

Retained (On-Call) Firefighters

Retained (On-Call) Firefighters				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shifts 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 Flexi-Duty Pay
 **Other payments include those received for additional attendance duty

Retained (On-Call) Firefighters - Basic Pay ¹ HED 211											
Pay Code Rate	Job Title	2023 Hourly Rate 7.90% (wef 01/01/23)	People Link Grade/Increment	Revised Pay Structure (wef 01/01/23)	2023 Hourly Rate Surgeon 2 ² (wef 01/01/23)	2023 Annual Rate Revised Pay (wef 01/01/23)	2024 Hourly Rate 8.00% (wef 01/01/24)	2024 Annual Rate 8.00% (wef 01/01/24)	2025 Hourly Rate 4.00% (wef 01/01/25)	2025 Annual Rate 4.00% (wef 01/01/25)	
FBE 00 0	Firefighter	£19.41	ROFF 1	Retained Foundation Firefighter	£12.1831	£4,253.81	£13.1577	£4,294.11	£13.6841	£4,777.87	
FBE 01 0		£19.92									
FBE 02 0		£13.56									
FBE 03 0		£14.17	ROFF 2	Retained Intermediate Firefighter	£13.9497	£4,870.61	£15.0657	£5,260.26	£15.6883	£5,470.67	
FBE 04 0		£15.15									
FBE 05 0		£15.18									
FBE 06 0		£15.55	ROFF 3	Retained Qualified Firefighter	£16.6925	£5,526.62	£20.1879	£7,048.75	£20.9954	£7,330.70	
FBE 07 0		£15.55									
FBE 08 0		£16.02									
FBE 09 0		£16.79									
LFF 00 0	Crew Manager (Prev. Leading Firefighter)	£17.30	ROCC 1	Retained Crew Commander (On Apt.)	£21.6686	£7,595.72	£23.4921	£8,170.98	£24.3382	£8,497.82	
LFF 01 0		£17.74	ROCC 2	Retained Crew Commander (Fully Comp.)	£23.4030	£8,171.29	£25.2752	£8,824.99	£26.2862	£9,177.99	
LFF 02 0		£18.25									
SUB 00 0	Watch Manager (Prev. Sub Officer)	£19.09	ROWC 1	Retained Watch Commander (On Apt.)	£24.1957	£8,418.64	£26.0342	£9,089.37	£27.8755	£9,463.37	
SUB 01 0		£19.57	ROWC 2	Retained Watch Commander (Fully Comp.)	£26.0349	£9,099.33	£28.1177	£9,817.45	£29.3434	£10,210.15	
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							
People Link Pay Element	Detail	Hourly Rate Revised Pay Structure (wef 01/01/23)	Annual Rate Revised Pay Structure (wef 01/01/23)	2024 Hourly Rate 8.0% (wef 01/01/24)	2024 Annual Rate 8.0% (wef 01/01/24)	2025 Hourly Rate 4.0% (wef 01/01/25)	2025 Annual Rate 4.0% (wef 01/01/25)
2073	Retained Foundation Firefighter Supplement	£5.2213	£1,823.06	£5.6300	£1,968.90	£5.8646	£2,047.86
	Retained Intermediate Firefighter Supplement	£5.9784	£2,087.40	£6.4567	£2,254.39	£6.7149	£2,344.57
	Retained Qualified Firefighter Supplement	£8.0111	£2,797.12	£8.6529	£3,020.89	£8.9981	£3,141.73
	Retained Crew Commander (On Apt.) Supplement	£9.2865	£3,242.45	£10.0294	£3,501.85	£10.4396	£3,641.92
	Retained Crew Commander (Fully Comp.) Supplement	£10.0298	£3,591.98	£10.8322	£3,782.14	£11.2655	£3,933.43
	Retained Watch Commander (On Apt.) Supplement	£10.3310	£3,607.15	£11.1975	£3,896.70	£11.6038	£4,051.53
	Retained Watch Commander (Fully Comp.) Supplement	£11.1578	£3,895.81	£12.6504	£4,207.47	£12.5324	£4,375.77

Retained & Dual Contract Retained (On-Call) Firefighters - 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 01/01/23)	Additional Attendance Hourly Rate Revised Pay Structure (wef 01/01/23)	Additional Duty Hourly Rate Revised Pay Structure (wef 01/01/23)	2024 Hourly Rate 8.0% (wef 01/01/24)	2024 Additional Attendance Hourly Rate 8.0% (wef 01/01/24)	2024 Additional Duty Hourly Rate 8.0% (wef 01/01/24)	2025 Hourly Rate 4.0% (wef 01/01/25)	2025 Additional Attendance Hourly Rate 4.0% (wef 01/01/25)	2025 Additional Duty Hourly Rate 4.0% (wef 01/01/25)	
FBE 00 0	Firefighter	£19.41	2074/2076	Retained & Dual Contract Retained Foundation Firefighter	17.4044	1.74044	£18.7968	£1.8797	£19.5486	£1.9549			
FBE 01 0		£19.92											
FBE 02 0		£13.56	2077/2086	Retained & Dual Contract Retained Intermediate Firefighter	19.9281	1.99281	£21.5223	£2.1522	£22.3832	£2.2383			
FBE 03 0		£14.17											
FBE 04 0		£15.15											
FBE 05 0		£15.18	2079/2088	Retained & Dual Contract Retained Qualified Firefighter	26.7036	2.67036	£28.8309	£2.8840	£29.9935	£2.9993			
FBE 06 0		£15.55											
FBE 07 0		£15.55											
FBE 08 0		£16.02											
FBE 09 0		£16.79											
LFF 00 0	Crew Manager (Prev. Leading Firefighter)	£17.30	2089/2089	Retained & Dual Contract Retained Crew Commander (On Apt.)	38.9551	3.89551	£32.4315	£3.2432	£34.7688	£3.4769			
LFF 01 0		£17.74	2089/2091	Retained & Dual Contract Retained Crew Commander (Fully Comp.)	33.4328	3.34328	£36.1074	£3.6107	£38.9960	£3.7552			
LFF 02 0		£18.25											
SUB 00 0	Watch Manager (Prev. Sub Officer)	£19.09	2083/2092	Retained & Dual Contract Retained Watch Commander (On Apt.)	34.4367	3.44367	£37.1916	£3.7192	£38.6793	£3.8679			
SUB 01 0		£19.57	2085/2094	Retained & Dual Contract Retained Watch Commander (Fully Comp.)	37.1927	3.71927	£40.1681	£4.0168	£41.7748	£4.1775			

¹ The hourly rate for additional attendance equates to 10% 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.