

On 31 July 2023, in-principle agreement (IPA) was reached in relation to the proposed *State Government Entities Certified Agreement – 2023 (2023 Core)*.

The following provides a summary of the key changes and/or enhancements to be provided through the proposed 2023 Core Agreement to assist you to understand the effect of the changes.

Queensland Fire and Emergency Services:

Appendix	12
Existing Clauses	Details
Appendix 12 Public Safety Business Agency (PSBA).	<p>On 7 September 2020, the Queensland Government announced its decision to disestablish the PSBA. On 27 May 2021, the Queensland Parliament passed the Debt Reduction and Savings Bill which repealed the Public Safety Business Agency Act 2014, resulting in the PSBA being abolished from 1 July 2021.</p> <p>Therefore, the Appendix has been retitled to Queensland Fire and Emergency Services (QFES) – and relates to the relevant cohorts employed by QFES as specified in the Appendix employed under the <i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i> and <i>General Employees (Queensland Government Departments) and Other Employees Award – State 2015 Awards</i>.</p> <p>Parts 1 to 7 of the former Appendix have been removed as they apply to employees that are now employed by the Queensland Police Service as a result of the disestablishment of the PSBA and these employees will not be covered by the proposed 2023 Core Agreement.</p> <p>This change has no effect to conditions or entitlements for the continuing QFES employees covered by this Appendix and is considered an administrative change.</p>
Part 8, Workshop Employees, 8.1 Coverage – Renumbered to Part 1	<p>Reference to the PSBA has been replaced with Queensland Fire and Emergency Services and then abbreviated i.e., QFES . The award is also abbreviated to BEMS Award.</p> <p>These changes have no effect to conditions or entitlements and are considered an administrative change.</p>
8.2 Classification Structure	
8.2.1	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
8.2.3	<p>A new clause has been included to allow for implementation of the approved outcome of the classification structure review that is currently being undertaken for workshop staff.</p> <p>This clause will allow for the approved new structure to operate once finalised and will replace the current structure provided for in this appendix.</p> <p>This means that at a future point in time and during the life of the agreement a new classification structure will apply to this cohort.</p>

8.3 Salary rates	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
8.4 Allowances	<p>The rates for several allowances have previously been included.</p> <p>The rates are linked to the relevant Award allowances and have historically included the rate payable at the time the agreement is certified. The clause also identifies the rates may be varied by the award.</p> <p>Generally, Award rates are adjusted annually as required by the Award and therefore by including the rate amount it is not truly indicative of the rate to be paid.</p> <p>By not including the rates, and simply referring to the relevant provision of the award, this will ensure that most up to date rates for these allowances are applied and paid.</p>
8.5 Nine Day Fortnight, 8.5.2	<p>RDO has been spelt out in the first instance, i.e., Rostered Day Off and then abbreviated thereafter.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
8.6, On-call and Recall, 8.6.2	<p>The word 'the' has been included in this clause as it appears to have been an oversight previously as the sentence does not make sense.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
8.7, Apprenticeships	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p> <p>Changes have also been made to reflect that the commitment from the last agreement with respect to the employment of apprentices has been completed i.e., commitment to employing more apprentices.</p> <p>Instead QFES will now continue to employ apprentices.</p>
8.8, Local Consultative Committee	<p>The wording in this clause has been updated to reflect that an Agency Consultative Committee has been established for this cohort and. The changes are simply to operationalise an existing arrangement and to give authority to the Consultative Committee.</p>
8.9, Training, 8.9.1 – 8.9.2	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
8.10, Uniforms, 8.10.3	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>

8.12, Permanent Employment	<p>PSBA has been replaced with QFES.</p> <p>Further, the reference to client agencies has also been removed due to the disestablishment of the PSBA, as Workshop staff simply provide services to QFES now.</p> <p>These changes have no effect to conditions or entitlements and is considered an administrative change.</p>
8.14, Flexible Working Arrangements, 8.14.2	<p>The link to the flexible work arrangement policy will no longer be included.</p> <p>Instead, the agreement identifies that the policy can be located on the intranet. This change has occurred noting that where the policy is located in future could change, or it would not be the link to the most recent version.</p> <p>These changes have no effect to conditions or entitlements and is considered an administrative change.</p>
Part 9: Building Complex Coordinators, 9.11 Renumbered to Part 2	<p>PSBA has been replaced with QFES.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
9.3.5	<p>The salaries payable have been increased in accordance with the relevant headline wage increase for each of the years.</p> <p>This means that employees will receive an increase of 4% to the rate currently paid in the first year, 4% to the 2023 agreement rate of pay and 3% on the second year agreement rate. This will result in an 11% increase over the life of the agreement to wage rates for staff.</p>
Part 10	<p>Has been removed in its entirety as it applies to Pilots – Fixed wing. Upon the disestablishment of PSBA, they are employed by Queensland Police Service.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
Part 11	<p>Has been removed in its entirety as it applies to Rotary Wing employees. Upon the disestablishment of PSBA, they are employed by Queensland Police Service.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>

If you have any questions in relation to Appendix 12 or the broader Core information, please contact your agency representatives:

- Fiona Bridges: Fiona.Bridges@qfes.qld.gov.au or 0437 612 902; and
- Trudy Snowdon: Trudy.Snowdon@qfes.qld.gov.au or 3635 3672

If you wish to discuss with your union, contact details can be located [here](#)