

Form 2 Version 1	Application starting a proceeding - non-chapter 12 approved form Industrial Relations Act 1999, sections 317, 708	R.8.
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QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999
s.276

INDUSTRIAL REGISTRAR
25 AUG 2014
QUEENSLAND

United Firefighters' Union of Australia, Union of Employees, Queensland

AND

State of Queensland (Queensland Fire and Emergency Services)

(Matter No. *B 120/14/147*)

APPLICATION TO AMEND THE CONTRACT OF SERVICE FOR AUXILIARY FIREFIGHTERS EMPLOYED BY THE STATE OF QUEENSLAND (QUEENSLAND FIRE AND EMERGENCY SERVICES)

TO: The Industrial Registrar, Industrial Registry, Level 21, Central Plaza 2, 66 Eagle Street, (Corner Creek and Elizabeth Streets), Brisbane 4000, GPO Box 373, Brisbane Q 4001
Phone: (07) 3227 8060 Fax: (07) 3221 6074

TAKE NOTICE that I, John Oliver of 286 Montague Road, West End, Queensland, 4101, State Secretary, being authorised to represent;

Attached to and marked as annexure 1 to this application is a copy of the written consent of each of the named members in relation to this matter.

APPLY to the commission for:

1. An amendment to the contracts of service for the named auxiliary firefighters under section 276 of the *Industrial Relations Act 1999* and attached as schedule 1 to this application is a copy of the proposed amendments to the contract of service.
2. The following decision:
 - (a) The auxiliary firefighters' contract of service is :
 - (i) harsh, unconscionable or unfair, and/ or
 - (ii) is against the public interest, and/ or

- (iii) provides, or has provided, a total remuneration less than that which a person performing the work as an employee would receive under an industrial instrument or the IR Act.
- (b) That the contract of service for the auxiliary firefighters is amended by Order as outlined as annexure 2 to this application; and
- (c) That the auxiliary firefighters are subject to an Order about payment of an amount to compensate them for the unfair contract terms from the period commencing from 27th November 2013.

3. Further I apply for directions as to the conduct of this application in relation to the following matters-

- (a) parties;
- (b) service of documents;
- (c) nature of hearing;
- (d) place and time of hearing; and

4. Further, I, John Oliver, solemnly and sincerely affirm and declare as follows –

1. Auxiliary firefighters' terms and conditions of employment are determined by the Commissioner of the Queensland Fire and Emergency Services (QFES).
2. Auxiliary firefighters are subject to a contract of service that is not covered by an industrial instrument: see s276 (1)(i) of the Industrial Relations Act 1999 ("IR Act").
3. Auxiliary firefighters' contract of service is an unfair contract: see s276 (1)(b) of the IR Act.
4. Auxiliary firefighters are fire service officers for the purposes of the Fire and Emergency Services Act.
5. Auxiliary firefighters are employed under the Fire and Emergency Services Act.
6. Auxiliary firefighters are not employed under the Public Service Act 2008 ("PS Act").
7. An auxiliary firefighter is not a public service officer: see s.25A of the Fire and Emergency Services Act; s.8 of the PS Act and s276 (6) (b) (i) of the IR Act.
8. Auxiliary firefighters do not earn in excess of \$118 100 per annum: see s276(1) (b) (ii) of the IR Act.
9. Auxiliary firefighters' contracts of service are,
 - 9.1 Harsh, unconscionable or unfair: see s276 (7 – "unfair contract" (a)); and/or
 - 9.2 Are against the public interest: see s276 (7 – "unfair contract" (b)); and/or
 - 9.3 Provides or have provided a total remuneration less than that which a person performing the work as an employee would receive under an industrial instrument or the IR Act: see s276 (7 – "unfair contract" (c)).
10. The conditions in the contracts of employment of auxiliary firefighters are unfair because, *inter alia*,
 - 10.1 The conditions provide less remuneration than applies to other employees in the Queensland state public sector for similar incidents of employment.

- 10.2 The conditions provide less remuneration for similar incidents of employment than would apply to employees performing work under an industrial instrument, an industrial law, or a fair contract of employment.
- 10.3 The conditions are not fair standards in relation to living standards prevailing in the Community.
11. The conditions in the contracts of employment are unconscionable because *inter alia* the State of Queensland has made unconscionable use of its superior position to put and keep the employees subject to unfair contracts and in a comparatively disadvantaged position to other employees, regarding the conditions in their contracts of service.
12. The conditions of the employees' contracts of service are against the public interest because *inter alia*,
- 12.1 They are contrary to the Objects of the Act, including sub sections 3 (a) (b) and (g); and
- 12.2 They do not provide fair standards in relation to living standards prevailing in the community; and
- 12.3 They arise from the disproportionate influence of the employer's vastly superior position; and
- 12.4 They have the potential to give rise to industrial disputation.
13. The contract provides, and has provided a total remuneration less than that which a person performing the work as an employee would receive under an industrial instrument, or the Act, because *inter alia*,
- 13.1 The terms and conditions of employment do not include common fair standards such as found in industrial instruments, or the Act, as exemplified in Annexure 3, and
- 13.2 The auxiliary firefighters, perform work which, if it were subject to common fair standards of employment as found in industrial instruments, or the Act, would provide higher total remuneration than the employees have received, and currently receive under their contracts of employment.
- 13.3 The auxiliary employees regularly perform work which, would provide higher remuneration if it was subject to an industrial instrument, such as work during hours commonly considered to be shift work, weekend work, overtime, public holidays, on call, and the auxiliary firefighters are paid the same flat minimum rate of pay for such work, with no additional remuneration as would be paid under an industrial instrument.
14. Attached and marked as annexure 4 to this application is a copy of the auxiliary firefighters' existing partly written contract of service.
15. The applicant has not made an application under section 74 of the Act for this matter.
16. The applicant is not a person mentioned in section 276 (6) (b) of the Act.
17. The auxiliary firefighters are not persons mentioned in section 276 (6) (b) of the Act.

All the facts and circumstances deposed to in this my affidavit are within my own knowledge and belief, except for the facts and circumstances deposed to from information only, and my means of knowledge and sources of information appear on the face of this my affidavit.

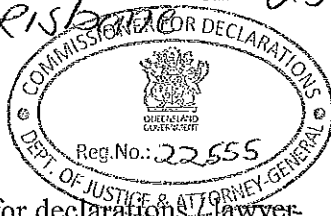


Deponent **JOHN OLIVER**

STATE SECRETARY

AFFIRMED by the deponent at **BRISBANE** on **25th August 2014**

before me: **P. Newman**
PAULA NEWMAN
(print name)



~~Justice of the peace / commissioner for declarations / lawyer~~

TO RESPONDENT(S):

TAKE NOTICE that if you wish to oppose this application or to argue that any different decision should be made, you must attend before the commission in person or, if appropriate, by your lawyer or agent at the time on the date and at the place fixed by the registrar or clerk of the court and you will be heard. If you do not attend as required a decision may be given against you in terms of the decision sought and costs, where appropriate, without further reference to you.

PARTICULARS OF THE APPLICANT

Name: United Firefighters' Union of Australia, Union of Employees, Queensland

Position or title: *(if applicable)*

Organisation, corporation, association, department etc: *(if applicable)*

Residential or business address: Ground Floor, 286 Montague Road, West End, Queensland 4101

Applicant's address for service: Ground Floor, 286 Montague Road, West End, Queensland 4101

Applicant's phone number or contact phone number: (07) 3844 0366

Applicant's fax number: *(if any)* (07) 3844 0367

Applicant's e-mail address: *(if any)* johnmoliver@ufuq.com.au

[IF APPLICANT HAS A LAWYER

Applicant's lawyer's name:

and firm name:

Lawyer's business address:

Address for service:

Phone:

Fax:

E-mail address: *(if any)*]

[IF APPLICANT HAS AN AGENT *(An appointment of agent form must accompany this application, R 13(1)(l))*

Applicant's agent's name:

and corporation or business name:

Agent's business address:

Address for service:

Phone:

Fax:

E-mail address: *(if any):*]

[PARTICULARS OF THE RESPONDENT *(the following information must be provided unless the applicant is seeking directions in relation to the other parties to the proceedings eg when making a new award. If there is more than 1 respondent this information must be given for all respondents).*

Name: State of Queensland (Queensland Fire and Emergency Services)

Position or title: *(if applicable)*

Organisation, corporation, association, department etc: *(if applicable)*

Residential or business address: Emergency Services Complex, Cnr Park Road and Kedron Park Road
Kedron, Queensland 4031

Respondent's address for service Emergency Services Complex, Cnr Park Road and Kedron Park Road, Kedron, Queensland 4031

Respondent's phone or contact phone number: (07) 3635 3503

Respondent's fax number: *(if any)* (07)3109 5037

Respondent's e-mail address: *(if any)*] glenn.carthew@psba.qld.gov.au

[IF RESPONDENT HAS A LAWYER

Respondent's lawyer's name:

and firm name:

Lawyer's business address:

Address for service:

Phone:

Fax:

E-mail address: *(if any)*]

[IF RESPONDENT HAS AN AGENT

Respondent's agent's name:

and corporation or business name:

Agent's business address:

Address for service:

Phone:

Fax:

E-mail address: *(if any)*]

ANNEXURE 2

The Commission amends the contracts of service of the named employees, to incorporate the following terms:-

Ordinary hours of work

1. The maximum ordinary hours of work are 7.6 hours per day and 38 hours per week.

Meal breaks

2. During work periods exceeding 4 hours in duration, employees will be allowed a 30 minutes paid meal break.

Rest pauses

3. For work periods exceeding 5 hours but less than 7.6 hours in duration, employees will be entitled to a paid rest pause of 10 minutes duration. Where work periods are 7.6 hours or greater, employees will be entitled to a paid 10 minute rest pause in the 1st half and 2nd half of the employees' work period.

Shift loading

4. Employees will be paid an additional 15% loading on their rate of pay for all hours worked between the hours of 6 pm and 6am. The calculation of the loading is to be applied as: base rate (plus 23%) plus 15%. [138%].

Weekend penalty rates

5. Employees required to work ordinary hours on weekends will be paid week-end penalty rates as follows:
 - a. All ordinary time worked between midnight on Friday and midnight on Saturday is paid at 150% of the base rate. The calculation of the loading is to be applied as: base rate (x 150%) plus 23%. [123%].
 - b. All ordinary time worked between midnight on Saturday and midnight on Sunday is paid at 200% of the base rate. The calculation of the loading is to be applied as: base rate (x 200%) plus 23%. [223%].

Call ins

6. An employee called in for duty shall be paid the appropriate rate for time worked for each call in with a minimum of 2 hours' payment.

ANNEXURE 2

Overtime

7. Overtime is paid at 150% of the employee's ordinary rate for the first three hours and 200% thereafter. The calculation is to be applied as: (Base rate plus 23%) x 150%, or (Base rate plus 23%) x 200%.

Overtime on public holidays

8. All overtime worked by any employee on a public holiday will be paid at quadruple the base rate. The calculation is to be applied as (Base rate) x 400%.

Public holidays

9. Where an employee is required to work on:
 - the 1st January;
 - the 26th January;
 - the 25th April (Anzac Day);
 - Good Friday;
 - Easter Saturday (the day after Good Friday);
 - Easter Monday;
 - The Birthday of the Sovereign;
 - Christmas Day;
 - Boxing Day;

All work performed by an employee on the above holidays shall be paid for a minimum of 4 hours at 250% of the base rate.

Labour Day

10. All work performed by an employee on Labour Day shall be paid for a minimum of 4 hours at 250% of the base rate.

Annual show

11. All work performed by an employee in the district for which a holiday is gazetted under the Holidays Act 1983 to be kept in relation to the annual agricultural, horticultural or industrial show shall be paid for a minimum of 4 hours at 250% of the base rate.

No employee shall be entitled to receive payment for work performed on a show holiday on more than one occasion in each calendar year.

In a district in which a holiday is not appointed for an annual agricultural, horticultural or industrial show, the employee and employer must agree on an ordinary working day that is to be treated as a show holiday for all purposes.

Meal allowance

12. Where an employee is required by the employer to work overtime for more than one hour immediately before or after the employee's fixed or recognised working hours, the employer shall provide the employee with either:

ANNEXURE 2

- a. a meal; or
- b. an allowance of at least \$12.10.

Where an employee has provided a meal, after having received due notification to work overtime and is subsequently not required to work overtime, the employee shall be entitled to a payment of at least \$12.10 for such meal.

Employees called in for duty during any normal mealtime shall be paid a meal allowance of at least \$12.10 for each such recall; provided that normal meal times shall be deemed to be 7.00 a.m. to 8.00 a.m., 12.00 p.m. to 2.00 p.m. and 5.30 p.m. to 7.00 p.m. each day.

Availability allowance

13. Employees who are required to be available to receive calls to respond to emergency incidents will be paid an availability allowance for each hour they are available to attend a percentage of calls, as follows:-

- a. Employees who are available to attend at least 50% of calls:
 - i. Firefighter Grade 1 or Grade 2 45c per hour
 - ii. Lieutenant or Captain 55c per hour
- b. Employees who are available to attend at least 30% of calls:
 - i. Firefighter Grade 1 or Grade 2 30c per hour
 - ii. Lieutenant or Captain 36c per hour

Medium rigid (MR) license

14. Employees who are required to obtain a Medium Rigid Vehicle (MR) license will be reimbursed the costs associated with obtaining and maintaining the licence.

The following provision of the employees' contracts of service is declared void-

15."All auxiliary firefighters will commit to obtaining a MR class driving licence, at their own expense, within 12 months of employment."

Amendment sought	Fair standards comparators examples
<p>The Commission amends the contracts of service to incorporate the following terms:-</p> <p>Ordinary hours of work</p> <p>1. The maximum ordinary hours of work are 7.6 hours per day and 38 hours per week.</p>	<p>Ambulance Service Award 6.2.1 Police Service Award 6.1 DCS Correctional Service Award 4.2 Public Service Award 6.1.4 State Govt. (OPS) Award 6.1 District Health Services Award 6.1 QH Nurses and Midwives Award 6.1 Con Park & Wildlife Award State 6.1 Building Trades PC Award 6.1 Children Services Award 6.1 ATSI Health Services Award 6.1 Nurses Aged Care Award 6.1 Forestry Employees Award 6.1.1 Clerical Award State 6.1 BCC Bus Transport Employees Award 6.1.1 BCC Construction & Maint. Award 6.1.1 IR Act 9A(2) IR Act 8C (2)</p>
<p>Meal breaks</p> <p>2. During work periods exceeding 4 hours in duration, employees will be allowed a 30 minutes paid meal break.</p>	<p>QFES Communications Centre Award 6.3 QFES Firefighters' Award 6.3 DCS Correctional Services Award 6.3.1 Ambulance Service Award 6.4 Qld Police Service State Award 6.2 Early Childhood Education Award 6.1.3 State Government (OPS) Award 6.7.1 IR Act 8C (2)</p>
<p>Rest pauses</p> <p>3. For work periods exceeding 5 hours but less than 7.6 hours in duration, employees will be entitled to a paid rest pause of 10 minutes duration. Where work periods are 7.6 hours or greater, employees will be entitled to a paid 10 minute rest pause in the 1st half and 2nd half of the employees work period.</p>	<p>QFES Communications Centres Award 6.4 QFES Firefighters' Award 6.4 Ambulance Service Award 6.5 Qld Public Service Award 6.3 State Government (OPS) Award 6.8 QH Nurses and Midwives Award 6.8 Nurses Aged Care Award 6.3 Building Trades PS Award 6.4 Clerical Employees Award 6.6 Children Services Award 6.4 Teachers Award State 6.4.5 District Health Services Award 6.10.4 ATSIC Services Officers Award 6.4 Dept. Forest Ag & Fish Award 6.5 Legal Aid Qld Employees Award 6.5 Parliamentary Service Award 6.4 IR Act 9A (5) IR Act 8C (2)</p>

<p>Shift loading</p> <p>4. Employees will be paid an additional 15% loading on their rate of pay for all hours worked between the hours of 6 pm and 6am. The calculation of the loading is to be applied as base rate plus 23% plus 15% (138%).</p>	<p>QFES Communications Centre Award 6.5 QFES Firefighters' Award 6.5 Public Service Award 6.5.2 State Govt. (OPS) Award 6.6.6 District Health Services Award 6.4.2 QH Nurses and Midwives Award 6.9.1 (c) District Health Services Award 6.4.2 BCC Bus Transport Employees Award 6.2.1 BCC Construction & Maint. Award 6.5.3 Com't Ed Counsellors Award 6.5.2 Crime and Misconduct Award 6.4.2 B.C.C CA "EB8" Sch8 c6; 14.6.4 /Sch9 10.9.6;/Sch10 9.2.6.</p>
<p>Weekend penalty rates</p> <p>5. Employees required to work ordinary hours on weekends will be paid week-end penalty rates as follows:</p> <ol style="list-style-type: none"> a. All ordinary time worked between midnight on Friday and midnight on Saturday is paid at 150% of the base rate. The calculation of the loading is to be applied as: base rate (x150%) plus 23% (123%). b. All ordinary time worked between midnight on Saturday and midnight on Sunday is paid at 200% of the base rate. The calculation of the loading is to be applied as: base rate (x 200%) plus 23% (223%). 	<p>QFES Communications Centres Award 6.5 QFES Firefighters' Award 6.5 Ambulance Service Award 5.5 DCS Corrective Services Award 6.5 Qld Public Service Award 6.5.3 State Govt (OPS) Award 6.5 DHS Employees Award 6.7 Police Service Award 6.10.2 QH Nurses and Midwives Award 6.9 D C Youth Workers Award 6.3 Community Educ Counsellors Award 6.5.3 Crime and Misconduct Award 6.4.3 B.C.C CA "EB8" Sch8 c6;14.6.4. IR Act 9A (10) IR Act 8C (2)</p>
<p>Call ins</p> <p>6. An employee called in for duty shall be paid the appropriate rate for time worked for each call in with a minimum of 2 hours' payment.</p>	<p>QFES Communications Centres Award 6.6 QFES Firefighters' Award 6.6 Ambulance Service Award 6.1.1 (a) DCS Correctional Services Award 5.8.4 (d) Qld Public Service Award 5.13.4 (c) (d) State Govt (OPS) Award 5.10.3 Qld Health & Midwives Award 6.10.5 (c) Building Trades PS Award S1.2 ATSI Health Services Award 5.4.4 Com't Ed Counsellors Award 6.4.7 Nurses Aged Care Award 6.6 Conservation Parks & Wildlife Award 6.7.1 Dept. Forestry Ag & Fish Award 6.6.7 Legal Aid Qld Award 6.10.3 (b) (c) Res Ten Authority Award 5.10.5 (c) (d) IR Act 8C (2)</p>

<p>Overtime</p> <p>7. Overtime is paid at 150% of the employee's ordinary rate for the first three hours and 200% thereafter. The calculation is to be applied as: (Base rate plus 23%) x 150%, or (Base rate plus 23%) x 200%.</p>	<p>QFES Communications Centres Award 6.2 QFES Firefighters' Award 6.2 Police Service Award 6.4.2 Ambulance Service Employees Award 6.3.1 DCS Correctional Services 6.8.1 State Govt (OPS) Award 6.4.2 District Health Services Award 6.8.1 DCS Direct Client Service Award 6.5.12(b) DHS Senior Medical Officers Award 6.3.1 Nurses' Aged Care Award 6.4.1 (a) Parliamentary Services Award 6.6.1 DH Nurses and Midwives Award 6.6.1 Legal Aid Qld Employees Award 6.2.3 (a) Building Trades PS Award 6.3.2 Children Services Award 6.2.1 Clerical Employees Award 6.7.1 Com't Edu Counsellors Award 6.4.1 Conservation, Parks Wildlife Award 6.6.1 Res Ten Authority Award 6.5.1 DCS Youth & Disab Serv Award 6.6.1 (b) Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2014 6.10.2 IR Act 9A (3) (11) IR Act 8C (2)</p>
<p>Overtime on public holidays</p> <p>8. All overtime worked by any employee on a public will be paid at quadruple the base rate. The calculation is to be applied as (Base rate) x 400%.</p>	<p>QFES Communications Centres Award 6.2.3 QFES Firefighters' Award 6.2.3 Ambulance Service Employees Award 7.6.4 IR Act 15(4)(b) IR Act 8C (2)</p>
<p>Public holidays</p> <p>9. Where an employee is required to work on:</p> <ul style="list-style-type: none"> - the 1st January; - the 26th January; - the 25th April (Anzac Day); - Good Friday; - Easter Saturday (the day after Good Friday); - Easter Monday; - The Birthday of the Sovereign; - Christmas Day; - Boxing Day; <p>All work performed by an employee on the above holidays shall be paid for a minimum of 4 hours at 250% of the base rate.</p>	<p>QFES Communications Centres Award 7.6 QFES Firefighters' Award 7.6.1 Ambulance Service Employees Award 7.6.5 DCS Corrective Services 7.5.1 Public Service Award 7.7.1 State Government (OPS) Award 7.9 DCS Direct Client Service Award 7.7.2 Building Trades PS Award 7.6 Children Services Award 7.6.1 Cons., Parks & Wildlife Award 7.10.1 Early Child Education Award 7.6.2 Dept. Forest Ag & Fish Award 7.6.2 Legal Aid Qld. Award 7.8.1 Residential Tenancies Authority Award 7.9.1 Senior College Teachers Award 7.7.2 TAFE Teachers Award State 7.7.2 Teachers Award State 7.7.2 IR Act 15 (4) IR Act 8C (2)</p>

<p>Labour Day</p> <p>10. All work performed by an employee on Labour Day shall be paid for a minimum of 4 hours at 250% of the base rate.</p>	<p>QFES Communications Centres Award 7.6.2 QFES Firefighters' Award 7.6.2 Ambulance Service Employees Award 7.6.2 DCS Correctional Services Award 7.5.2 Public Service Award 7.7.1 (b) State Government (OPS) Award 7.9.3 DCS Direct Client Services Award 7.7.2 DHS SMO & RMO Award 7.8.3 Building Trades PS Award 7.6.1 Children Services Award 7.6.2 Con, Parks & Wildlife Award 7.10.3</p>
<p>Annual show</p> <p>11. All work performed by an employee in the district for which a holiday is gazetted under the Holidays Act 1983 to be kept in relation to the annual agricultural, horticultural or industrial show shall be paid for a minimum of 4 hours at 250% of the base rate.</p> <p>No employee shall be entitled to receive payment for work performed on a show holiday on more than one occasion in each calendar year.</p> <p>In a district in which a holiday is not appointed for an annual agricultural, horticultural or industrial show, the employee and employer must agree on an ordinary working day that is to be treated as a show holiday for all purposes.</p>	<p>QFES Communications Centres Award 7.6.3 QFES Firefighters' Award 7.6.3 Police Service Award 7.6.5 Public Service Award 7.7.1 (c) State Government (OPS) Award 7.9.4 DSC Direct Client Services Award 7.7.3 Early Childhood Education Award 7.6.4 Building Trades PS Award 7.6.3 Children Services Award 7.6.3 Con Park & Wildlife Award 7.10.3 Dept. Forestry Ag. & Fisheries Award 7.6.4 Legal Aid Qld 7.8.3 Nurses Aged Care Award 7.7.3 Parliamentary Services Award 7.7.4 PS Medical Officers' Award 7.4.3 Residential Tenancies Authority 7.9.3 Teachers Award State 7.7.3 IR Act 15 (8) (9) IR Act 8C (2)</p>
<p>Meal allowance</p> <p>12. Where an employee is required by the employer to work overtime for more than one hour immediately before or after the employee's fixed or recognised working hours, the employer shall provide the employee with either:</p> <ol style="list-style-type: none"> c. a meal; or d. an allowance of at least \$12.10. <p>Where an employee has provided a meal, after having received due notification to work overtime and is subsequently not required to work overtime, the employee shall be entitled to a payment of \$12.10 for such meal.</p>	<p>QFES Communications Centres Award 5.4.2 QFES Firefighters' Award 5.4.2 Ambulance Service Award 6.4.2 Qld Public Service Award 6.2.2 State Govt (OPS) Award 6.7.2 (a) District Health Services Award 6.10.3 (a) Children's Services Award 6.3.3 Com't Edu Counsellors Award 6.2.2 Con Park & Wild Award 6.11.7 & 6.11.8 Dept Forest Ag & Fish Award 6.4.7 Nurses Aged Care Award 6.2.2 (b) Parliamentary Service Award 6.3 IR Act 8C (2)</p>

<p>Employees called in for duty during any normal mealtime shall be paid a meal allowance of at least \$12.10 for each such recall; provided that normal meal times shall be deemed to be 7.00 a.m. to 8.00 a.m., 12.00 p.m. to 2.00 p.m. and 5.30 p.m. to 7.00 p.m. each day.</p>	
<p>Availability allowance</p> <p>13. Employees who are required to be available to receive calls to respond to emergency incidents will be paid an availability allowance for each hour they are available to attend a percentage of calls as follows:-</p> <ul style="list-style-type: none"> a. Employees who are available to attend at least 50% of calls: <ul style="list-style-type: none"> i. Firefighter Grade 1 or Grade 2 45c per hour ii. Lieutenant or Captain 55c per hour b. Employees who are available to attend at least 30% of calls: <ul style="list-style-type: none"> iii. Firefighter Grade 1 or Grade 2 30c per hour iv. Lieutenant or Captain 36c per hour 	<p>QFES Firefighters' Award 5.4.4. DCS Corrective Services Award 5.8.4 Police Service Award 5.2.8 Ambulance Service Award 6.1 Qld Public Service Award 5.13.4 Q H Nurses and Midwives Award 6.10 ATSIC Health Services Award 5.4.4 DCS Direct Client Service Award 5.6 DHS SMO & RMO Award 6.8 State Government (OPS) Award 6.10.2 Legal Aid Employees Qld 5.10.3 Nurses' Aged Care Award 6.5 Public Service Medical Officers 5.2 Residential Ten Auth Award 5.10.5 Crime and Misconduct Award 5.13.3. State Govt. ("Core") CA 2.2 Qld Police CA 34. B.C.C CA "EB8" Sch8 9/Sch9 9.6/Sch10 10.1. Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2014.6.3.Part B. IR Act 8C (2)</p>
<p>Medium rigid (MR) Licence</p> <p>14. Employees who are required to obtain a Medium Rigid Vehicle (MR) Licence will be reimbursed the costs associated with obtaining and maintaining the licence.</p>	
<p>The following provision of the employees' contracts of employment is declared void-</p> <p>1. "All auxiliary firefighters will commit to obtaining an MR class driving licence, at their own expense, within 12 months of employment."</p>	