THE FRV OFFER:
WHAT IT REALLY DELIVERS

FRV’s draft Corporate, Technical & Administrative Agreement 2026

United Firefighters Union of Australia – Victorian Branch | 20 July 2026 | Qualified Privilege

No pay rise for six and seven years

Corporate, technical and administrative staff are the only FRV workforce left this far behind.

Former CFA staff – PTA Agreement 2016

2019

7 years without an increase

Last wage increase paid under the CFA PTA agreement

Former MFB staff – Corporate & Technical Agreement 2017

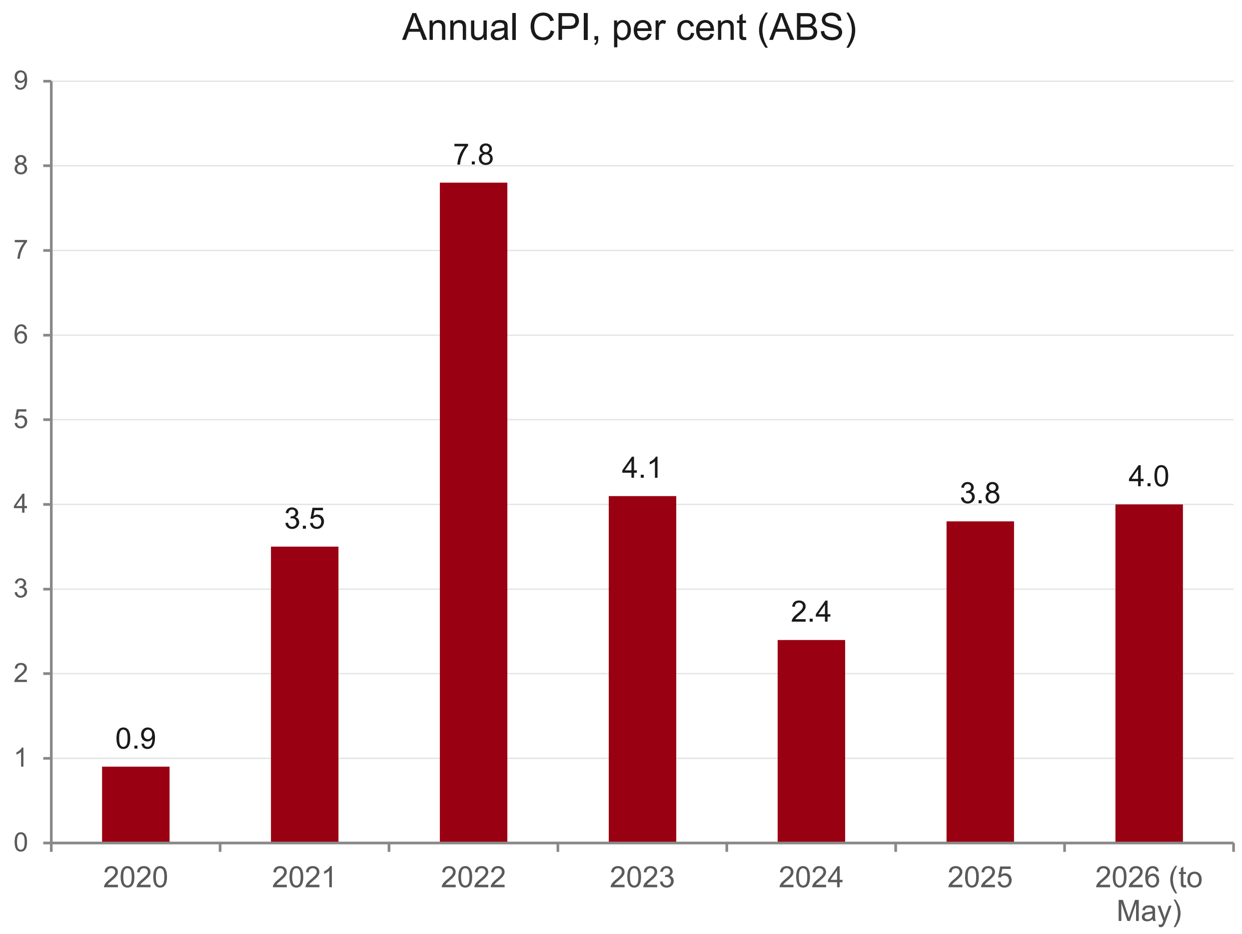
2020

6 years without an increase

Last wage increase paid under the MFB agreement

Base salaries in Schedule 1 of both instruments have been frozen ever since – through the sharpest inflation in three decades.

Prices haven’t waited



+26%

price growth since the 2019 freeze (former CFA staff)

+25%

price growth since the 2020 freeze (former MFB staff)

A salary frozen since 2019 buys about one-fifth less than it did. $100,000 in 2019 needs ~$126,000 today just to stand still.

What the freeze has already cost you

Income you would have earned if your salary had simply tracked CPI – money no future percentage increase ever pays back.

Cohort	On $80,000	On $100,000
Former CFA (frozen since 2019)	≈ $54,000	≈ $67,000
Former MFB (frozen since 2020)	≈ $49,000	≈ $62,000

GONE

This money is not recovered by any pay rise from 2026 onwards.

Calculated conservatively: salary indexed only once a year by the previous year's CPI, nothing counted for the first freeze year, 2026 taken only to 30 June. Superannuation on the foregone income (another 11–12%) is on top of these figures.

Roughly six to eight months' pay, per member, already lost to the wage freeze.

What FRV is offering (clause 49.2)

Jan 2026

3% + 3%

3% increase plus 3% “structural uplift” (≈ 6.1% compound)

Jan 2027

3%

flat percentage increase

Jan 2028

$ amounts

dollar increases - with paypoints compressed

Jan 2029

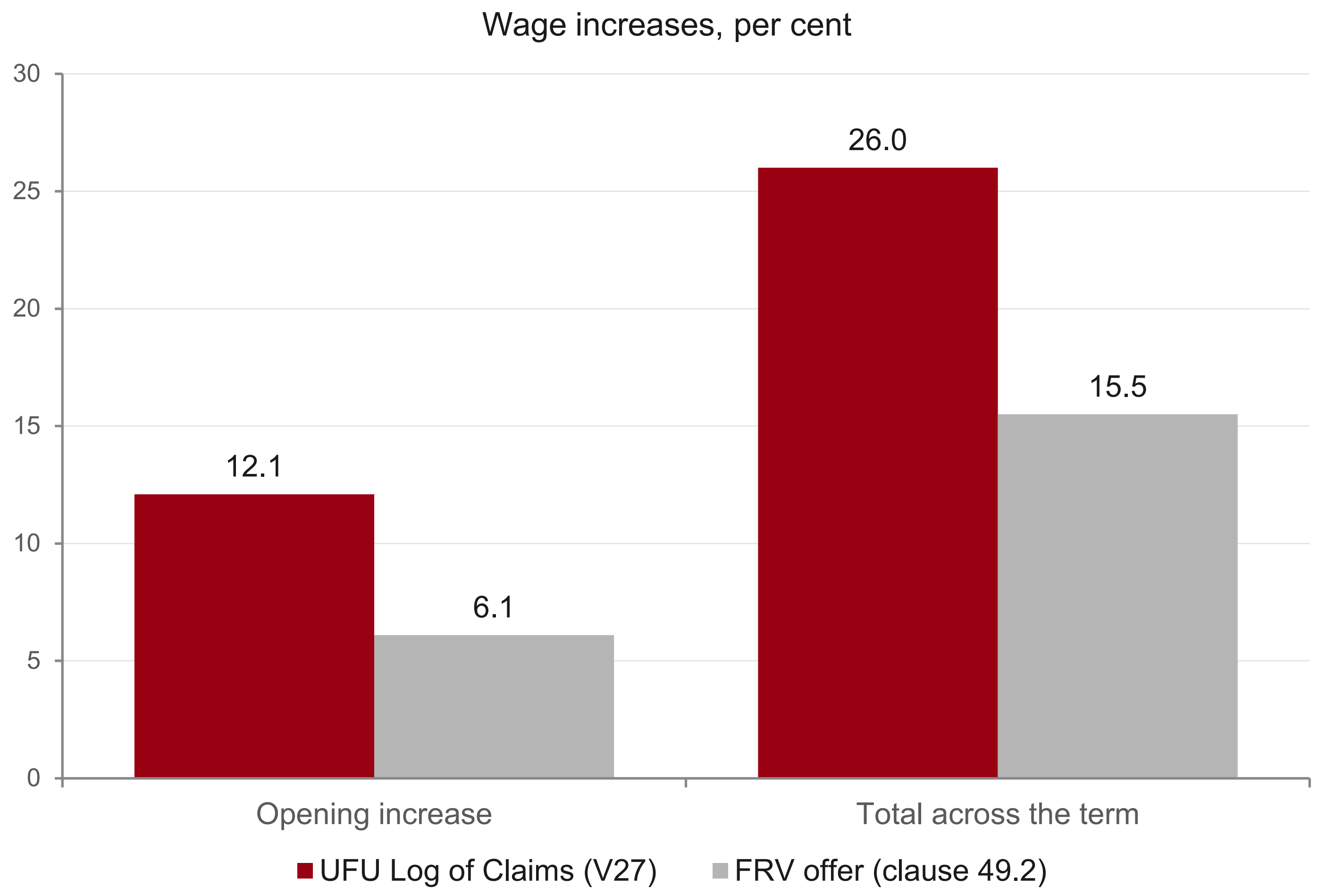
3%

flat percentage increase

≈ 15–16% nominal over four years – against the UFU Log of Claims’ 26%, and against prices already up 25–26% before the first cent is paid.

Nothing in the offer reaches back before 1 January 2026. The years 2019–2025 – the entire inflationary shock – are uncompensated.

The union's claim v FRV's 'offer'



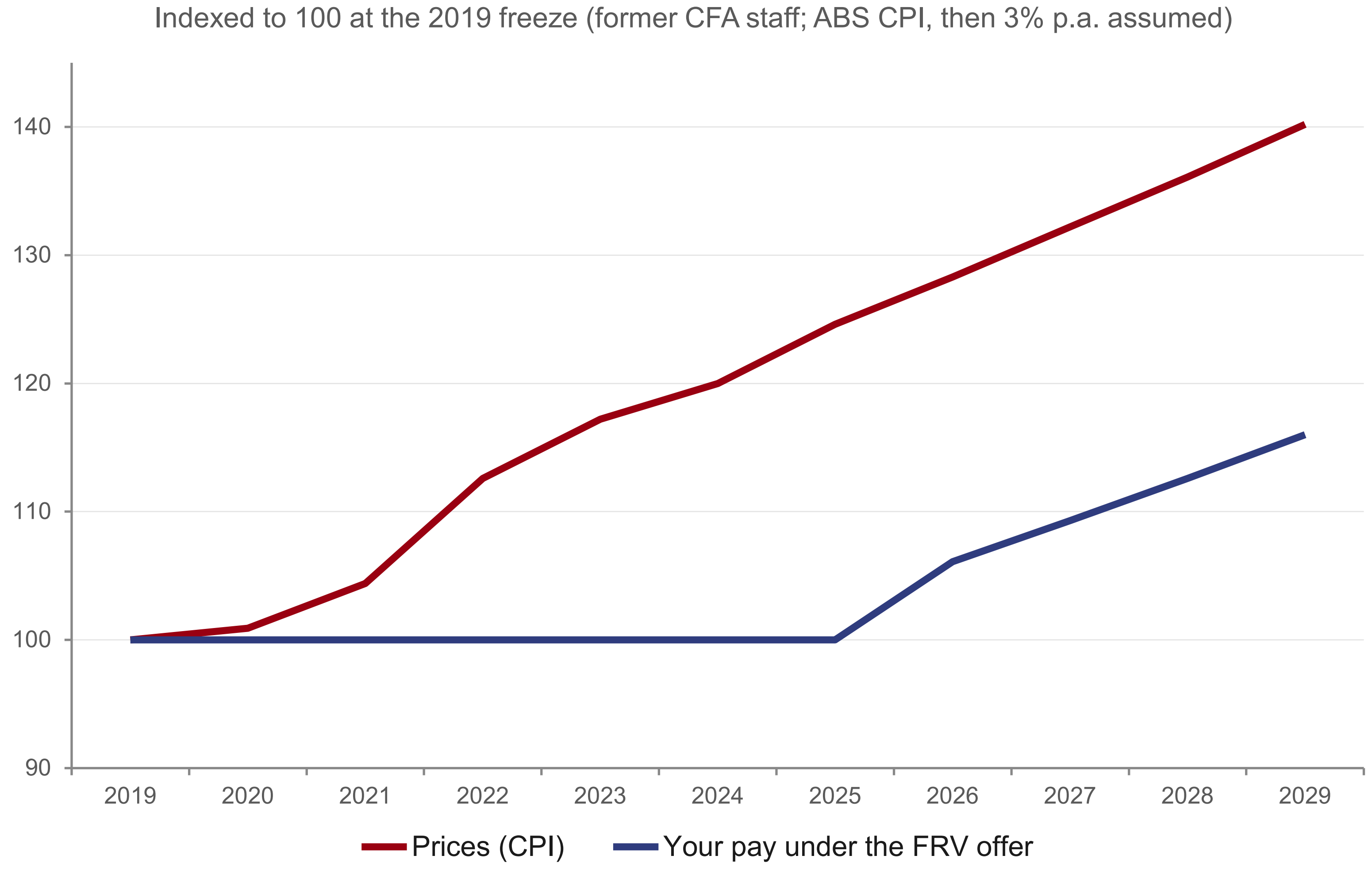
Prices since the freeze: +25–26%

The UFU Member Log of Claims 26% figure is restoration of lost purchasing power – it is NOT ambit.

The 12.1% opener front-loads the catch-up from the wage freeze years. The offer's 6.1% opener closes less than a third of the gap – and its total leaves real pay 16–17% behind at expiry.

The distance between the columns is not negotiating theatre – it is the distance between recovering what members lost and locking the loss in.

Real pay never recovers – not even by 2029



–16 to –17%

real pay versus the freeze year when the agreement expires in 2029

The gap opens for seven years, the FRV purported offer closes less than a third of it, and the lines never meet. **FRV's 'offer' is a permanent real pay cut, locked in for the life of the agreement.**

The $8,000 – "take it and spend it"

A one-off gross payment. It does nothing to the ongoing value of your wage.

- **NOT** added to your base rate of pay
- **NOT** compounded by the 2027, 2028 or 2029 increases
- **NO** superannuation flow-through
- **NO** effect on allowances, overtime, penalties or leave loading
- **Paid once, taxed as ordinary income – then it's gone**

The same money, paid into base rates:

$8,000 once vs **$33,000–$38,000**

over the four-year term – paid every year, compounded by each increase, with superannuation and every percentage flow-on (member on $100,000).

Against $49,000–$67,000 already lost to the freeze, the $8,000 recovers about one-eighth to one-sixth. It is partial back-pay – not a bonus.

The flow-ons no one is counting

1

Superannuation on the money you never got

The $49,000–$67,000 foregone carried no employer contributions – another 11–12% on top, missing from your retirement savings and their compounding.

2

ESSS defined benefit – keyed to final salary (for CTE Employees are currently on a defined benefit)

Defined benefits are calculated off salary. Freeze years sitting in the averaging window permanently reduce the payout – the freeze follows you into retirement.

3

The base effect – and the super claim not won

Ending 16–17% behind means every future agreement, and every year of super accumulation, compounds off a permanently lower base. The FRV document's 12% superannuation merely restates the statutory guarantee – FRV would not agree to the UFU's 12.5% claim: that is 0.5% of salary foregone every year.

THE BOTTOM LINE

1. **No pay rise since 2019 / 2020** – seven years for former CFA staff, smore than six for former MFB staff
2. **Prices up 25–26%** – your salary buys about a fifth less than when it was last adjusted
3. **The offer never catches up** – ≈ 15–16% nominal; real pay still 16–17% below the freeze year in 2029
4. **The $8,000 changes nothing** – one-off, no base, no super, no compounding – partial back-pay at best
5. **Loss of purchasing power & UFU's claim** – Restoration of lost purchasing power is the floor – the Log's 26% claim is not ambit, it is close to the minimum that leaves members no worse off than when their pay was last increased.