Without Prejudice – Indicative Salaries – Firefighting Industrial Agreement 2026

Classification	Salary effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	Structural Adjustment effective ffppcooa 1 Dec 2027	Base effective ffppcooa 1 Dec 2027	Base + 2.75% increase effective ffppcooa 1 Dec 2027	Structural Adjustment effective ffppcooa 1 Dec 2028	Base effective ffppcooa 1 Dec 2028	Base + 2.50% increase effective ffppcooa 1 Dec 2028
Firefighter Yr 1	$74,169	$521	$74,690	$76,931	$1,181	$78,112	$80,260	$2,306	$82,566	$84,630
Firefighter Yr 2	$83,821	$827	$84,648	$87,188	$1,339	$88,527	$90,961	$2,614	$93,575	$95,914
Firefighter Yr 3	$88,066	$1,562	$89,628	$92,317	$1,418	$93,735	$96,312	$2,767	$99,080	$101,557
Firefighter Yr 4 (First Class)	$97,721	$1,866	$99,587	$102,575	$1,575	$104,150	$107,014	$3,000	$110,014	$112,764
Senior Firefighter 1	$102,550	$2,016	$104,566	$107,703	$1,654	$109,357	$112,364	$3,150	$115,514	$118,402
Senior Firefighter 2	$103,564	$1,998	$105,562	$108,729	$1,670	$110,398	$113,434	$3,180	$116,614	$119,529
Senior Firefighter (Advanced)	$105,801	$757	$106,558	$109,755	$1,685	$111,440	$114,505	$3,210	$117,715	$120,658
PROMOTION										
Leading Firefighter 1	$108,076	$474	$108,550	$111,807	$1,717	$113,524	$116,645	$3,270	$119,915	$122,913
ADVANCEMENT POINT										
Leading Firefighter 2	$109,145	$400	$109,545	$112,831	$1,733	$114,564	$117,715	$3,300	$121,015	$124,040
ADVANCEMENT POINT										
Leading Firefighter 3	$110,225	$316	$110,541	$113,857	$1,748	$115,605	$118,784	$3,330	$122,114	$125,167
PROMOTION										
Station Officer 1	$117,031	$2,473	$119,504	$123,089	$1,890	$124,979	$128,416	$3,600	$132,016	$135,317
Station Officer 2	$118,191	$2,309	$120,500	$124,115	$1,906	$126,021	$129,487	$3,630	$133,117	$136,445
ADVANCEMENT POINT										
Station Officer 3	$119,361	$2,135	$121,496	$125,141	$1,922	$127,063	$130,557	$3,660	$134,217	$137,573
PROMOTION										
Senior Station Officer 1	$121,859	$2,625	$124,484	$128,219	$1,969	$130,188	$133,768	$3,750	$137,518	$140,956
ADVANCEMENT POINT										
Senior Station Officer 2	$123,066	$2,413	$125,479	$129,243	$1,985	$131,228	$134,837	$3,780	$138,617	$142,083
ADVANCEMENT POINT										
Senior Station Officer 3	$124,285	$2,190	$126,475	$130,269	$2,000	$132,269	$135,907	$3,810	$139,717	$143,210
PROMOTION										
District Officer	$140,927	$3,473	$144,400	$148,732	$2,284	$151,016	$155,169	$4,350	$159,519	$163,507
Senior District Officer 1	$142,568	$2,828	$145,396	$149,758	$2,300	$152,058	$156,239	$4,380	$160,619	$164,635
ADVANCEMENT POINT										
Senior District Officer 2	$143,982	$2,411	$146,393	$150,785	$2,315	$153,100	$157,310	$4,410	$161,720	$165,763

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Communications Officer 1	$74,169	$521	$74,690	$76,931	$1,181	$78,112	$80,260	$2,306	$82,566	$84,630
Communications Officer 2	$83,821	$827	$84,648	$87,188	$1,339	$88,527	$90,961	$2,614	$93,575	$95,914
Communications Officer 3	$88,066	$1,562	$89,628	$92,317	$1,418	$93,735	$96,312	$2,767	$99,080	$101,557
Communications Officer 4	$97,721	$1,866	$99,587	$102,575	$1,575	$104,150	$107,014	$3,000	$110,014	$112,764
Senior Communications Officer 1	$102,550	$2,016	$104,566	$107,703	$1,654	$109,357	$112,364	$3,150	$115,514	$118,402
Senior Communications Officer 2	$103,564	$1,998	$105,562	$108,729	$1,670	$110,398	$113,434	$3,180	$116,614	$119,529
Senior Communications Officer 3	$105,801	$757	$106,558	$109,755	$1,685	$111,440	$114,505	$3,210	$117,715	$120,658
Leading Communications Officer 1	$108,076	$474	$108,550	$111,806	$1,717	$113,523	$116,645	$3,270	$119,915	$122,913
Leading Communications Officer 2	$109,145	$400	$109,545	$112,831	$1,733	$114,564	$117,714	$3,300	$121,014	$124,040
Leading Communications Officer 3	$110,225	$316	$110,541	$113,857	$1,748	$115,606	$118,785	$3,330	$122,115	$125,168
Supervisor Communications 1	$117,031	$2,473	$119,504	$123,089	$1,890	$124,979	$128,416	$3,600	$132,016	$135,317
Supervisor Communications 2	$118,191	$2,309	$120,500	$124,115	$1,906	$126,021	$129,487	$3,630	$133,117	$136,444
Supervisor Communications 3	$119,361	$2,135	$121,496	$125,141	$1,922	$127,062	$130,556	$3,660	$134,216	$137,572

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CFSO 1-1	$80,691	$1,541	$82,232	$84,699	$1,301	$85,999	$88,364	$2,477	$90,841	$93,113
CFSO 1-2	$82,298	$1,572	$83,870	$86,386	$1,326	$87,712	$90,124	$2,527	$92,651	$94,967
CFSO 1-3	$83,909	$1,602	$85,511	$88,077	$1,352	$89,429	$91,888	$2,576	$94,464	$96,826
CFSO 1-4	$85,498	$1,633	$87,131	$89,745	$1,378	$91,123	$93,628	$2,625	$96,253	$98,660
CFSO 1-5	$87,127	$1,664	$88,791	$91,454	$1,404	$92,859	$95,412	$2,675	$98,087	$100,539
CFSO 1-6	$89,771	$1,714	$91,485	$94,230	$1,447	$95,677	$98,308	$2,756	$101,064	$103,590
CFSO 1-7	$91,384	$1,745	$93,129	$95,923	$1,473	$97,396	$100,074	$2,805	$102,880	$105,452
CFSO 1-8	$93,730	$1,790	$95,520	$98,385	$1,511	$99,896	$102,643	$2,877	$105,521	$108,159
CFSO 2-1	$89,771	$1,714	$91,485	$94,230	$1,447	$95,677	$98,308	$2,756	$101,064	$103,590
CFSO 2-2	$91,384	$1,745	$93,129	$95,923	$1,473	$97,396	$100,074	$2,805	$102,880	$105,452
CFSO 2-3	$93,730	$1,790	$95,520	$98,385	$1,511	$99,896	$102,643	$2,877	$105,521	$108,159
CFSO 2-4	$96,210	$1,833	$98,043	$100,984	$1,547	$102,532	$105,351	$2,947	$108,299	$111,006
CFSO 2-5	$97,816	$1,868	$99,684	$102,674	$1,577	$104,251	$107,118	$3,003	$110,121	$112,874
CFSO 2-6	$100,329	$1,916	$102,245	$105,312	$1,617	$106,929	$109,870	$3,080	$112,950	$115,774
CFSO 2-7	$103,644	$1,979	$105,623	$108,792	$1,670	$110,462	$113,500	$3,182	$116,682	$119,599
CFSO 3-1	$107,400	$2,051	$109,451	$112,734	$1,731	$114,465	$117,613	$3,297	$120,910	$123,933
CFSO 3-2	$109,525	$2,091	$111,616	$114,965	$1,765	$116,730	$119,940	$3,362	$123,303	$126,385
CFSO 3-3	$112,263	$2,144	$114,407	$117,839	$1,809	$119,648	$122,939	$3,446	$126,385	$129,545