

# ON CALL FIREFIGHTER Volunteer 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.**

*The standardisation of VDS terms and conditions (t&c's) is subject to ongoing negotiations. Current terms and conditions are outlined below and there are some variances relative to local area legacy t&c's.*

## AVAILABILITY and HOURS OF COVER

- As an on call firefighter on the **volunteer duty system**, you will be required to meet the requirements below. Your Unit Manager or Station Commander will confirm and discuss the requirements with you.
  - turn out in response to a fire call as quickly as possible, in accordance with your agreed level of availability. Your agreed schedule of availability is flexible and is determined by the needs of the Community Fire Station.
  - attend local training sessions to learn and maintain competency levels in core skills.
  - attend the station to 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.

## ACTIVITY LED PAYMENTS

- Volunteer Firefighters receive payments for attending incidents, community engagement and training sessions:

<b>Volunteer Firefighter</b>	TRAINEE (£)	DEVELOPMENT (£)	COMPETENT (£)
Basic Hourly Rate	11.05 per hour	11.51 per hour	14.72 per hour
Disturbance Payment	4.24 per call out		
When you respond to a pager alert 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.			
<b>Volunteer Firefighter (CRU)</b>			
Basic Hourly Rate	11.05 per hour	11.51 per hour	14.72 per hour
Disturbance Payment	N/A		

- You will be paid monthly by credit transfer.

## **WORKING HOURS**

- 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 granted a day's leave in lieu. The Service recognises 8 public holidays throughout the year.

## **TRAINING COURSES**

- You will be required to attend an initial training course, details of which will be advised to you locally.
- To ensure that you develop and maintain the relevant knowledge and skills required for the role you are required to attend such training as may be required. This includes attendance at regular training sessions and equipment maintenance nights, details of which will be provided locally.

## **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.