

Retained (On Call) Firefighters				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay**
6.69	52.18	N	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		N	N	Y

*Other conditions may include overtime etc. Specific to SJFRS Flex-Duty Pay
 **Other payments include those received for additional attendance/duty

Retained (On call) Fire Fighters - Basic Pay ¹ HED 271								
Pay Code Rate	Job Title	2023 Hourly Rate 7.90% (wef 01/01/23)	People Link Grade / Increment (Non-Pensionable)	Revised Pay Structure (wef 01/10/2023)	2023 Hourly Rate Revised Pay Structure (wef 01/10/23)	2023 Annual Rate Revised Pay Structure (wef 01/10/23)	2024 Hourly Rate 7.50% (wef 01/01/24)	2024 Annual Rate 7.50% (wef 01/01/24)
FIRE 00 0	Firefighter	£12.41	ROFF 1	Retained Foundation Firefighter	£12.1831	£4,253.81	£13.0968	£4,572.85
FIRE 01 0		£12.97						
FIRE 02 0		£13.55	ROFF 2	Retained Intermediate Firefighter	£13.9497	£4,870.61	£14.9959	£5,235.91
FIRE 03 0		£14.17						
FIRE 04 0		£15.18						
FIRE 05 0		£15.18						
FIRE 06 0		£15.55	ROFF 3	Retained Qualified Firefighter	£18.6925	£6,526.62	£20.0944	£7,016.12
FIRE 07 0		£15.55						
FIRE 08 0		£16.02						
FIRE 09 0		£16.02						
FIRE 10 0	£16.70							
LFF 00 0	Crew Manager (Prev. Leading Firefighter)	£17.30	ROCC 1	Retained Crew Commander (On Apt.)	£21.6686	£7,565.72	£23.2937	£8,133.15
LFF 01 0		£17.74	ROCC 2	Retained Crew Commander (Fully Comp.)	£23.4030	£8,171.29	£25.1582	£8,784.14
LFF 02 0		£18.25						
SUB 00 0	Watch Manager (Prev. Sub Officer)	£18.09	ROWC 1	Retained Watch Commander (On Apt.)	£24.1057	£8,416.64	£25.9136	£9,047.89
SUB 01 0		£19.57	ROWC 2	Retained Watch Commander (Fully Comp.)	£26.0349	£9,090.23	£27.9875	£9,772.00
SUB 02 0		£20.13						

¹ Standard Weekly Hours include 30 x 3 hrs training and 20 x 2 hrs training. In addition to this 42 hours per week (aggregate) working the RDS calculated at a rate of 10% of the hourly rate.. Any additional training or attendance is paid by the hour and is non-pensionable.

² The basic pay of Retained Firefighters is set at 70% of the equivalent whole-time basic pay based on the exclusion of shift or flexi-duty pay and the differences in their evaluated outcomes. This rate is enhanced by a non-pensionable supplement of 30% for recruitment and retention purposes.

Retained (On call) Recruitment and Retention Supplement (Non-Pensionable)					
People Link Pay Element	Detail	Hourly Rate Revised Pay Structure (wef 01/10/23)	Annual Rate Revised Pay Structure (wef 01/10/23)	2024 Hourly Rate 7.50% (wef 01/01/24)	2024 Annual Rate 7.50% (wef 01/01/24)
2073	Retained Foundation Firefighter Supplement	£5.2213	£1,823.06	£5.6129	£1,959.7895
	Retained Intermediate Firefighter Supplement	£5.9784	£2,087.40	£6.4268	£2,243.9550
	Retained Qualified Firefighter Supplement	£8.0111	£2,797.12	£8.6119	£3,006.9040
	Retained Crew Commander (On Apt.) Supplement	£9.2865	£3,242.45	£9.9830	£3,485.6338
	Retained Crew Commander (Fully Comp.) Supplement	£10.0298	£3,501.98	£10.7820	£3,764.6285
	Retained Watch Commander (On Apt.) Supplement	£10.3310	£3,607.13	£11.1058	£3,877.6648
	Retained Watch Commander (Fully Comp.) Supplement	£11.1578	£3,895.81	£11.9946	£4,187.9958

Retained & Dual Contract Retained (On-call) Fire Fighters – Hourly rate for Additional Attendance / Duty								
Pay Code Rate	Job Title	2023 Hourly Rate 7.90% (wef 01/01/23)	People link Element	Revised Pay Structure (wef 01/10/23)	Additional Attendance		Additional Duty	
					Hourly Rate Revised Pay Structure (wef 01/10/23)	2024 Hourly Rate 7.50% (wef 01/01/24)	Hourly Rate Revised Pay Structure (wef 01/10/23)	2024 Hourly Rate 7.50% (wef 01/01/24)
FIRE 00 0	Firefighter	£12.41	2074/ 2076	Retained & Dual Contract Retained Foundation Firefighter	£17.4044	£18.7097	£1.7404	£1.8710
FIRE 01 0		£12.97						
FIRE 02 0		£13.56	2077/ 2086	Retained & Dual Contract Retained Intermediate Firefighter	£19.9281	£21.4227	£1.9928	£2.1423
FIRE 03 0		£14.17						
FIRE 04 0		£15.18						
FIRE 05 0		£15.18						
FIRE 06 0		£15.55	2079/ 2088	Retained & Dual Contract Retained Qualified Firefighter	£26.7036	£28.7064	£2.6704	£2.8706
FIRE 07 0		£15.55						
FIRE 08 0		£16.02						
FIRE 09 0		£16.02						
FIRE 10 0	£16.70							
LFF 00 0	Crew Manager (Prev. Leading Firefighter)	£17.30	2080/ 2089	Retained & Dual Contract Retained Crew Commander (On Apt.)	£30.9551	£33.2768	£3.0955	£3.3277
LFF 01 0		£17.74	2082/ 2091	Retained & Dual Contract Retained Crew Commander (Fully Comp.)	£33.4328	£35.9403	£3.3433	£3.5940
LFF 02 0		£18.25						
SUB 00 0	Watch Manager (Prev. Sub Officer)	£18.09	2083/ 2092	Retained & Dual Contract Retained Watch Commander (On Apt.)	£34.4367	£37.0194	£3.4437	£3.7019
SUB 01 0		£19.57	2085/ 2094	Retained & Dual Contract Retained Watch Commander (Fully Comp.)	£37.1927	£39.9821	£3.7193	£3.9882

¹ The hourly rate for additional attendance equates to 100% of the hourly rate of the equivalent whole-time rank, and is non-pensionable.

² The hourly rate for additional duty equates to 10% of the hourly rate of the equivalent whole-time rank, and is non-pensionable.