



Protecting local  
communities

## RETAINED FIRE FIGHTER

### Current Terms & Conditions

#### Obligations

We appreciate that asking somebody to commit to providing full cover (168 hours) per week is an unrealistic target, especially when you may have other employment commitments, therefore we class 120 hours per week as full cover.

For many people this is still difficult to achieve therefore employment is based on you being able to provide cover for up to 90 hours (which is 75% of the 120 hours ) per week Monday to Sunday in accordance with the requirements of the station. We would consider job share for individuals who are able to commit to less than 90 hours. Within this period of cover however you are required to be available for call-out at least half of the period covered by the hours 9am to 5pm Monday to Friday.

You are also required to attend a 3 hour Drill Night (6pm to 9pm) once a week for training, development and maintenance duties. Understandably, sometimes primary employment commitments may prevent you attending every drill night, in which case, with the agreement of your line manager, you will make up the 3 hours at some other time during the week.

#### In return for your commitment and enthusiasm we can offer you:

#### Payment

All remuneration is paid in accordance with the National Joint Council (NJC) Conditions of Service for Local Authorities Fire Brigades.

#### Fixed Fees

You will receive a retaining fee of 75% (pro rata for job share); this is paid monthly in arrears on the 15<sup>th</sup> of every month. If you provide availability of not less than 120 hours per week for the period 1st January-31st December, you will receive a payment to the maximum of 100% of the retaining fee applicable to your role.

#### Variable Fees

You will receive the hourly rate of pay for attending the weekly drill nights.

When responding to an emergency you will receive a minimum of one hours pay where you form part of the crew responding and a minimum of half an hours pay where you do not form part of that crew.

When called out on an emergency you will receive a fixed disturbance allowance on each occasion in addition to the hourly rate.

The table below shows the current rates of pay:

ROLE	ANNUAL RETAINING FEE	BASIC HOURLY	DISTURBANCE
Trainee	£2,291 (100%)	£10.46	£4.02
Development	£2,386 (100%)	£10.90	£4.02
Competent	£3,053 (100%)	£13.94	£4.02

### Holidays

4 weeks per year rising to 5 weeks after 5 years-service (pro-rata for job share). 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

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

***The Brigade reserves the right to change terms and conditions associated with this duty system should the duty system develop or change in the future. All individuals will be notified in due course should the situation arise.***