

Government of Jersey

Retained Fire Fighters

Neg Body AC

Retained fire fighters				
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
2 hours training + up to 2 hours additional training or administration + ad hoc fire attendance ¹	52.18	Y	N	N
		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

Retained Fire Fighters - Basic Pay¹				
HED 271				
Pay Code Rate	Job Title	2018 Hourly Rate 2.00% (wef 01/01/2018)	2019 Hourly Rate 2.00% (wef 01/01/2019)	2020 Hourly Rate 4.20% (wef 01/01/2020)
FIRE 00 0	Fire fighter	£10.4263	£10.6348	£11.0815
FIRE 01 0		£10.8959	£11.1138	£11.5806
FIRE 02 0		£11.3865	£11.6142	£12.1020
FIRE 03 0		£11.8991	£12.1371	£12.6468
FIRE 04 0		£12.7448	£12.9997	£13.5457
FIRE 05 0		£12.7448	£12.9997	£13.5457
FIRE 06 0		£13.0620	£13.3232	£13.8828
FIRE 07 0		£13.0620	£13.3232	£13.8828
FIRE 08 0		£13.4505	£13.7195	£14.2957
FIRE 09 0		£13.4505	£13.7195	£14.2957
FIRE 10 0		£14.0242	£14.3047	£14.9055
LFF 00 0	Crew Manager (Prev. Leading Firefighter)	£14.5326	£14.8233	£15.4458
LFF 01 0		£14.8967	£15.1946	£15.8328
LFF 02 0		£15.3287	£15.6353	£16.2920
SUB 00 0	Watch Manager (Prev. Sub Officer)	£16.0319	£16.3525	£17.0393
SUB 01 0		£16.4321	£16.7607	£17.4647
SUB 02 0		£16.9098	£17.2480	£17.9724

¹ Basic Pay: For Fire Fighters (FIRE) this includes every week: (a) 2 hours compulsory training plus (b) an average of 1 hour of additional training at the discretion of the Chief Fire Officer plus (c) obligatory fire attendance. For Crew Managers (LFF) and Watch Managers (SUB) this includes every week (a) 2 hours compulsory training plus (b) an average of 1 hour of additional training at the discretion of the Chief Fire Officer plus (c) 1 hour per week spent on management and administration prior to training plus (d) obligatory fire attendance. These rates have been calculated by uplifting the old 2012 whole-time Government of Jersey Fire and Rescue pay scales by the annual pay awards first, then taking 70% of the whole-time Government of Jersey Fire and Rescue rate as the new hourly rates for Retained Fire Fighters.

These rates have been calculated by uplifting the old 2012 Full Time FF Pay scales by the annual pay awards first, then taking the RFF rates at 70% of the new hourly rates. Indexation has been applied to the resultant rates in subsequent years (i.e. from 2013, where applicable).

**Retained Fire Fighters - Category C & D Standby Payments²
(HED 001 - under review to move to 075)**

Pay Code Rate	Job Title	2018 Annual Rate 2.00% (wef 01/01/2018)	2019 Annual Rate 2.00% (wef 01/01/2019)	2020 Annual Rate 4.20% (wef 01/01/2020)
FIRE 00 0 - FIRE 10 0	Fire fighter	£3,568	£3,639	£3,792
LFF 00 0 - LFF 02 0	Crew Manager	£4,057	£4,138	£4,312
SUB 00 0 - SUB 02 0	Watch Manager	£4,489	£4,579	£4,771

² Category C & D Standby Payments increase in line with any percentage increase applied to the hourly rate of the whole-time members of the Government of Jersey Fire and Rescue. Category C & D Cover is a retainer and attendance payment, paid for: (a) Category C; 24 hour cover in every four days at Fire Head Quarters or (b) Category C; 16 hour cover on alternate nights and 24 hour alternate weekend/PH days at Western Station or (c) Category D; 16 hour cover every four days during weekdays and 24 hour weekends cover plus second call commitment one day in four of 16 hour cover during weekdays and 24 hour weekend cover in Fire Head Quarters.

**Retained Fire Fighters - Category A Standby Payments³
(HED 009)**

Pay Code Rate	Job Title	2018 Annual Rate 2.00% (wef 01/01/2018)	2019 Annual Rate 2.00% (wef 01/01/2019)	2020 Annual Rate 4.20% (wef 01/01/2020)
FIRE 00 0 - FIRE 10 0	Fire fighter	£714	£727.872	£758.44
LFF 00 0 - LFF 02 0	Crew Manager	£811	£827.628	£862.39
SUB 00 0 - SUB 02 0	Watch Manager	£898	£915.756	£954.22

³ **Category A Standby Payment** is calculated as 20% of Category C & D standby, paid monthly in addition to Category C & D standby (i.e. retainer & attendance payment) to those that agree to provide: (a) Category C cover (i.e. 24 hour cover every four days) plus second call commitment one day in four at Fire Head Quarters or (b) Category C cover i.e. 16 hour cover on alternative nights) and 24 hours alternate weekend/PH days plus daytime second call commitment (to HQ) one weekday in two at Western Station.

**Retained Fire Fighters - Category B Standby Payments⁴
(HED 010)**

Pay Code Rate	Job Title	2018 Annual Rate 2% (wef 01/01/2018)	2019 Annual Rate 2% (wef 01/01/2019)	2020 Annual Rate 4.20% (wef 01/01/2020)
FIRE 00 0 - FIRE 10 0	Fire fighter	£357	£364	£379.22
LFF 00 0 - LFF 02 0	Crew Manager	£406	£414	£431.19
SUB 00 0 - SUB 02 0	Watch Manager	£449	£458	£477.11

⁴ **Category B Standby Payment** is calculated as 10% of Category C & D standby, paid monthly in addition to Category C & D standby to those that agree to provide: (a) Category C cover (i.e. 24 hour cover every four days) plus second call commitment one day in four of 16 hour cover during weekdays and 24 hour weekend cover at Fire Head Quarters or (b) Category C cover (i.e. 16 hour cover on alternative nights and 24 hours alternate weekend/PH days) plus daytime second call commitment (to HQ) one weekday in four at Western Station.

**Retained Fire Fighters - Bounty Payments⁵
(HED 428)**

Job Title	Length of Service	2018 Annual Rate 2% (wef 01/01/2018)	2019 Annual Rate 2% (wef 01/01/2019)	2020 Annual Rate 4.20% (wef 01/01/2020)
Fire fighter	15 years	£2,135	£2,177.70	£2,269.16
	20 years	£2,431	£2,479.62	£2,583.76
	25 years	£2,811	£2,867.22	£2,987.64
	30 years	£3,114	£3,176.28	£3,309.68
	35 years	£3,433	£3,501.66	£3,648.73
Crew Manager	15 years	£2,274	£2,319.48	£2,416.90
	20 years	£2,589	£2,640.78	£2,751.69
	25 years	£3,031	£3,091.62	£3,221.47
	30 years	£3,363	£3,430.26	£3,574.33
	35 years	£3,682	£3,755.64	£3,913.38
Watch Manager	15 years	£2,681	£2,734.62	£2,849.47
	20 years	£3,058	£3,119.16	£3,250.16
	25 years	£3,554	£3,625.08	£3,777.33
	30 years	£3,942	£4,020.84	£4,189.72
	35 years	£4,305	£4,391.10	£4,575.53

⁵ Long Service Bounty Payments increase in line with any percentage increase applied to the hourly rate of the whole-time members of the Government of Jersey Fire and Rescue Service.