

Contract arrangements for retained staff

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Request

I write to request details of the contract arrangements for your Retained/On-Call staff, in particular, the level(s) of Retaining Fees used and the corresponding level of availability required in return (i.e. full retainer = 120hrs availability on average of a defined period of time, 75% retainer for anything below 120hrs).

In addition, whether the service provides the opportunity for their Retained/On-Call staff to undertake Community Fire Safety duties and if so whether this is paid at the normal hourly rate.

Response

Retaining Fees extract:

3.2) The retaining fee will be a percentage of the salary aligned to the wholetime duty system. Rates will be reviewed annually by the NJC.

3.3) Staff will be paid a percentage of the retaining fee proportionate to the number of agreed hours they are declared on call each week. The full retaining fee will be 18% of a wholetime salary if the declared number of on call hours is 100. i.e. 100 hours = 100% of the retaining fee. The percentage of the full retaining fee will be equivalent to the number of declared on call hours on a sliding scale. i.e. 80 hours will attract 80% of the retaining fee, 115 hours, 115% and so on. This recognises that commitment should be rewarded in a fair and proportionate way.

In addition our retained/on call staff are able to undertake community safety work and they are paid a positive hourly rate for the work undertaken based on NJC rates.