



Firefighter Terms & Conditions

Hours of Work

Your average hours of work will be 42 per week, worked on a rotational shift system of 2 day shifts, 2 night shifts and 4 days off which will involve working anti-social hours, weekends and public holidays.

Rates of Pay

Current Salary Rates are: **Trainee:** £22,908 **Development:** £23,862 **Competent:** £30,533

N.B. The transition from Trainee to Competent may take a minimum of three years.

Holidays

38 days per year rising to 41 days after 5 years-service. All holidays will be pre-allocated at the beginning of each holiday year.

Pension

You will automatically become a member of the Firefighters Pension Scheme 2015 which is statutory, defined benefit, career average, public service pension scheme that provides members with an annual pension and tax free lump sum on retirement. Employee contributions vary from 10% to 14.5% depending on your rate of pay.

Training & Qualifications

You will receive extensive training to equip you with the skills needed to undertake the role of a Firefighter. This will result in the achievement of a Level 3 NVQ Diploma in Emergency Fire Service Operations in the Community. Training to undertake Emergency Fire Appliance Driver duties (including the attainment of an LGV driving licence if not already held) will also be made available therefore a current driving licence is desirable.