

## Fire and Emergency New Zealand

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19 June 2023

Ian Wright  
President  
NZ Professional Firefighters' Union  
P O Box 38213  
PETONE

Dear Ian

### Re: PCA Payments 2023

I am writing to confirm the details for the 2023 PCA payments.

The rates below have been calculated on the pay rates that were applicable from 1 July 2022. Please note that the estimate of the net amount is based on the top PAYE tax rate plus any applicable ACC levies (combined estimated rate of 40.53%). Individual net payments will be dependent on each employee's income and tax code at the time of payment.

Payment of the allowance to eligible staff will be made through the Payroll for payday 28 June 2023.

In addition, Payroll have advised they have been receiving queries regarding the PCA backpay payment for 2022 recently made. To clarify, the recent PCA payment received in the pay period 31 May 2023 was backpay in relation to the PCA payment paid 29 June 2022 (which were based on the 202 rates which were still then current) and the new rates per the bargained outcome.

This information will also be published on The Portal.

Yours sincerely

Chris Wells  
Chief Advisor Key Relationships



Rank/Position	Step	Driver	Gross payment 2023	Approximate net payment
Firefighter	Firefighter	Non Driver	\$1,626.00	\$966.98
	Firefighter	Driver 2	\$1,655.00	\$984.23
	Firefighter	Driver 1	\$1,697.00	\$1,009.21
	Firefighter + Stage 1 QFF TAPS	Non Driver	\$1,734.00	\$1,031.21
	Firefighter + Stage 1 QFF TAPS	Driver 2	\$1,763.00	\$1,048.46
	Firefighter + Stage 1 QFF TAPS	Driver 1	\$1,805.00	\$1,073.43
Qualified Firefighter	Qualified Firefighter	Non Driver	\$1,951.00	\$1,160.26
	Qualified Firefighter	Driver 2	\$1,980.00	\$1,177.51
	Qualified Firefighter	Driver 1	\$2,022.00	\$1,202.48
	Qualified Firefighter + Stage 1 SFF TAPS	Non Driver	\$2,059.00	\$1,224.49
	Qualified Firefighter + Stage 1 SFF TAPS	Driver 2	\$2,088.00	\$1,241.73
	Qualified Firefighter + Stage 1 SFF TAPS	Driver 1	\$2,130.00	\$1,266.71
Senior Firefighter	Senior Firefighter	Non Driver	\$2,168.00	\$1,289.31
	Senior Firefighter	Driver 2	\$2,197.00	\$1,306.56
	Senior Firefighter	Driver 1	\$2,239.00	\$1,331.53
	Senior Firefighter + 10 Years	Non Driver	\$2,222.00	\$1,321.42
	Senior Firefighter + 10 Years	Driver 2	\$2,251.00	\$1,338.67
	Senior Firefighter + 10 Years	Driver 1	\$2,293.00	\$1,363.65
	Senior Firefighter SO Qualified	Non Driver	\$2,276.00	\$1,353.54
	Senior Firefighter SO Qualified	Driver 2	\$2,305.00	\$1,370.78
	Senior Firefighter SO Qualified	Driver 1	\$2,347.00	\$1,395.76
	Station Officer	Station Officer on Appointment	Driver 2	\$2,468.00
Station Officer on Appointment		Driver 1	\$2,510.00	\$1,492.70
Station Officer + 1 year satisfactory performance		Driver 2	\$2,522.00	\$1,499.83
Station Officer + 1 year satisfactory performance		Driver 1	\$2,564.00	\$1,524.81
Station Officer + 2 years satisfactory performance		Driver 2	\$2,576.00	\$1,531.95
Station Officer + 2 years satisfactory performance		Driver 1	\$2,618.00	\$1,556.92
Station Officer + 3 years satisfactory performance		Driver 2	\$2,631.00	\$1,564.66
Station Officer + 3 years satisfactory performance		Driver 1	\$2,673.00	\$1,589.63
Station Officer + 4 years satisfactory performance		Driver 2	\$2,685.00	\$1,596.77
Station Officer + 4 years satisfactory performance		Driver 1	\$2,727.00	\$1,621.75
Station Officer + 5 years satisfactory performance		Driver 2	\$2,739.00	\$1,628.88
Station Officer + 5 years satisfactory performance		Driver 1	\$2,781.00	\$1,653.86
Station Officer, SSO qualified		Driver 2	\$2,807.00	\$1,669.32
Station Officer, SSO qualified		Driver 1	\$2,849.00	\$1,694.30
Senior Station Officer	Senior Station Officer	Driver 2	\$2,874.00	\$1,709.17
	Senior Station Officer	Driver 1	\$2,917.00	\$1,734.74
	Senior Station Officer, EO qualified	Driver 2	\$3,010.00	\$1,790.05
	Senior Station Officer, EO qualified	Driver 1	\$3,052.00	\$1,815.02
Trainer	Trainer - Step 0		\$2,355.00	\$1,400.52
	Trainer - Step 1		\$2,550.00	\$1,516.49
	Trainer - Step 2		\$2,607.00	\$1,550.38
	Trainer - Step 3		\$2,663.00	\$1,583.69
	Trainer - Step 4		\$2,720.00	\$1,617.58
	Trainer - Step 5		\$2,840.00	\$1,688.95
Senior Trainer (NTC)	Snr Trainer - Step 0		\$2,703.00	\$1,607.47
	Snr Trainer - Step 1		\$2,760.00	\$1,641.37
	Snr Trainer - Step 2		\$2,818.00	\$1,675.86
	Snr Trainer - Step 3		\$2,875.00	\$1,709.76
	Snr Trainer - Step 4		\$2,947.00	\$1,752.58
	Snr Trainer - Step 5		\$3,019.00	\$1,795.40
	Snr Trainer - Step 6		\$3,163.00	\$1,881.04