
State Emergency Services (SES), Rural Fire Services (RFS) & Queensland Ambulance Service (QAS) Remuneration Policy

CONTROL:

Policy Type:	Administrative
Authorised by:	Council
Head of Power:	Nil.
Responsible Officer:	Chief Executive Officer
Responsibilities:	Human Resources Officer
Adopted / Approved:	17 July 2025; Resolution 2025/130
Last Reviewed:	July 2025
Review:	<p>July 2029</p> <p>Note: This Policy is reviewed when any of the following occur:</p> <ol style="list-style-type: none"> 1. The related information is amended or replaced. 2. Other circumstances as determined from time to time by the Chief Executive Officer. <p>Notwithstanding the above, this Policy is to be reviewed at intervals of no more than four years</p>

1. INTRODUCTION

1.1 PURPOSE:

The purpose of this Policy is to reconcile needs and aspirations of staff involved in the Local State Emergency Services (SES), Rural Fire Service (RFS) & Queensland Ambulance Service (QAS).

1.2 POLICY OBJECTIVES:

The objective of this Policy is to outline what is available to staff in terms of support from Council and what Council expects from its staff.

1.3 COMMENCEMENT OF POLICY:

This Policy will commence on adoption.

1.4 SCOPE:

This Policy applies to Council employees. It does not form part of any employee's contract of employment.

2. POLICY

2.1 CONTEXT:

Council recognises that the Local SES, RFS & QAS is an important part of the community. Council is aware of the limited member registration due to the number of residents within the Bulloo Shire and that the majority of SES, RFS & QAS members are employed by Council. For this reason the Council is establishing a policy to in relation to training & call outs during ordinary hours of Council operation.

This Policy seeks to reconcile the needs and aspirations of staff with those of Council.

Council recognises that the calibre and competence of its employees are vital factors in ensuring that SES, RFS & QAS is sustained for the Community. To this end, Council strives to promote and support the operations of the Local SES, RFS & QAS.

This Policy sets out what may be offered to staff in terms of support from Council and what Council expects from its staff.

2.2 POLICY STATEMENT:

Council acknowledges that SES, RFS & QAS are voluntary services but will endeavour to maximise opportunities for employees to improve their levels of skills, knowledge and participation in order to maintain the delivery of the Local SES, RFS & QAS.

3. STANDARDS AND PROCEDURES

3.1 SPECIFIC AND STANDARD

3.1.1 TRAINING

Council encourages training and will allow training provided by or endorsed by the SES, RFS & QAS during working hours. All training that takes place during an employee's ordinary hours of work will be paid at ordinary rates. Any training that takes place outside an employee's ordinary hours of work will not be paid. Where training extends outside of ordinary hours the employee will not be paid for that part falling outside the ordinary hours of work.

3.1.2 SES, RFS & QAS CALLOUTS

Council encourages staff to attend SES, RFS & QAS call outs. All SES, RFS & QAS callouts that take place during an employee's ordinary hours of work will be paid at ordinary rates. An employee will not be paid for attendance at SES, RFS & QAS callouts that take place outside the ordinary hours of work or for that part of a callout which extends outside an employee's ordinary hours of work.

All callouts have to be authorized by the local controller and employees have to be a current member of SES, RFS or QAS for the purpose of this policy.

3.1.3 FATIGUE BREAK

It is mandatory to take a ten hour fatigue break after the completion of at least four hours volunteer work outside of ordinary working hours. If the fatigue break falls within the ordinary working hours, then an employee will be entitled to payment for ordinary working time occurring in such absence.

4. REFERENCE AND SUPPORTING INFORMATION

4.1 DEFINITIONS:

To assist in interpretation, the following definitions shall apply:

Word / Term	Definition
Council	Bulloo Shire Council
SES	State Emergency Services
RFS	Rural Fire Services
QAS	Queensland Ambulance Service
Callouts	Emergency works to be attended at the request of the SES Local Controller or RFS First Officer

4.2 RELATED POLICIES, LEGISLATION AND DOCUMENTS:

Links to supporting documentation
Nil.