

1 October 2026

MAJOR UPDATE

*Corporate, Technical &
Administrative Agreement*

UNITED FIREFIGHTERS UNION

QUALIFIED PRIVILEGE



THE JOURNEY TO DATE: *IN BRIEF*

- Your last pay rise was in 2019/20
- FRV obtained approval to commence bargaining in 2022 and meetings commenced thereafter (over 90 meetings in total)
- The document for bargaining at all times was a UFU document (UFU Log of Claims): Our Delegates & Staff worked to get two legacy Agreements harmonised into one
- At least 3 Protected Action Ballot Orders were issued with over 60 different Protected Actions including ongoing Work Stoppages
- Independent economic analysis was conducted by the UFU
- 2 Good Faith Bargaining Order applications by the UFU – both of which resulted in FRV handing over ‘offers’
- Operational and Corporate members united and voted an unprecedented **90.85% no confidence** in FRV leadership
- Specialist campaign messaging, email assets, documentation and dedicated webpage
- Three major rallies including the Corporate ‘Day of Action’
- Powerful TV ad and other political pressure including PACs, letter writing & more



CTA AGREEMENT: NEW INFORMATION – IN PRINCIPLE AGREEMENT

Wages: **Increased** ✓

- Year 1: **9.5%** - with effect (i.e. backpaid) from 1 January 2026
- Year 2: **4%** from 1 January 2027
- Year 3: **4% (or HIGHER – (range of percentage increases up to and potentially more than 11.8% for certain Bands and Paypoints subject to a wage alignment. The Wage Alignment is in the Agreement (Schedule 1) and was negotiated by UFU) from 1 January 2028**
- Year 4: **4%** from 1 January 2029

Allowances: **Increased by the same amount as the headline wage increase** ✓

- All allowances to be increased by 9.5%, 4%, 4% and 4% e.g. Tool Allowance, Standby Allowance, Meal Allowance, etc!
- The Y1 increase to allowances of 9.5% is with effect (i.e. backpaid) from 1 January 2026

Superannuation: **Increased** ✓

- Employer superannuation contribution increased to **12.5%** - with effect (i.e. backpaid) from 1 January 2026 and ongoing indefinitely.
- Under Federal law, the Superannuation Guarantee Rate that the employer is obliged to contribute is 12%.
- There are **no further** scheduled uplifts to the Super Guarantee Rate. This may change however, at present, there is no campaigning foreshadowed to lift the Rate.

CTA AGREEMENT: NEW INFORMATION - RECENT OUTCOMES

Income Protection: Gained ✓

- New, dedicated Income Protection clause!
- Employees will have option to salary sacrifice/package for an Income Protection scheme / cover!
- Employees will have choice of provider!

“No redundancies” protections as a result of wage alignment: Gained ✓

- Dedicated clause to ensure there are no forced or voluntary redundancies of employees or employees' positions in connection with the Y3 realignment

\$125 Sports Voucher can be converted to Gym Voucher: Gained ✓

- Corporate Employees now have flexibility in converting their Sports Voucher to a Gym Voucher where they don't have access to a gym

Base Document: Version 27 with agreed edits made during bargaining and this recent process

- The base document that has been edited derives from Version 27 (the last agreed version in bargaining and as confirmed via Fair Work Commission Order via the UFU's 2025 Good Faith Bargaining Order application)

% INCREASE vs LUMP SUM: WHY DOES IT MATTER?

Lump Sums:

- Are NOT added to your base rate of pay
- Are NOT compounded by 2027, 2028 and 2029 increases
- Do NOT flow on to superannuation
- Have NO effect on allowances, overtime, penalties or leave loading

Lump sums are a one-off payment that do not translate into increases over your career. They are paid once and taxed as ordinary income!

There is no benefit to your remuneration as explained above.

% INCREASE vs LUMP SUM: WHY DOES IT MATTER?

- It is Union Policy to bargain for percentage increases to your base wage over any lump sums.
- Employers and the Government prefer lump sum 'bonuses' or payments because they are cheaper for the employer.
- A lump sum is paid once. A percentage increase is paid every pay cycle for the life of the Agreement.
- Percentage increases compound. Each one is calculated on the last, and your higher base salary carries into the next Agreement/the future as the starting point for negotiating wages.
- Superannuation is calculated on salary, not on one-off payments. A lump sum does not increase employer contributions to superannuation.
- Allowances, penalties and overtime are linked to base pay, so a percentage increase raises all of these. A lump sum doesn't.
- Lump sums are taxed heavily, so the figure advertised is not the figure that reaches your account.

A lump sum is designed to seem attractive while leaving you in a worse position for your future. This is why we fought hard to convert any 'lump sum' payment into percentage increase.

NEXT STEPS:

- **Government Approval** of the agreement made in principle between UFU and FRV.
- Process for certification in the Fair Work Commission in accordance with the *Fair Work Act*. This can be done expeditiously and is not affected by caretaker.

UFU Workplace Visits –coming to *you* starting next week!

- Full schedule of visits, which will occur on Tuesdays, Wednesdays & Thursdays, will be released by Bulletin this afternoon.
- Members will be taken through the Enterprise Agreement at length. However, the present headline figures are what should be focussed on: This is a major achievement!
- **The UFU is very pleased with this outcome given the previous offer on the table.**

A WORD ON OTHER UNIONS

- Recently, Professionals Australia have contacted CTA staff directly, including via FRV email addresses.
- We have been informed that other unions have promoted FRV's previous offer is the best that you'll get – rather than doing the hard yards to get an outcome that does justice.
- **UFU is a nominated bargaining representative** for CTA staff under the current agreement, but Professionals Australia is not.
- There are significant legal hurdles to overcome for Professionals Australia in representing FRV Corporate Staff – predominately they cover senior managers in the Ambulance industry.
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- **The real question is: Who is the bargaining representative and *who has done the hard yards*?**
- Other unions haven't been holding workplace meetings, they haven't been pressuring FRV, haven't explained the problems with offers, haven't been to Fair Work Commission or spent money litigating to secure outcomes for CTA employees (and are unlikely to do so!), haven't got the support of operational personnel, haven't invested in TV ads, pamphlets and letterbox drops, etc.
- **Only the UFU and UFU members fought hard to secure a strong outcome.**

Our records speaks for itself. Johnny-come-latelies have no place in embedding themselves at the tail-end of disputes!

