

ON CALL FIREFIGHTER Retained Duty System Terms and Conditions



On top of developing yourself, helping your community, and helping to make Scotland safer, there are a variety of benefits associated with the on call firefighter role.

AVAILABILITY and HOURS OF COVER

As an on call firefighter on the retained duty system, you will be required to;

- be available to report to your local community fire station, to respond to an emergency call out, in accordance with your agreed schedule of availability.
- report to your local community fire station to respond to an emergency call out within 5 – 8 minutes, or any other such time period as may be amended in response to Service needs.
- attend weekly training sessions to learn and maintain competency levels in core skills and undertake routine checks on fire appliances and equipment as well as testing, cleaning and maintaining the equipment to ensure it will work properly when required during an emergency

RETAINING FEE

- As an on call firefighter you will be paid an annual retainer fee and will receive an additional payment for every incident attended and time spent on all activity, including training nights, community engagement and training courses.
- Rates of pay are based on defined stages of development leading to demonstration of competence in role. These stages are trainee, development and competent;

RETAINER	TRAINEE (£)	DEVELOPMENT (£)	COMPETENT (£)
100%	2,419	2,520	3,224
A 100% retainer fee is for a contract for a minimum of 120 hours availability per week			
*PKAD - to receive the full 100% annual retainer, must attend 61% of fire calls, 80% training nights and 12 maintenance periods			
75%	1,814	1,890	2,418
A 75% Retainer is payable for a contract for a min of 90* and 120 hours of availability per week. (*80 hours if D&G, L&B or Central)			
*PKAD - to receive 75% of the annual retainer, must attend 50% of fire calls, 80% training nights and 12 maintenance periods.			
Basic Hourly Rate	11.05 per hour	11.51 per hour	14.72 per hour
Disturbance Payment	4.24 per call out		

During periods of availability you may be required to attend operational incidents - when you respond to an emergency call out, you will receive a minimum of one hour's pay and a disturbance fee when you form part of a

crew that responds to an incident. You will receive a minimum of half an hour's pay and a disturbance fee when you do not form part of that crew.

- On commencement of your employment and during your attendance at the 2-week Task & Task Management Induction, you will be paid the trainee on call firefighter rate of pay as detailed above. Any additional loss of earnings or travel expenses incurred while training, should be applied for locally on return to your home station.
- You will be paid monthly by credit transfer, with each month's pay consisting of a twelfth of your annual salary.

WORKING HOURS

- A 100% retainer is a contract of where you have indicated availability of at least 120 hours per week and a 75% retainer is a contract of availability of at least 90 hours per week.
**As per the table above there are variances in hours of availability or fire call attendances due to legacy Fire & Rescue Service T&C'S*
- You should be aware that undertaking on call duties may result in you working in excess of 48 hours per week. In order to work an average in excess of 48 hours per week you must "opt-out" of the Working Time Regulations 1998 as amended, in writing.
- As the Service is generally the secondary employer for an on call employee, it is your responsibility to ensure that you have had sufficient rest breaks from your primary employment prior to reporting for duty with the Scottish Fire and Rescue Service. If you have not had sufficient rest breaks, you must amend your availability to respond to incidents accordingly.

PENSION

- When you join the Scottish Fire and Rescue Service, you'll automatically join our occupational pension scheme on appointment as a firefighter. Further information is available [here](#).

ANNUAL LEAVE

- Annual leave entitlement commences at 4 weeks per annum during the first five years of continuous service, rising to 5 weeks thereafter.

PUBLIC HOLIDAYS

- If you are required to work on a Public Holiday you will be paid double time and granted a day's leave in lieu. The Service recognise 8 Public Holidays throughout the year.

TRAINING COURSES

- You are required to attend training courses relevant to your role to learn the necessary skills to achieve competency within the role.
- Following your attendance at the 2-week Task and Task Management Induction Course, you will attend training nights at your home station and are required to complete an initial Breathing Apparatus course, normally within 12 weeks of start date, as part of the criteria for progression to the on call firefighter (development) status and rate of pay.

EMPLOYER RELEASE

- You require to have the express permission of your employer to become an on call firefighter, where applicable. Please ensure that you discuss your application with your employer (if applicable) as you will require to confirm your response times and availability as part of the application process. You will be requested to provide the employer release agreement during the PREP stage of the recruitment process.

CRIMINAL RECORD CHECK

- The core work activities undertaken by SFRS uniformed employees are considered as “regulated work” under the terms of the Protection of Vulnerable Groups (Scotland) Act 2007 and therefore applicants must not be barred from regulated work or under consideration for listing. As part of the selection process we will undertake a PVG (Protecting Vulnerable Groups) check for this role.
- In accordance with the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2013, if you have a conviction or spent convictions and the nature of the offence is relevant to the job applied for, we will seek to review the individual circumstances of the case and may decide to withdraw you from the process on this basis. This includes offences dealt with by a court of law and any driving offences.
- The SFRS will pay the required fees associated with this criminal record check.

EC DRIVERS HOURS & TACHOGRAPH RULES FOR GOODS VEHICLES

- The EC Drivers Hours & Tachograph Rules for Goods Vehicles came into effect in April 2007 and exist to ensure the health and safety of mobile workers and drivers of ‘in scope’ vehicles. The Rules apply to certain categories of mobile workers, the most common being drivers of Large Goods Vehicles (LGV) and Passenger Service Vehicles (PSV). You should advise the Officer in Charge, if your primary employment conflicts with the Rules and to disclose any work you may participate in which falls into the category of a mobile workers and involves driving an ‘in scope’ vehicle. Please note that if you’re primary employment falls into the category of a mobile worker and contravenes the Rules, your contract of employment may be terminated. More detail around the Drivers’ hours and tachograph rules; good vehicles (GV262) can be found by clicking [here](#).

IN ADDITON TO THE BENEFITS OUTLINED ABOVE, YOU CAN EXPECT;

- a range of excellent family friendly policies,
- excellent training, development and career progression opportunities,
- a wide range of employee benefits available to you and your family,
- access to gym facilities and health and wellbeing services and advice.