

# Pay Guide - Fire Fighting Industry Award

## [MA000111]

Published 06 February 2026

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 06 February 2026.

**What is in this pay guide?** It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

**Where can I go for more information?** Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

The rates of pay in the tables for public sector employees include shift loading and average 40 hours loading.

### Public sector - Full-time

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - retained on duty	Overtime - shiftworkers	Overtime - day workers	Overtime - public holiday - day workers
Recruit	\$959.50	\$25.25	\$50.50	\$50.50	\$50.50	\$63.13
Firefighter level 1	\$1,378.65	\$36.28	\$65.66	\$65.66	\$65.66	\$82.08
Firefighter level 2	\$1,397.33	\$36.77	\$66.54	\$66.54	\$66.54	\$83.18
Firefighter level 3	\$1,419.89	\$37.37	\$67.62	\$67.62	\$67.62	\$84.53
Qualified firefighter	\$1,535.12	\$40.40	\$73.10	\$73.10	\$73.10	\$91.38
Leading firefighter	\$1,756.40	\$46.22	\$83.64	\$83.64	\$83.64	\$104.55
Station officer	\$1,904.10	\$50.11	\$90.68	\$90.68	\$90.68	\$113.35
Senior station officer	\$2,051.24	\$53.98	\$97.68	\$97.68	\$97.68	\$122.10
Fire service communications controller	\$2,051.24	\$53.98	\$97.68	\$97.68	\$97.68	\$122.10

### Public sector - Part-time

Classification	Hourly pay rate	Shiftwork - retained on duty	Overtime - shiftworkers	Overtime - day workers	Overtime - public holiday - day workers
Qualified firefighter	\$40.40	\$73.10	\$73.10	\$73.10	\$91.38
Leading firefighter	\$46.22	\$83.64	\$83.64	\$83.64	\$104.55
Station officer	\$50.11	\$90.68	\$90.68	\$90.68	\$113.35
Senior station officer	\$53.98	\$97.68	\$97.68	\$97.68	\$122.10
Fire service communications controller	\$53.98	\$97.68	\$97.68	\$97.68	\$122.10

## Private sector - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Public holiday - additional day off - day worker
Recruit - private sector	\$959.50	\$25.25	\$37.88	\$50.50	\$63.13	\$37.88
Firefighter level 1	\$959.50	\$25.25	\$37.88	\$50.50	\$63.13	\$37.88
Firefighter level 2	\$972.50	\$25.59	\$38.39	\$51.18	\$63.98	\$38.39
Firefighter level 3	\$988.20	\$26.01	\$39.02	\$52.02	\$65.03	\$39.02
Qualified firefighter	\$1,068.40	\$28.12	\$42.18	\$56.24	\$70.30	\$42.18
Leading firefighter	\$1,222.40	\$32.17	\$48.26	\$64.34	\$80.43	\$48.26
Station officer	\$1,325.20	\$34.87	\$52.31	\$69.74	\$87.18	\$52.31
Senior station officer	\$1,427.60	\$37.57	\$56.36	\$75.14	\$93.93	\$56.36

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Classification	Shiftwork	Shiftwork - retained on duty	Overtime - shiftworker	Overtime - day worker	Overtime - public holiday - day worker
Recruit - private sector	\$32.83	\$65.66	\$65.66	\$50.50	\$63.13
Firefighter level 1	\$32.83	\$65.66	\$65.66	\$50.50	\$63.13
Firefighter level 2	\$33.27	\$66.54	\$66.54	\$51.18	\$63.98
Firefighter level 3	\$33.81	\$67.62	\$67.62	\$52.02	\$65.03
Qualified firefighter	\$36.56	\$73.12	\$73.12	\$56.24	\$70.30
Leading firefighter	\$41.82	\$83.64	\$83.64	\$64.34	\$80.43
Station officer	\$45.33	\$90.66	\$90.66	\$69.74	\$87.18
Senior station officer	\$48.84	\$97.68	\$97.68	\$75.14	\$93.93

## Allowances

The shift loading and average 40 hours loading amounts in this table (marked \*) have already been included in the rates for public sector employees in the table above.

Allowances	Rate
* Shift loading - public sector - Firefighter level 1 - full-time	\$287.85 per week
* Shift loading - public sector - Firefighter level 2 - full-time	\$291.75 per week
* Shift loading - public sector - Firefighter level 3 - full-time	\$296.46 per week
* Shift loading - public sector - Qualified firefighter - full-time	\$320.52 per week
* Shift loading - public sector - Leading firefighter - full-time	\$366.72 per week
* Shift loading - public sector - Station officer - full-time	\$397.56 per week
* Shift loading - public sector - Senior station officer - full-time	\$428.28 per week
* Shift loading - public sector - Fire service communications controller - full-time	\$428.28 per week
* Shift loading - public sector - Qualified firefighter - part-time	\$8.43 per hour
* Shift loading - public sector - Leading firefighter - part-time	\$9.65 per hour
* Shift loading - public sector - Station officer - part-time	\$10.46 per hour
* Shift loading - public sector - Senior station officer - part-time	\$11.27 per hour
* Shift loading - public sector - Fire service communications controller - part-time	\$11.27 per hour
* Average 40 hours loading - public sector - Firefighter level 1 - full-time	\$131.30 per week
* Average 40 hours loading - public sector - Firefighter level 2 - full-time	\$133.08 per week
* Average 40 hours loading - public sector - Firefighter level 3 - full-time	\$135.23 per week
* Average 40 hours loading - public sector - Qualified firefighter - full-time	\$146.20 per week
* Average 40 hours loading - public sector - Leading firefighter - full-time	\$167.28 per week
* Average 40 hours loading - public sector - Station officer - full-time	\$181.34 per week
* Average 40 hours loading - public sector - Senior station officer - full-time	\$195.36 per week
* Average 40 hours loading - public sector - Fire service communications controller - full-time	\$195.36 per week
* Average 40 hours loading - public sector - Qualified firefighter - part-time	\$3.85 per hour
* Average 40 hours loading - public sector - Leading firefighter - part-time	\$4.40 per hour
* Average 40 hours loading - public sector - Station officer - part-time	\$4.77 per hour
* Average 40 hours loading - public sector - Senior station officer - part-time	\$5.14 per hour
* Average 40 hours loading - public sector - Fire service communications controller - part-time	\$5.14 per hour
Availability allowance - public sector - Station officers not working a 10/14 roster	\$2.25 per hour
Availability allowance - public sector - Senior station officers not working a 10/14 roster	\$2.43 per hour

<b>Allowances</b>	<b>Rate</b>
Availability allowance - private sector - Station officers not working a 10/14 roster	\$1.57 per hour
Availability allowance - private sector - Senior station officers not working a 10/14 roster	\$1.69 per hour
Change of residence (relocation) allowance	reimbursement for reasonable relocation expenses, including the cost transporting family to the new location and moving furniture
Clothing and equipment reimbursement	reimbursement for the cost of buying, replacing, repairing and/or cleaning the clothing and/or equipment
Driving licence reimbursement - Station officers and Firefighters required to drive emergency vehicles	reimbursement for the cost of drivers licence renewal fees
First aid allowance	\$20.83 per week
Heavy rescue appliance allowance	\$25.64 per week
Meal allowance	\$19.93 for a meal
Qualification allowance - IFE Graduate Certificate or Certificate of Fire Technology	\$18.16 per week
Qualification allowance - both IFE Graduate Certificate and Certificate of Fire Technology	\$26.71 per week
Qualification allowance - both IFE Graduate Certificate and Membership	\$33.12 per week
Relieving allowance	\$33.98 per shift
Relieving employee reimbursement	reimbursement for reasonable accommodation, breakfast and dinner and a meal allowance
Relieving employee transport reimbursement	reimbursement for the cost of all expenses for the journey to and from their relieving station, more than the expenses between their normal residence and their appointed station
Special administrative duties allowance - Station officers and Firefighters	\$77.99 per week
Vehicle allowance - motor vehicle	\$0.99 per km
Vehicle allowance - motorcycle	\$0.33 per km
Excess travel expenses - temporarily working at station away from appointed station	reimbursement for the cost of all expenses more than normal between home and their appointed station
Travelling time allowance - temporarily working at station further from home than appointed station	1 hour at overtime rates, per day and payment at the ordinary hourly rate for 3 minutes for each 4km or part thereof travelled each way
Travelling time allowance - temporarily working at station no further from home than appointed station	1 hour at overtime rates, per day
Travel expenses - duty at another station while on duty at appointed station - returning during shift	reimbursement for the cost of reasonable transport between the appointed station and the duty station

Allowances	Rate
Travel time allowance - duty at another station while on duty at appointed station - returning after shift - duty station further from home than appointed station	the appropriate single travelling expenses to the appointed station, 30 minutes payment at overtime rates and payment at the ordinary hourly rate for 2.5 minutes per km
Travel time allowance - duty at another station while on duty at appointed station - returning after shift - duty station not further from home than appointed station	the appropriate single travelling expenses to the appointed station and 30 minutes overtime rates
Transport expenses reimbursement - travel between appointed and duty station, duty away from appointed duty station, or attending training	reimbursement for the cost of reasonable transport
Travelling to and from training facility allowance	appropriate overtime rates
Travelling to training transport reimbursement	reimbursement for the cost of reasonable transport
Training accommodation reimbursement	reimbursement for the cost of accommodation
Accommodation allowance - capital cities	\$227.54 per night
Accommodation allowance - other places within Australia	\$132.64 per night
Travel meal allowance - breakfast - capital cities	\$25.67 for a meal
Travel meal allowance - breakfast - other places within Australia	\$16.49 for a meal
Travel meal allowance - breakfast - part-day absence	\$19.96 for a meal
Travel meal allowance - lunch - capital cities	\$43.68 for a meal
Travel meal allowance - lunch - other places within Australia	\$33.24 for a meal
Travel meal allowance - lunch - part-day absence	\$19.96 for a meal
Travel meal allowance - dinner - capital cities	\$61.47 for a meal
Travel meal allowance - dinner - other places within Australia	\$47.05 for a meal
Travel meal allowance - dinner - part-day absence	\$26.48 for a meal
Emergency roster - meal and accommodation reimbursement	reimbursement for the cost of meals and accommodation
Recall to duty - travelling time allowance - Monday to Saturday	Payment at the ordinary hourly rate for time spent travelling when recalled to duty
Recall to duty - travelling time allowance - Sunday and public holidays	Payment at time and a half of the ordinary hourly rate for time spent travelling when recalled to duty
Recall to duty - vehicle allowance - motor vehicle	\$0.99 per km to cover the distance travelled from home to work and return
Recall to duty - vehicle allowance - motorcycle	\$0.33 per km to cover the distance travelled from home to work and return