



**PRIVATE AND CONFIDENTIAL**

Tuesday 12 September 2023

Mr Greg Leach  
Commissioner  
Queensland Fire & Emergency Services

*Delivered via email:*     *Greg.Leach@qfes.qld.gov.au*  
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Dear Commissioner

**Re:     Cost of Living Adjustment payments**

You are aware that after many meetings and many assurances from QFES throughout the CA22 negotiations, it was agreed that the Cost of Living Adjustment (COLA) payment would be made for Firefighters, Station Officers, Building Approval Officers, and Fire Communications Officers and Supervisors on their average standardised wage rate.

We refer to clauses 64, 80 and 106 of CA22 which confirm that any COLA amount provided for at clause 21 of CA22 is to be paid on the averaged standardised wage rate and that the averaged standardised wage rate is paid without deduction and paid on all forms of leave including annual leave in lieu of 17.5% leaving loading.

You are aware that all classifications of employees covered by the provisions of those three clauses of CA22 receive an averaged standardised wage each fortnight based on the requirements of the 10/14 continuous shift roster, which necessitates employees to work a fixed variation of the number of hours per fortnight, including a combination of nights and weekends, where the variation in hours worked is balanced out across each 8-week cycle of the roster.

The UFUQ requests that you confirm whether the COLA payments will be paid to our members in the upcoming pay cycle and clarify whether these payments will be made on the total rolled up rate in accordance with the above.

We look forward to your urgent response by close of business Thursday 14 September 2023.

The UFUQ reserve our rights and the rights of our members.

Should you require any further information regarding this correspondence, please do not hesitate to contact UFUQ Industrial Officer Ana Ebrahimi at [anahitae@ufuq.com.au](mailto:anahitae@ufuq.com.au) or on 07 3844 0366.

Regards

**John Oliver**  
General Secretary