

Dual Contract 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**
4.2	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 include those specific to SJFRS e.g. Retained Duty System payment  
 \*\*Other payments include those received for additional attendance/duty

Dual Contract Retained (On call) Fire Fighters - Basic Pay2 HED TBC							
Grade	Increment	2023 Annual Rate	2023 Hourly Rate	2024 Annual Rate	2024 Hourly Rate	2025 Annual Rate	2025 Hourly Rate
		Revised Pay Structure	Revised Pay Structure	8.00%	8.00%	4.00%	4.00%
		(wef 01/01/23)	(wef 01/01/23)	(wef 01/01/24)	(wef 01/01/24)	(wef 01/01/25)	(wef 01/01/25)
DCFF	1	£2,670.00	£12.18	£2,883.60	£13.16	£2,998.94	£13.68
DCFF	2	£3,057.15	£13.95	£3,301.72	£15.07	£3,433.79	£15.67
DCFF	3	£4,086.58	£18.69	£4,424.31	£20.19	£4,601.28	£21.00
DCCC	1	£4,748.80	£22.97	£5,128.70	£23.90	£5,333.85	£23.34
DCCC	2	£5,128.80	£23.40	£5,539.21	£25.28	£5,760.78	£26.29
DCWC	1	£5,282.90	£24.11	£5,705.53	£26.03	£5,933.75	£27.08
DCWC	2	£5,705.70	£26.03	£6,162.16	£28.12	£6,408.65	£29.24

1 Standard Weekly Hours For Dual Contract Retained Firefighters comprise 42 hours per week (aggregate) of cover at a rate of 10%. Any additional training or cover is paid by the hour and is non-pensionable.  
 2 The basic pay of a Dual Contract 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, and retention purposes.  
 This rate is enhanced by a non-pensionable supplement of 30% for recruitment

Dual Contract Retained (On call) Recruitment and Retention Supplement (Non-Pensionable)							
People Link Pay Element	Detail	Hourly Rate	Annual Rate	2024 Hourly Rate	2024 Annual Rate	2025 Hourly Rate	2025 Annual Rate
		Revised Pay Structure	Revised Pay Structure	8.00%	8.00%	4.00%	4.00%
		(wef 01/01/23)	(wef 01/01/23)	(wef 01/01/24)	(wef 01/01/24)	(wef 01/01/25)	(wef 01/01/25)
2300	Dual Contract Retained Foundation Firefighter Supplement	£5.2213	£1,144.29	£5.6390	£1,235.83	£5.8646	£1,285.27
2330	Dual Contract Retained Intermediate Firefighter Supplement	£5.9784	£1,310.21	£6.4567	£1,415.03	£6.4567	£1,471.63
2331	Dual Contract Retained Qualified Firefighter Supplement	£8.0111	£1,755.68	£8.6520	£1,896.13	£8.6520	£1,971.98
2332	Dual Contract Retained Crew Commander (On Apt.) Supplement	£9.2865	£2,035.20	£10.0294	£2,198.02	£10.0294	£2,285.94
2333	Dual Contract Retained Crew Commander (Fully Comp.) Supplement	£10.0298	£2,198.10	£10.8322	£2,373.95	£10.8322	£2,468.91
2334	Dual Contract Retained Watch Commander (On Apt.) Supplement	£10.3310	£2,264.10	£11.1575	£2,445.23	£11.1575	£2,543.04
2335	Dual Contract Retained Watch Commander (Fully Comp.) Supplement	£11.1578	£2,445.30	£12.0504	£2,640.92	£12.5324	£2,746.56

Retained & Dual Contract Retained (On-call) Fire Fighters – Hourly rate for Additional Attendance / Duty							
People Link Element	Revised Pay Structure	Additional Attendance	Additional Duty	Additional Attendance	Additional Duty	Additional Attendance	Additional Duty
		Hourly Rate	Hourly Rate	2024 Hourly Rate	2024 Hourly Rate	2025 Hourly Rate	2025 Hourly Rate
		Revised Pay Structure	Revised Pay Structure	8.0%	8.0%	4.0%	4.0%
		(wef 01/01/23)	(wef 01/01/23)	(wef 01/01/24)	(wef 01/01/24)	(wef 01/01/25)	(wef 01/01/25)
2074/ 2076	Retained & Dual Contract Retained Foundation Firefighter	1.74044	1.74044	£18.7968	£1.8797	£19.5486	£1.9549
2077/ 2086	Retained & Dual Contract Retained Intermediate Firefighter	1.99281	1.99281	£21.5223	£2.1522	£22.3832	£2.2383
2079/ 2088	Retained & Dual Contract Retained Qualified Firefighter	2.67036	2.67036	£28.8399	£2.8840	£29.9935	£2.9993
2080/ 2089	Retained & Dual Contract Retained Crew Commander (On Apt.)	3.09551	3.09551	£33.4315	£3.3432	£34.7688	£3.4769
2082/ 2091	Retained & Dual Contract Retained Crew Commander (Fully Comp.)	3.34328	3.34328	£36.1074	£3.6107	£37.5517	£3.7552
2083/ 2092	Retained & Dual Contract Retained Watch Commander (On Apt.)	3.44367	3.44367	£37.1916	£3.7192	£38.6793	£3.8679
2085/ 2094	Retained & Dual Contract Retained Watch Commander (Fully Comp.)	3.71927	3.71927	£40.1681	£4.0168	£41.7748	£4.1775

3 The hourly rate for additional attendance equates to 100% of the hourly rate of the equivalent whole-time rank, and is non-pensionable.  
 4 The hourly rate for additional duty equates to 10% of the hourly rate of the equivalent whole-time rank, and is non-pensionable.