



EA UPDATE

12/4/2024

EA UPDATE 013/2024

DETAILS OF IN-PRINCIPLE AGREEMENT WITH AIRSERVICES

FOR THE INFORMATION OF MEMBERS:

Below is an overview of key gains for members contained in the in-principle agreement reached between UFUA negotiators and Airservices yesterday. Details of other aspects of our claim will be worked on over the coming weeks.

Base Salaries

A new salary classification structure will apply from the date of certification. Base salary rates from this date will incorporate these changes and an additional 4% increase. Further increases of 3.8% and 3.4% will be paid in February 2025 and 2026 respectively.

Base salaries over term of agreement:

	Current	Certification	Feb 2025	Feb 2026
Recruit	\$48,622	\$50,567	\$52,488	\$54,273
AFF1	\$68,094	\$70,818	\$73,509	\$76,008
AFF2	\$78,309	\$81,441	\$84,536	\$87,410
LAFF 1	\$97,242	\$101,132	\$104,975	\$108,544
LAFF 2 (after 12 months)		\$103,154	\$107,074	\$110,715
LAFF 3 (after 24 months)		\$105,217	\$109,216	\$112,929
SSO	\$102,822	\$111,255	\$115,483	\$119,409
SO	\$113,280	\$122,571	\$127,228	\$131,554
FC	\$122,221	\$132,245	\$137,270	\$141,938

The salary increments for experience introduced at the lead aviation firefighter level will apply when an employee has spent the period of time as a LAFF. For example, a lead aviation firefighter who has already held the rank for 24 months or more, will go straight on the LAFF 3 classification when the agreement is certified.

Agreement sign on payment: \$6,000, can be paid in wages or into superannuation.

Overtime

- Rate increased to 1.85x (from 1.5).
- Meal allowance paid for all meal periods worked through on overtime.
- Minimum call out increased to four hours (from three).
- All overtime not continuous with regular rostered hours worked with less than 48 hours' notice to be considered emergency duty and attract one hour travel each way and motor vehicle allowance.



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Advanced First Aid and Resuscitation allowance (all employees): \$52.36 per week.

Annual base salaries with Advanced First Aid and Resuscitation allowance:

	Current	Certification	Feb 2025	Feb 2026
Recruit	\$48,622	\$53,289	\$55,210	\$56,995
AFF1	\$68,094	\$73,540	\$76,231	\$78,730
AFF2	\$78,309	\$84,163	\$87,258	\$90,132
LAFF 1	\$97,242	\$103,854	\$107,697	\$111,266
LAFF 2 (after 12 months)		\$105,876	\$109,796	\$113,437
LAFF 3 (after 24 months)		\$107,939	\$111,938	\$115,651
SSO	\$102,822	\$113,977	\$118,205	\$122,131
SO	\$113,280	\$125,293	\$129,950	\$134,276
FC	\$122,221	\$134,967	\$139,992	\$144,660

Allowances

- All allowances, reimbursements and bonuses in the agreement to increase by 11.2% on certification.
- Workplace responsibility allowance \$30.51/fortnight introduced for employees with internal responsibility positions including HSR and emergency warden.

Staffing

Airservices has agreed to the creation of between 65 and 70 new permanent Diploma qualified positions, at Fire Commander level.

To meet the labour requirements that will arise from this decision, the number of recruit courses run annually will be increased to four.

The UFUA will have a greater role in monitoring staffing and workforce planning through an enhanced Divisional Consultative Council which will meet three times per year (up from one) and have a greater focus on staffing issues.

This commitment will be contained in a binding deed to be provided by the company.

Overtime and fatigue management at non-24-hour stations

Airservices has agreed to the UFUA demand that where overtime continuous with the last regular rostered shift of the day is worked, employees will continue to be paid overtime and remain on duty until the start time of the next regular rostered shift. They can choose to leave work when the overtime is complete and not receive the further payment.

This commitment will be contained in a binding deed to be provided by the company.



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Process from here

Over the next weeks UFUA negotiators will work through the detailed wording of the proposed enterprise agreement. We will make sure the final wording reflects what has been agreed in principle and that outstanding matters raised in our claim but not part of yesterday's in-principle agreement are addressed satisfactorily.

Members will be kept fully informed throughout this process. We retain the right to take further protected industrial action if necessary.

UFUA members will have the final vote on any agreement.

In unity,

Wesley Garrett,
Secretary
UFUA Aviation Branch