.3 state the date on which the payment is to be made; and
 - 20.5.1.4 be signed by the Company and the employee and, if the employee is under 18 years of age, the employees' parent or guardian; and
- 20.5.2 The employee will be paid at least the full amount that would have been payable to the employee had the employee taken the leave at the time that it is cashed out and taxation will be in accordance with ATO legislation; and

- 20.5.3 Annual leave will not be cashed out if the cashing out would result in the employee's remaining accrued entitlement to annual leave being less than four (4) weeks; and
- 20.5.4 Employees may not cash out more than two (2) weeks accrued annual leave in any 12 month period.

21 LONG SERVICE LEAVE

- 21.1 Employees shall be entitled to long service leave in accordance with the *Industrial Relations Act 2016 (Qld)*.
- 21.2 Accrual rate will be 1 week per year of service from approval of the agreement. Prior accrual will be in accordance with Industrial Relations Act 2016 (Qld).
- 21.3 Personal Leave or Compassionate Leave During a Period of Long Service Leave
 - 21.3.1 Where an employee suffers from an injury or illness or becomes entitled to compassionate leave (due to a 'permissible occasion' arising) during their long service leave, they shall be entitled to access personal leave or compassionate leave on full pay for the period of the injury, illness or permissible occasion.
 - 21.3.2 The Company may require an employee to produce evidence of their injury, illness or permissible occasion.
 - 21.3.3 Where an employee has provided the Company with a medical certificate or a statutory declaration, they shall be taken to have met the evidence requirements.
 - 21.3.4 An employee who accesses their personal leave or compassionate leave for this purpose shall have their long service leave recredited for the relevant period.
 - 21.3.5 For the purposes of this clause 'permissible occasion' shall have the same meaning as a permissible occasion in section 104 of the Act.

22 PERSONAL/CARER'S LEAVE

- 22.1 For each year of service with the Company, an employee shall be entitled to 12 shifts of paid personal/carer's leave without loss of pay.
- 22.2 An employee's entitlement to paid personal/carer's leave shall accrue progressively during a year of service according to the employee's ordinary hours of work and shall accumulate from year to year.
- 22.3 An employee may take paid personal leave if the leave is taken because the employee is not fit for work because of personal illness or injury.
- 22.4 An employee may take paid carer's leave if the leave is taken to provide care or support to a member of the employee's immediate family, or a member of the employee's household, who requires care or support because of a personal illness or injury or an unexpected emergency.

22.5 For the purposes of clause 22.4 above 'immediate family' means a spouse, de facto partner, child, parent, grandparent, grandchild or sibling of the employee, or a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the employee.

22.6 In accordance with the NES, employees may access periods of unpaid leave of at least two (2) days, or a greater period by agreement with the Company, that meets the requirements of clause 22.4 above. However, an employee cannot take unpaid carer's leave if the employee could instead take paid personal/carer's leave.

22.7 An employee on personal/carer's leave who is absent for only part of a shift, shall have a proportionate amount deducted from their personal/carer's leave accrual in accordance with the following formula:

Period of Absence	Deduction from Leave
i. Up to ¼ of a shift	Nil
ii. Between ¼ and ¾ of a shift	½ shift
iii. ¾ or more of a shift	Total duration of absence (up to 1 shift)

22.8 If the period during which an employee on the early/late roster takes paid personal/carer's leave includes a day or part-day that is a public holiday the employee shall be taken not to be on paid personal/carer's leave on that public holiday.

23 COMPASSIONATE LEAVE

23.1 Employees shall be entitled to compassionate leave in accordance with the NES.

24 PRESSING NECESSITY LEAVE

24.1 Leave of absence of up to four (4) shifts on full pay may be granted to any employee where unusual or special circumstances apply or on account of the serious illness of his or her spouse, child, father, mother, brother, sister or grandparent, or his or her spouse's father, mother, brother, sister, grandparents, or in any other case where in the opinion of the Company special circumstances exist.

24.2 Where in circumstances or in respect of a period not provided for in clause 24.1 the Company is satisfied that on account of pressing necessity leave should be granted to an employee the Company may grant such leave as the Company considers appropriate and on such terms and conditions as the Company sees fit.

24.3 The Company has the right to request that evidence be provided to support applications for leave in accordance with this clause.

25 COMMUNITY SERVICE LEAVE

25.1 Employees shall be entitled to community service leave in accordance with the NES.

26 PARENTAL LEAVE

- 26.1 Employees shall be entitled to parental leave in accordance with the NES.
- 26.2 The following provisions supplement the NES:
- 26.2.1 Employees shall be entitled to paid parental leave in accordance with the Company's paid parental leave policy; and
 - 26.2.2 Any changes to the paid parental leave policy will be subject to consultation between the Company and the Union.

27 PUBLIC HOLIDAYS

- 27.1 Public holidays are provided for in the NES.
- 27.2 The following provisions supplement the NES:
- 27.2.1 Employees on the 10/14 roster will not receive extra payment for duty that is performed on a public holiday. The annual leave entitlements for employees on the 10/14 roster includes leave in lieu of public holidays.
 - 27.2.2 Employees on the early/late roster shall not be required to perform duty on a public holiday. However, if required to do so an employee on the early/late roster shall be paid - the ordinary hours plus an additional 100% for each hour worked that that they normally would have been working. This equates to double time.

28 FLEXIBILITY ARRANGEMENTS

- 28.1 An employee covered by this Agreement may request that the Company agree to make an individual flexibility arrangement ('the Arrangement') to vary the effect of certain terms of this Agreement if:
- 28.1.1 the Arrangement deals with one (1) or more of the following matters:
 - 28.1.1.1 Community Service Leave
 - 28.1.1.2 Study Leave
 - 28.1.2 the Arrangement meets the genuine needs of the Company and employee in relation to one (1) or more of the matters mentioned in clause 28.1.1; and
 - 28.1.3 the Company and the employee will have genuinely made the Arrangement without coercion or duress.
- 28.2 The Arrangement between the Company and the employee will:
- 28.2.1 be confined to a variation in the effect of one (1) or more of the terms listed in clause 28.1.1; and
 - 28.2.2 not be made a condition of engagement.

28.3 The Company will ensure that the Arrangement:

- 28.3.1 is about matters that would be permitted matters under section 172 of the Act; and
- 28.3.2 does not include a term that would be an unlawful term under section 194 of the Act; and
- 28.3.3 results in the employee being better off overall than the employee would have been if no Arrangement were agreed; and
- 28.3.4 is in writing and signed by the employee and the Company, and if the employee is under 18, by a parent or guardian of the employee; and
- 28.3.5 states each term of the Agreement that the Company and the employee have agreed to vary the effect of; and
- 28.3.6 details how the application of each term has been varied; and
- 28.3.7 details how the Arrangement results in the employee being better off overall in relation to the employee's terms and conditions of employment; and
- 28.3.8 states the date the Arrangement commences to operate.

28.4 The Company will also ensure that the Arrangement is copied and given to the employee as soon as practicable, but no later than 14 days after it is agreed to and is retained by the Company as part of a time and wages record.

28.5 An employee may be represented by the Union in negotiating an Arrangement, and an employee who has requested representation from the Union will be afforded reasonable time during working hours and a suitable location within the workplace to confer with their Union representative prior, during and subsequent to negotiations.

29 TERMINATION OF EMPLOYMENT

29.1 Notice of Termination by the Company

- 29.1.1 Notice of termination is provided for in the NES.
- 29.1.2 The minimum period of notice shall be determined in accordance with the following table:

Employee's Period of Continuous Service	Period of Notice
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

- 29.1.3 In addition to the notice in subclause 29.1.2, employees over 45 years of age at the time of the giving of the notice with not less than two (2) years' continuous service shall be entitled to an additional one (1) weeks' notice.

29.2 Notice of Termination by an Employee

The notice of termination required to be given by an employee will be a minimum of two (2) weeks. If an employee fails to give the required notice the Company may withhold from any monies due to the employee on termination, an amount not exceeding the amount the employee would have been paid under this Agreement in respect of the period of notice required by this clause less any period of notice actually given by the employee.

29.3 Job Search Entitlement

Where the Company has given notice of termination to an employee, an employee will be allowed up to one day's time off without loss of pay for the purposes of seeking other employment. The time off is to be taken at times that are convenient to the employee after consultation with the Company.

30 REDUNDANCY

30.1 Redundancy Pay

30.1.1 Redundancy pay is provided for in the NES.

30.1.2 Redundancy shall be determined in accordance with the following table:

Employee's Period of Continuous Service	Redundancy Pay
At least 1 year but less than 2 years	4 weeks' pay
At least 2 years but less than 3 years	6 weeks' pay
At least 3 years but less than 4 years	8 weeks' pay
At least 4 years but less than 5 years	9 weeks' pay
At least 5 years but less than 6 years	11 weeks' pay
At least 6 years but less than 7 years	13 weeks' pay
At least 7 years but less than 8 years	15 weeks' pay
At least 8 years but less than 9 years	17 weeks' pay
9 years and over	18 weeks' pay

30.2 Notwithstanding anything in this Agreement, and except in circumstances referred to in sections 120 and 122 of the Fair Work Act 2009 (Cth) (dealing with acceptable alternative employment and transfer of business), employees who were employed by Ventia prior to 25 August 2023 who are terminated by reason of redundancy will be paid redundancy in accordance with the NES provisions and table in 30.1.2.

30.3 Transfer to Lower Paid Duties

Where an employee is transferred to lower paid duties by reason of redundancy, the same period of notice will be given as the employee would have been entitled to if the employment had been terminated and the Company may, at the Company's option, make payment instead of an amount equal to the difference between the former ordinary time rate of pay and the ordinary time rate of pay for the number of weeks of notice still owing.

30.4 Employee Leaving During Notice Period

An employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The employee is entitled to receive the benefits and payments they would have received under this clause had they remained in employment until the expiry of the notice but is not entitled to payment instead of notice.

30.5 Job Search Entitlement

- 30.5.1 An employee given notice of termination in circumstances of redundancy will be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.
- 30.5.2 If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee will, at the request of the Company, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose, a statutory declaration is sufficient.

31 UNIFORMS AND EQUIPMENT

- 31.1 The Company shall supply each employee with uniforms and equipment in accordance with Schedule 3.
- 31.2 The parties agree that the following shall additionally apply:
- 31.2.1 Each station shall be provided with 'pool gear' to ensure that each employee has access to all necessary clothing and equipment they may reasonably require to safely respond to an emergency call in circumstances where an employee may not have access to their personal supply of clothing and equipment (e.g. while it is being laundered following a turn out).
- 31.3 In lieu of supplying an employee with safety boots, the Company will reimburse an employee the cost of purchasing safety boots where the employee presents medical evidence that the boots supplied by the Company are not appropriate due to a medical condition. The amount of the reimbursement will be up to equal with the cost of the safety boots supplied by the Company.

32 AMENITIES

- 32.1 Facilities for preparing hot drinks will be provided for all employees on duty. Tea, coffee, milo, a reasonable amount of fresh milk and sugar will be provided at each station for use during meal and rest breaks.
- 32.2 Basic food and water will be provided for employees on fire and salvage duty for three (3) hours or more for which a break of 30 minutes shall be allowed.
- 32.3 Each year the Company shall provide \$1500 to lease gym equipment or in the event of not leasing then \$1500 to purchase equipment (or one amount of \$6,000 over the life of this Agreement) per station. The Workplace Consultative Committee shall determine the type of equipment required and will be responsible for forwarding their request to the Regional Manager for approval. Additional gym equipment may be purchased by the Company with its agreement.

33 TRAINING & RELATED MATTERS

33.1 Skills Development and Training

The Company agrees to provide hot fire training at a recognised facility of the Company's choice once every 36 months. The training will occur within the first 12 months after this Agreement is approved by the Fair Work Commission subject to the Company being able to find a suitable training facility.

33.2 Training and duties

33.2.1 The Company will provide employees with consistent and relevant workplace training in accordance with the Public Safety suite of training packages.

33.2.2 Employees will be required to carry out their duties in accordance with their skills, competencies and training. They will not be required to carry out duties for which a relevant competency or skill is required, and which is not held by the employee. Employees will be required to undertake training as required by the Employer.

33.2.3 Training will be delivered and/or accredited by:

33.2.3.1 A Registered Training Organisation; or

33.2.3.2 Approved Training Ground; or

33.2.3.3 Any other approved training locations.

33.3 First Aid Training / Qualifications

33.3.1 All first aid training will be conducted during working hours.

33.3.2 The Company shall pay all costs associated with the maintenance of first aid certification.

33.4 Attendance at Training Facilities, Allowances and Expenses

The Company may, by agreement or by giving not less than one (1) weeks' notice, require employees to attend training courses at a training facility subject to the following conditions:

33.4.1 The Company may fix within a spread of hours between 0600 hours and 2200 hours the daily number of training hours and the time at which daily training sessions are held.

33.4.2 The Company will pay the applicable overtime rate prescribed in subclause 16.1.2, for all reasonable travelling time outside the hours of 0600 hours to 1800 hours to and from the training facility.

33.4.3 Training time in excess of 10 hours in any one day or 38 hours in any one weekly tour of duty or week as the case may be which will not exceed five days, will be paid at the applicable overtime rate prescribed in subclause 16.1.2.

33.4.4 Where an employee is required to attend training, they will be reimbursed the cost of reasonable transport. This provision will not apply where the Company provides reasonable transport.

33.4.5 An employee required to attend a training facility which requires that they stay away from home will be reimbursed the full cost of accommodation. This provision will not apply where the Company provides full accommodation. This does not attract the deployment allowance.

33.5 Study leave

33.5.1 Study leave with pay shall be approved for employees undertaking courses of study approved by the Employer.

33.5.2 The Employer shall grant an employee leave with pay for preparation and attendance and travel necessary for any examination or presentation ceremony associated with an approved course of study.

33.5.3 At all times this leave is subject to shift staffing requirements being met by alternate available means and determined on this basis.

33.6 New Starters

33.6.1 New starters will be provided with a minimum of 5 shifts orientation training on crew. The new starter will be surplus to crew for the 5 days.

34 MODIFIED ALTERNATIVE DUTIES

34.1 An employee who suffers a work-related injury and or illness that is arising out of, or in the course of employment, will be rehabilitated on his or her usual shift rotation. Where this is not possible due to the nature of the injury or rehabilitation, alternative duties will be offered. This sub-clause shall not diminish the requirements or obligations of either the Company or the employee that exist under the State 'WorkCover' Legislation.


34.2 Given the physical nature of the Fire and Rescue Service, it could be expected that an employee may be unable to meet the job requirement due to a non-work-related injury or medical condition that is not of a permanent nature. Under this circumstance, the employee may be required to take personal leave, or voluntarily be used in the Fire Watch Room (where applicable), or such other duties that may be more in line with the temporary injury or illness at no additional cost to the Employer. The extent to which the Company is able to re-allocate employees to such modified duties will be dependent on appropriate availability and any shift/crew limiting factors. The Employer may request a medical clearance for modified duties from a Medical Practitioner of its choice at a cost to the Company.

THIS AGREEMENT IS SIGNED AND COMMITTED FOR AND ON BEHALF OF:

Ventia Australia Pty Limited

Name **Paul Nicholas**

Address **80 Pacific Highway, North Sydney NSW 2060**

Signature 

Date **10 October 2024**

Explanation of this person's authority to sign this agreement (e.g. position title) **Type something...**

United Firefighters Union of Australia

Name

Peter Marshall

Address

406 BRUNSWICK STREET, FITZROY

Vic, 3065

Signature

P Marshall

Date

14 OCTOBER 2024

Explanation of this person's
authority to sign this
agreement
(e.g. position title)

BRANCH SECRETARY

The EMPLOYEES

Name

Address

Signature

Date

Explanation of this person's authority to sign this agreement (e.g. position title)

SCHEDULE 1 – CLASSIFICATION STRUCTURE

To avoid doubt, the qualifications, units and competencies outlined and referred to in this Schedule may change during the term of the Agreement. In such circumstances and following consultation, new equivalent qualifications will be recognised in lieu of those specified. There is no obligation on an employee or the Company to upgrade superseded Public Safety Certificate levels or competency units to the new qualification unless specifically required by the Department of Defence.

This Ventia Fire and Rescue Service Training Matrix is based upon the following Public Safety Fire Sector Qualifications:

Unit	Descriptor
PUA20613	Certificate II in Public Safety (Firefighting & Emergency Operations)
PUA30613	Certificate III in Public Safety (Firefighting & Emergency Operations)
PUA40313	Certificate IV in Public Safety (Firefighting Supervision)
PUA50513	Diploma of Public Safety (Firefighting Management)

Applications for progression

The Company will assess and respond to all requests for reclassification under this Agreement within a timely manner (approximately 6 weeks) subject to the employee providing all the necessary information and evidence at the time of the application.

Employee Classifications / Levels

Watchroom Operator Classifications

Watchroom Operator Career Progression:

The Company commits to providing Watchroom Operators with career progression opportunities.

Should a Watchroom Operator express an interest in progressing to a Firefighter position, the Company, in consultation with the relevant Station Officer, commits to providing opportunities for the employee to obtain training and experience on shift.

However, the provision of any such training shall not interfere with the performance of operational duties.

Once a Watchroom Operator has attained the required qualifications, and adequate skills and experience in the opinion of the Company and their Station Officer, there will be no obligation to place the employee onto a crew.

At the discretion of the Company, Watchroom Operator Level 3 (qualified as a level 1 Firefighter) can be used in the overtime pool as per the Oakey Rostering Principals / Annex K.

Any Watchroom Operator being utilised as a last resort for Firefighter overtime will be required to maintain their firefighting competencies as is expected of Firefighters.

The Company commits to providing Watchroom Operators with promotion opportunities and will ensure that Watchroom Operators (if they make an application) are genuinely considered for vacant Firefighter positions.

The Company will interview any Watchroom Operator (if they make application) who has obtained the relevant and necessary qualifications to be employed as a Firefighter.

Modules marked with an asterisk (*) are site specific units and only required at nominated bases.

Watchroom Operator – Level 1	
is an employee engaged to work in the watchroom of the fire station, who has <u>less than two (2) years'</u> experience in the watchroom and who holds the following 5 minimum units of training:	
Unit	Descriptor
PUAFIR210 PUAFIR215 PUAFIR201B	Prevent Injury Prevent Injury (Superseded)EQ Prevent Injury (Superseded)
PUAOPE013 PUAOPE013A	Operate Communication Systems and Equipment Operate Communication Systems and Equipment (Superseded)EQ
PUATEA001 PUATEA001B	Work in a Team Work in a Team (Superseded)EQ
PUACOM001 PUACOM001C	Communicate in the Workplace Communicate in the Workplace (Superseded)EQ
PUATEA002 PUATEA002B	Work Autonomously Work Autonomously (Superseded)EQ

Watchroom Operator – Level 2	
is an employee engaged to work in the watchroom of the fire station, who has <u>at least two (2) years</u> of continuous experience and who holds the 5 minimum units of training for Watchroom Operator.	
Unit	Descriptor
PUAFIR210 PUAFIR215 PUAFIR201B	Prevent Injury Prevent Injury (Superseded)EQ Prevent Injury (Superseded)
PUAOPE013 PUAOPE013A	Operate Communication Systems and Equipment Operate Communication Systems and Equipment (Superseded)EQ
PUATEA001 PUATEA001B	Work in a Team Work in a Team (Superseded)EQ
PUACOM001 PUACOM001C	Communicate in the Workplace Communicate in the Workplace (Superseded)EQ
PUATEA002 PUATEA002B	Work Autonomously Work Autonomously (Superseded)EQ

Watchroom Operator – Level 3	
is an employee engaged to work in the watchroom of the fire station, who has had <u>at least two (2) years</u> of continuous experience and, in addition to the 5 minimum training units identified above, holds the minimum training units required for Firefighter 1:	
Unit	Descriptor
HLTAID010 HLTAID002 HLTFA211A	Provide Basic Emergency Life Support Provide Basic Emergency Life Support (Superseded)EQ Provide Basic Emergency Life Support (Superseded)
PUAFIR203 PUAFIR203B PUAFIR203A	Respond to Urban Fire Respond to Urban Fire (Superseded)EQ Respond to Urban Fire (Superseded)
PUAFIR207	Operate Breathing Apparatus Open Circuit

PUAFIR207B PUAFIR207A	Operate Breathing Apparatus Open Circuit (Superseded)EQ Operate Breathing Apparatus Open Circuit (Superseded)
PUAEQU001 PUAEQU001B PUAEQU001A	Prepare, Maintain and Test Response Equipment Prepare, Maintain and Test Response Equipment (Superseded)EQ Prepare, Maintain and Test Response Equipment (Superseded)
PUASAR022 PUASAR022A PUASAR001B	Participate in a Rescue Operation Participate in a Rescue Operation (Superseded)EQ Participate in a Rescue Operation (Superseded)EQ
PUAFIR204 PUAFIR204B PUAFIR204A	Respond to Wildfire Respond to Wildfire (Superseded)EQ Respond to Wildfire (Superseded)
PUALAW001 PUALAW001B PUALAW001A	Protect and Preserve Incident Scene Protect and Preserve Incident Scene (Superseded)EQ Protect and Preserve Incident Scene (Superseded)
HLTAID011 HLTAID003 HLTFA311A	Provide First Aid Provide First Aid (Superseded)EQ Apply First Aid (Superseded)EQ
PUAFIR309 PUAFIR309B PUAFIR309A	Operate Pumps Operate Pumps (Superseded)EQ Operate Pumps (Superseded)
PUAVEH001 PUAVEH001B PUAVEH001A	Drive Vehicles Under Operational Conditions Drive Vehicles Under Operational Conditions (Superseded)EQ Drive Vehicles Under Operational Conditions (Superseded)
PUAWHS002 PUAOHS002B PUAOHS002A	Maintain Safety at an Incident Scene Maintain Safety at an Incident Scene (Superseded)EQ Maintain Safety at an Incident Scene (Superseded)

Note: Any Watchroom Operator that wishes to progress to firefighter will need to hold all qualifications for Firefighter 1 including Sire Specific Units.

Firefighter Classifications

Any person making application for classification as a Firefighter Level 2 or above, must produce satisfactory evidence confirming:

- a) PSTPC Qualifications held, as relevant to the proposed Classification / Level; and
- b) Time served in full time employment in a Recognised Fire Service (as defined) within the five (5) year period applying immediately prior to the date of application.

Modules marked with an asterisk (*) are site specific units and only required at nominated bases.

Firefighter – Level 1	
is an entry level Firefighter with <u>less than 12 months'</u> operational experience and who holds the following units of competency:	
Unit	Descriptor
PUAFIR210 PUAFIR215 PUAFIR201B	Prevent Injury Prevent Injury (Superseded)EQ Prevent Injury (Superseded)
PUAOPE013 PUAOPE013A	Operate Communication Systems and Equipment Operate Communication Systems and Equipment (Superseded)EQ

PUATEA001 PUATEA001B	Work in a Team Work in a Team (Superseded)EQ
PUACOM001 PUACOM001C	Communicate in the Workplace Communicate in the Workplace (Superseded)EQ
PUATEA002 PUATEA002B	Work Autonomously Work Autonomously (Superseded)EQ
HLTAID010 HLTAID002 HLTFA211A	Provide Basic Emergency Life Support Provide Basic Emergency Life Support (Superseded)EQ Provide Basic Emergency Life Support (Superseded)
PUAFIR203 PUAFIR203B PUAFIR203A	Respond to Urban Fire Respond to Urban Fire (Superseded)EQ Respond to Urban Fire (Superseded)
PUAFIR207 PUAFIR207B PUAFIR207A	Operate Breathing Apparatus Open Circuit Operate Breathing Apparatus Open Circuit (Superseded)EQ Operate Breathing Apparatus Open Circuit (Superseded)
PUAEQU001 PUAEQU001B PUAEQU001A	Prepare, Maintain and Test Response Equipment Prepare, Maintain and Test Response Equipment (Superseded)EQ Prepare, Maintain and Test Response Equipment (Superseded)
PUASAR022 PUASAR022A PUASAR001B	Participate in a Rescue Operation Participate in a Rescue Operation (Superseded)EQ Participate in a Rescue Operation (Superseded)EQ
PUAFIR204 PUAFIR204B PUAFIR204A	Respond to Wildfire Respond to Wildfire (Superseded)EQ Respond to Wildfire (Superseded)
PUALAW001 PUALAW001B PUALAW001A	Protect and Preserve Incident Scene Protect and Preserve Incident Scene (Superseded)EQ Protect and Preserve Incident Scene (Superseded)
HLTAID011 HLTAID003 HLTFA311A	Provide First Aid Provide First Aid (Superseded)EQ Apply First Aid (Superseded)EQ
PUAFIR309 PUAFIR309B PUAFIR309A	Operate Pumps Operate Pumps (Superseded)EQ Operate Pumps (Superseded)
PUAVEH001 PUAVEH001B PUAVEH001A	Drive Vehicles Under Operational Conditions Drive Vehicles Under Operational Conditions (Superseded)EQ Drive Vehicles Under Operational Conditions (Superseded)
PUAWHS002 PUAHS002B PUAHS002A	Maintain Safety at an Incident Scene Maintain Safety at an Incident Scene (Superseded)EQ Maintain Safety at an Incident Scene (Superseded)
PUAFIR205*** PUAFIR205B*** PUAFIR205A***	Respond to Aviation Incident (Specialist) ***Site Specific Respond to Aviation Incident (Specialist) ***Site Specific (Superseded)EQ Respond to Aviation Incident (Specialist) ***Site Specific (Superseded)
PUAFIR305*** PUAFIR305B*** PUAFIR305A***	Respond to Aviation Incidents (General) ***Site Specific Respond to Aviation Incidents (General) ***Site Specific (Superseded)EQ Respond to Aviation Incidents (General) ***Site Specific (Superseded)

Firefighter – Level 2

is a Firefighter who has more than 12 months' operational experience as a Professional Career Firefighter and who holds the following units of competency in addition to the competency units required of a Firefighter – Level 1:

Unit	Descriptor
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PUASAR024 PUASAR002B PUASAR024A	Undertake Road Crash Rescue Undertake Road Accident Rescue (Superseded)EQ Undertake Road Crash Rescue (Superseded)EQ
PUATEA004 PUATEA004D PUATEA004C	Work Effectively in a Public Safety Organisation Work Effectively in a Public Safety Organisation (Superseded)EQ Work Effectively in a Public Safety Organisation
PUAFIR303 PUAFIR303B PUAFIR303A	Suppress Wildfire Suppress Wildfire (Superseded)EQ Suppress Wildfire (Superseded)
HLTAID014 HLTAID006 HLTFA412A	Provide Advanced First Aid Provide Advanced First Aid (Superseded)EQ Apply Advanced First Aid (Superseded)EQ
HLTAID015 HLTAID007 HLTFA404C	Provide Advanced Resuscitation and Oxygen Therapy Provide Advanced Resuscitation (Superseded)EQ Apply Advanced Resuscitation Techniques (Superseded)EQ

Firefighter – Level 3	
is a Firefighter who has <u>at least 24 months'</u> operational experience as a Professional Career Firefighter and who holds the following units of competency in addition to the competency units required of a Firefighter – Level 2:	
Unit	Descriptor
PUAFIR206 PUAFIR206B PUAFIR206A	Check Installed Fire Safety Systems Check Installed Fire Safety Systems (Superseded)EQ Check Installed Fire Safety Systems (Superseded)
PUAFIR302 PUAFIR302B PUAFIR302A	Suppress urban Fire Suppress Urban Fire (Superseded)EQ Suppress Urban Fire (Superseded)
PUAFIR324 PUAFIR320 PUAFIR306B	Render Hazardous Materials Incidents Safe Render Hazardous Materials Incidents Safe (Superseded)EQ Render Hazardous Materials Incidents Safe (Superseded)EQ
PUAFIR308 PUAFIR308B PUAFIR308A	Employ Personal Protection at a Hazardous Materials Incident Employ Personal Protection at a Hazardous Materials Incident (Superseded)EQ Employ Personal Protection at a Hazardous Materials Incident (Superseded)

Qualified Firefighter	
is a Firefighter who has <u>at least 36 months'</u> operational experience as a Professional Career Firefighter and who holds the following units of competency in addition to the competency units required of a Firefighter – Level 3:	
Unit	Descriptor
PUAFIR306 PUAFIR316 PUAFIR307B	Identify, Detect, and monitor hazardous materials at an incident Identify, Detect, and monitor hazardous materials at an incident (Superseded)EQ Monitor hazardous atmospheres (Superseded)EQ
PUAFIR314 PUAFIR314B PUAFIR314A	Utilise installed fire safety systems Utilise Installed Fire safety equipment (Superseded)EQ Utilise Installed Fire safety equipment (Deleted)
PUAOPE014 PUAOPE014A	Navigate to an incident Navigate to an incident (Superseded)EQ

Qualified Firefighter (with Leading Firefighter Qualifications)	
is a Firefighter who has <u>at least 48 months'</u> operational experience as a Professional Career Firefighter and who holds the following units of competency in addition to the	

competency units required of a Qualified Firefighter:	
Unit	Descriptor
PUAOPE012 PUAOPE012A	Control a Level 1 Incident Control a Level 1 Incident (Superseded)EQ
PUAOPE015 PUAOPE015A PUAOPE004B	Conduct Briefings and Debriefings Conduct Briefings and Debriefings (Superseded)EQ Conduct Briefings/Debriefings (Superseded)EQ
PUATEA003 PUATEA003B PUATEA003A	Lead, Manage and Develop Teams Lead, Manage and Develop Teams (Superseded)EQ Lead, Manage and Develop Teams (Superseded)
PUACOM005 PUACOM005B PUACOM005A	Foster a Positive Organisational Image in the Community Foster a Positive Organisational Image in the Community (Superseded)EQ Foster a Positive Organisational Image in the Community (Superseded)
<i>Note: This classification does not require to have TAE 40116 or TAE 40110 Certificate IV(with additional units) of Training and Assessments as the position in one of acting up.</i>	

Leading Firefighter (Appointed Position)	
an Employee at this Level will have completed <u>at least two years'</u> service with the Employer and has <u>at least 48 months</u> operational experience as a Professional Career Firefighter. Such Employee will hold the following units of competency in addition to the competency units required of a Qualified Firefighter:	
Unit	Descriptor
PUAOPE012 PUAOPE012A	Control a Level 1 Incident Control a Level 1 Incident (Superseded)EQ
PUAOPE015 PUAOPE015A PUAOPE004B	Conduct Briefings and Debriefings Conduct Briefings and Debriefings (Superseded)EQ Conduct Briefings/Debriefings (Superseded)EQ
PUATEA003 PUATEA003B PUATEA003A	Lead, Manage and Develop Teams Lead, Manage and Develop Teams (Superseded)EQ Lead, Manage and Develop Teams (Superseded)
PUACOM005 PUACOM005B PUACOM005A	Foster a Positive Organisational Image in the Community Foster a Positive Organisational Image in the Community (Superseded)EQ Foster a Positive Organisational Image in the Community (Superseded)
TAE40116 TAE40110***	Certificate IV in Training and Assessment Workplace Trainer and Assessor (with) ***TAELLN411 Address adult language, literacy, and numeracy skills ***TAEASS502 Design and develop Assessment Tools (Superseded)EQ Note: Promotion to this classification does not require TAE 40116 or TAE 40110 Certificate IV with additional units) of Training and Assessments. This must be obtained within the first 12 months of attaining the position.

Station Officer (Appointed Position) / Sub Station Officer	
an Employee at this Level will have completed <u>at least two years'</u> service with the Employer and has <u>at least 60 months</u> operational experience as a Professional Career Firefighter. The Sub Station Officer approved by the Company is able to perform the role of Station Officer. Such Employee will hold the following units of competency in addition to the competency units required of a Leading Firefighter:	
Unit	Descriptor
PUAFIR401 PUAFIR401B PUAFIR401A	Obtain Incident Intelligence Obtain incident Intelligence (Superseded)EQ Obtain Incidents Intelligence (Superseded)

BSBMGT401 BSBMGT401A	Show leadership in the workplace Show Leadership in the Workplace (Superseded)EQ
PUAMAN002 PUAMAN002B PUAMAN002A	Administer Allocation of Resources Administer Workgroup Resources (Superseded)EQ Administer Workgroup Resources (Superseded)
PUACOM006 PUACOM006B PUACOM006A	Plan and Conduct a Public Awareness Program Plan and Conduct a Public Awareness Program (Superseded)EQ Plan and Conduct a Public Awareness Program (Superseded)
BSBCMM411 BSBCMM401 BSBCMM401A	Make Presentations Make a Presentation (Superseded)EQ Make a Presentation (Superseded)EQ
PUAOPE0016 PUAOPE016A PUAOPE005B	Manage Multi Team Sector Manage multi team Sector (Superseded)EQ Manage a Multi Team Response (Superseded)EQ
TAE40116 TAE40110***	Certificate IV in Training and Assessment Workplace Trainer and Assessor (with) ***TAE40116 Address adult language, literacy, and numeracy skills ***TAE40116 Design and develop Assessment Tools (Superseded)EQ
PUAFIR418*** PUAFIR416*** PUAFIR402B***	Supervise specialist response to aviation accidents and incident ***Site Specific Supervise Specialist response to aviation accidents and incidents ***Site Specific (Superseded)EQ Supervise specialist response to aviation incidents ***Site Specific (Superseded)EQ

NB: The aforementioned classification structure will not disadvantage any employee's classification at the time of implementation of this Agreement. Employees current classification will be maintained but will progress in accordance with the classification structure contained within this Agreement.

**The employer will provide a skills progression program to ensure all Leading firefighters (which is an appointed position) achieve the position of Sub Station Officer.

SCHEDULE 2 – WAGE RATES

All employees covered by the terms of this Agreement will receive the following wage increases:

- 7.25% from the first full pay period on or after 1 October 2023
- 3.75% from the first full pay period on or after 1 October 2024
- 3.5% from the first full pay period on or after 1 October 2025.

Wage Rates for Employees on the 10/14 Roster

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2023:

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Watchroom Operator 1</i>	\$33.55	\$2,801.76	\$72,845.66
<i>Watchroom Operator 2</i>	\$33.55	\$2,801.76	\$72,845.66
<i>Watchroom Operator 3</i>	\$35.10	\$2,948.65	\$76,664.79

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$35.10	\$2,948.65	\$76,664.79
<i>Firefighter 2</i>	\$35.78	\$3,005.40	\$78,140.46
<i>Firefighter 3</i>	\$36.67	\$3,080.18	\$80,084.60
<i>Qualified Firefighter</i>	\$39.52	\$3,319.82	\$86,315.23
<i>QFF with Leading Firefighter</i>	\$42.48	\$3,568.46	\$92,780.09
<i>Leading Firefighter</i>	\$45.44	\$3,817.11	\$99,244.95
<i>Sub Station Officer</i>	\$48.41	\$4,066.66	\$105,733.23
<i>Station Officer</i>	\$51.38	\$4,316.21	\$112,221.51

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2024:

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Watchroom Operator 1</i>	\$34.61	\$2,906.82	\$75,577.37
<i>Watchroom Operator 2</i>	\$34.61	\$2,906.82	\$75,577.37

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<i>Watchroom Operator 3</i>	\$36.42	\$3,059.22	\$79,539.72
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Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$36.42	\$3,059.22	\$79,539.72
<i>Firefighter 2</i>	\$37.12	\$3,118.10	\$81,070.73
<i>Firefighter 3</i>	\$38.04	\$3,195.68	\$83,087.78
<i>Qualified Firefighter</i>	\$41.00	\$3,444.31	\$89,552.05
<i>QFF with Leading Firefighter</i>	\$44.07	\$3,702.28	\$96,259.34
<i>Leading Firefighter</i>	\$47.15	\$3,960.26	\$102,966.63
<i>Sub Station Officer</i>	\$50.23	\$4,219.16	\$109,698.22
<i>Station Officer</i>	\$53.31	\$4,478.07	\$116,429.82

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2025:

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Watchroom Operator 1</i>	\$35.82	\$3,008.56	\$78,222.58
<i>Watchroom Operator 2</i>	\$35.82	\$3,008.56	\$78,222.58
<i>Watchroom Operator 3</i>	\$37.69	\$3,166.29	\$82,323.61

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$37.69	\$3,166.29	\$82,323.61
<i>Firefighter 2</i>	\$38.42	\$3,227.24	\$83,908.21
<i>Firefighter 3</i>	\$39.38	\$3,307.53	\$85,995.85
<i>Qualified Firefighter</i>	\$42.44	\$3,564.86	\$92,686.37
<i>QFF with Leading Firefighter</i>	\$45.62	\$3,831.86	\$99,628.42
<i>Leading Firefighter</i>	\$48.80	\$4,098.86	\$106,570.46
<i>Sub Station Officer</i>	\$51.99	\$4,366.83	\$113,537.66
<i>Station Officer</i>	\$55.18	\$4,634.80	\$120,504.86

Wage Rates for Employees on the Early/Late Roster:

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2023:

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Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$35.10	\$2,667.82	\$69,363.38
<i>Firefighter 2</i>	\$35.78	\$2,719.17	\$70,698.51
<i>Firefighter 3</i>	\$36.67	\$2,786.83	\$72,457.50
<i>Qualified Firefighter</i>	\$39.52	\$3,003.64	\$78,094.73
<i>QFF with Leading Firefighter</i>	\$42.48	\$3,228.61	\$83,943.89
<i>Leading Firefighter</i>	\$45.44	\$3,453.58	\$89,793.05
<i>Sub Station Officer</i>	\$48.41	\$3,679.36	\$95,663.40
<i>Station Officer</i>	\$51.38	\$3,905.14	\$101,533.75

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2024:

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$36.42	\$2,767.87	\$71,964.51
<i>Firefighter 2</i>	\$37.12	\$2,821.14	\$73,349.71
<i>Firefighter 3</i>	\$38.04	\$2,891.33	\$75,174.66
<i>Qualified Firefighter</i>	\$41.00	\$3,116.28	\$81,023.28
<i>QFF with Leading Firefighter</i>	\$44.07	\$3,349.68	\$87,091.78
<i>Leading Firefighter</i>	\$47.15	\$3,583.09	\$93,160.29
<i>Sub Station Officer</i>	\$50.23	\$3,817.34	\$99,250.77
<i>Station Officer</i>	\$53.31	\$4,051.59	\$105,341.26

The following will be the minimum wage rates payable from the first full pay period on or after 1 October 2025:

Classification	Hourly rate	Fortnightly rate	Yearly rate
<i>Firefighter 1</i>	\$37.69	\$2,864.74	\$74,483.26
<i>Firefighter 2</i>	\$38.42	\$2,919.88	\$75,916.95
<i>Firefighter 3</i>	\$39.38	\$2,992.53	\$77,805.77
<i>Qualified Firefighter</i>	\$42.44	\$3,225.35	\$83,859.10
<i>QFF with Leading Firefighter</i>	\$45.62	\$3,466.92	\$90,140.00
<i>Leading Firefighter</i>	\$48.80	\$3,708.50	\$96,420.90
<i>Sub Station Officer</i>	\$51.99	\$3,950.94	\$102,724.55
<i>Station Officer</i>	\$55.18	\$4,193.39	\$109,028.21

SCHEDULE 3 – UNIFORM AND EQUIPMENT

Item	Unit of Issue	Quantity	Remarks
Fireman's Helmet – Structure (with Torch)	each	1	Pacific F 15 AS/NZS 4067:2012
Bracket for Helmet Torch	each	1	If not fitted to helmet
Helmet Torch	each	1	If not fitted to helmet
Flash Hood	each	1	Item Code FH 33 20/80 Nomex / Lenzing FR
Turnout Coat Level 2	each	1	Bristol Ergotech or LHD SAGA Gemini XTL Outer Shell AS/NZS 4967:2009
Turnout Over-trousers Level 2	pair	1	Bristol Ergotech or LHD SAGA Gemini XTL Outer Shell AS/NZS 4967:2009
Braces Fireman - Red	pair	1	
Gloves – Structure Level 3	pair	1	Super Mars Plus Titan PBI Structural Firefighting Glove AS/NZS 2161.6:2014
Firefighting Bunker Boot	pair	1	Poseidon FF300GTXIN AS/NZS4821:2006
Structural Bag	each	1	Packfire Wheelie Big Bag
Fireman's Helmet – Wildfire	each	1	Pacific HBR5 Wide Brim AS1801
Turnout Trousers – Wildfire	pair	1	Tech 260 AS4824:2006
Turnout Coat – Wildfire	pair	1	Tech 260 AS4824:2006
Wildfire Braces	pair	1	
Fire Gloves – Wildfire	pair	1	Firestop KCU Level 1. AS2161.6 Level 1
Firefighter Boots – GP Style	pair	1	Apollo F2AR1352 AS4821:2006
Wildfire Storage Bag	each	1	Pacfire Medium Gear Stow
Goggles – Wildfire	pair	1	Fire Strike AS1337
Safety Glasses – Clear	pair	1	
Safety Glasses – Smoke	pair	1	
Slimline Ear Muffs	set	1	

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Gloves – Riggers	pair	1	
Navy Fleece Beanie	each	1	Item Code H466-NVY
Hat Baseball	each	1	Item Code H468-Navy
Hat Full Brim – Blue	each	1	Item Code H467-Navy
Long Sleeve Shirt FR – Tecasafe 580 Navy Blue	each	4 items are available between long sleeve shirts or long sleeve polo's or a combination of each	Item Code D1286-NVY-TF
Long Sleeve Polo FR – Charcoal / Red Trim	each	4 items are available between long sleeve shirts or long sleeve polo's or a combination of each	Item Code D1286-NVY-TF
Trousers – Cargo Tecasafe 580	pair	3	Wildland FR Navy Blue Item Code T562-NVY-TF
Belt - Black Leather	each	1	
Woollen Jumper with Epaulettes	each	1	Item Code PBI-WORKP0012-NVY
Soft Shell Navy Jacket or Car Coat Navy Blue	each	1	Item Code J731-NVY-TF Item Code J429-JBL-TF
Epaulettes (classification level)	pair	2	
Station Wear Boots - Elastic Sided	pair	1	Item Code F550-UK-BLK
Flying Gloves	pair	1	Airfield Bases only
Cotton Comfort Shorts Navy Blue	pair	2	Item Code S158-PB-TF
Wool Socks	pair	4	Item Code AO97
T-Shirt – FR Charcoal	each	2	Item Code D1308-NVY-TF
Notes:			
<i>All clothing and PPE is replaced on a fair wear and tear basis. Helmet torch is a one-off purchase only.</i>			
<i>Staff who normally wear script glasses may be entitled to script glasses IAW TMP-0000-SA-0040.</i>			
<i>The provision of uniform and equipment as per this list may be amended during the life of the agreement through the consultative process to take into account changes in technology and equipment availability.</i>			

SCHEDULE 4 – DEPLOYMENT PAYMENTS

Allowance (per day)	Current	First full pay period on or after 1 October 2023	First full pay period on or after 1 October 2024	First full pay period on or after 1 October 2025
Deployment Allowance	\$150.03	\$160.91	\$166.94	\$172.78
Deployment Meal Allowance	\$131.24	\$140.75	\$146.03	\$151.14
Deployment On Call Allowance	\$37.31	\$40.01	\$41.52	\$42.97