



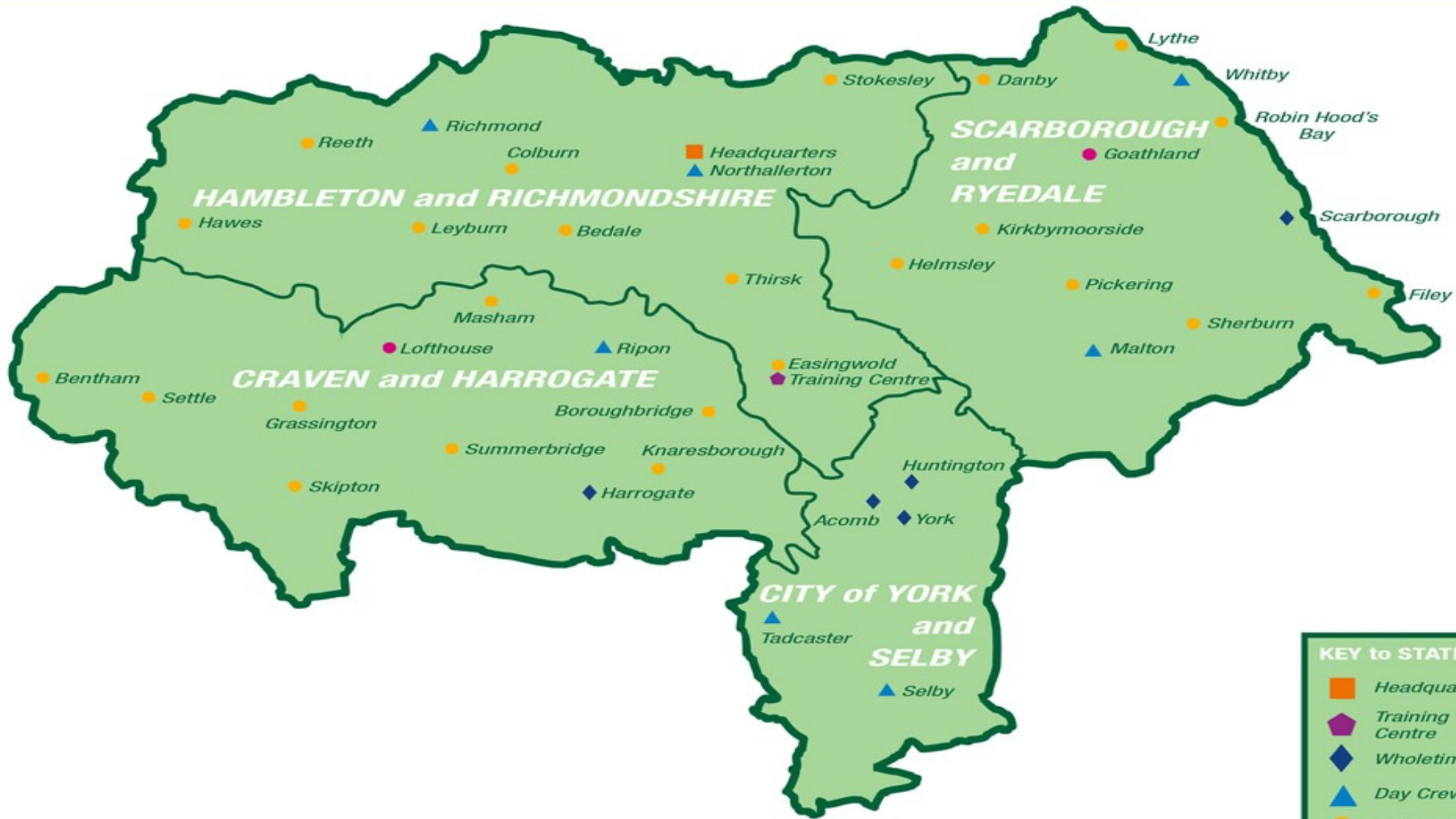
**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

On-Call Duty System



www.northyorksfire.gov.uk





KEY to STATIONS

- Headquarters
- ◆ Training Centre
- ◆ Wholtime
- ▲ Day Crewed
- Retained
- Volunteer

Financial Benefits to Firefighters



**NORTH YORKSHIRE
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- **On-Call firefighter annual payment**

- Annual retaining payment up to £3114 annually (£259.50 per month)
- Two hour drill night payment £1470 annually (£123.25 per month)

Total guaranteed earnings £4593 annually (£382.75)

- **Call out and attendance payments**

- Call out payment £18.32, first 1 hour 15 minutes plus £14.22 per hour there after
- Attendance payment of £11.21 is paid for those that attend the station but don't respond

Contact types 100% (120 hours+), 75% (less that 120 hours per week)

Payment structure has not significantly changed in over 35 years

Number of calls has fallen, availability requirement and scrutiny has increase



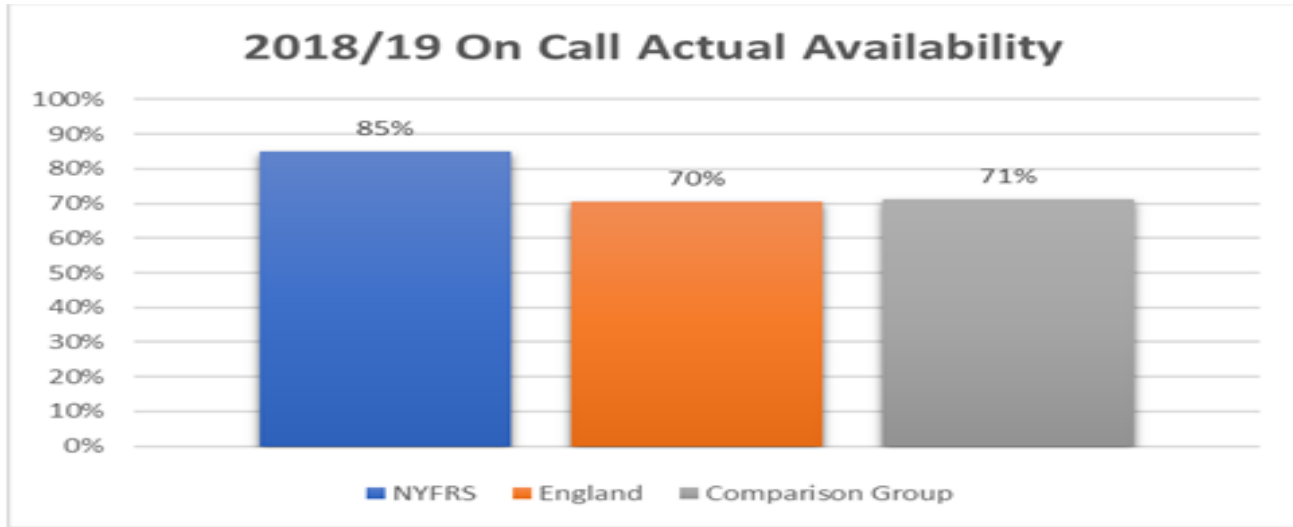
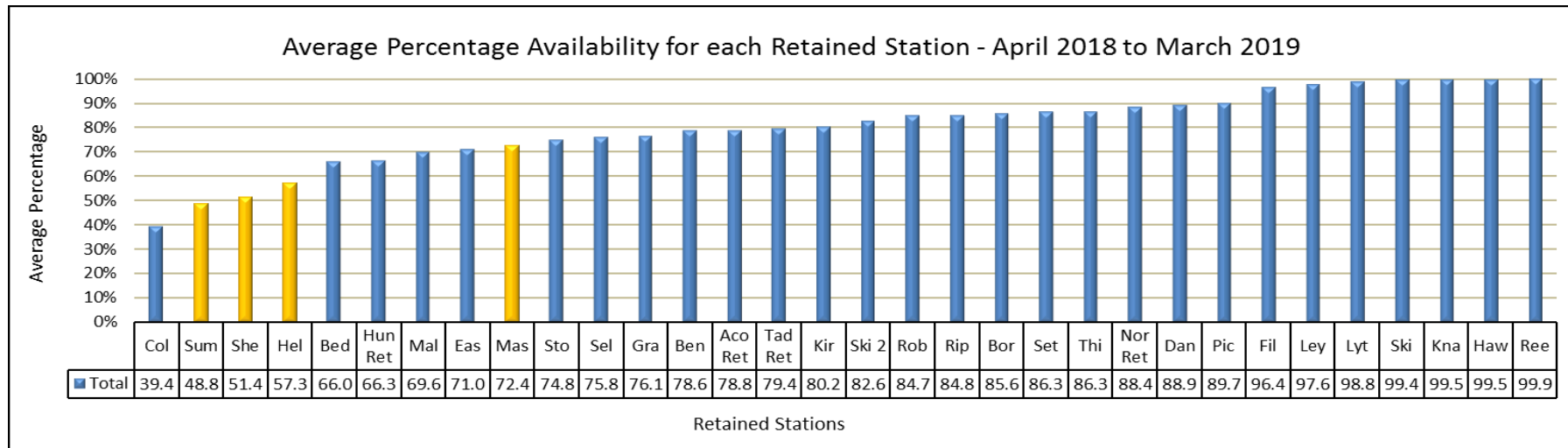
Financial Benefits to the Service

Staff cost comparisons across duty systems

- Whole time two pump shift station (40 crew)
 - £1.85m
- Whole time single pump shift station (24 crew)
 - £1.25m
- Day crewed single pump station (12 crew)
 - £600k
- **On-call single pump station**
 - **£100k (inc average turnout fees)**



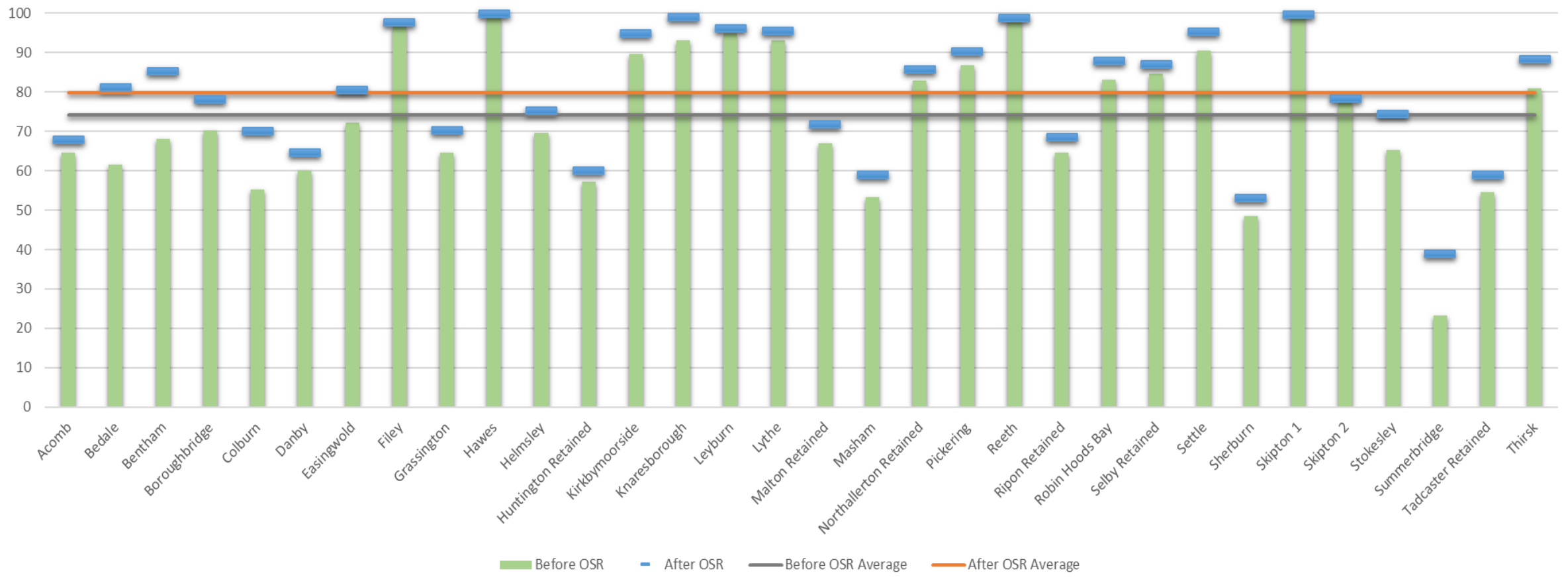
Appliance availability





Operation Staffing Reserve

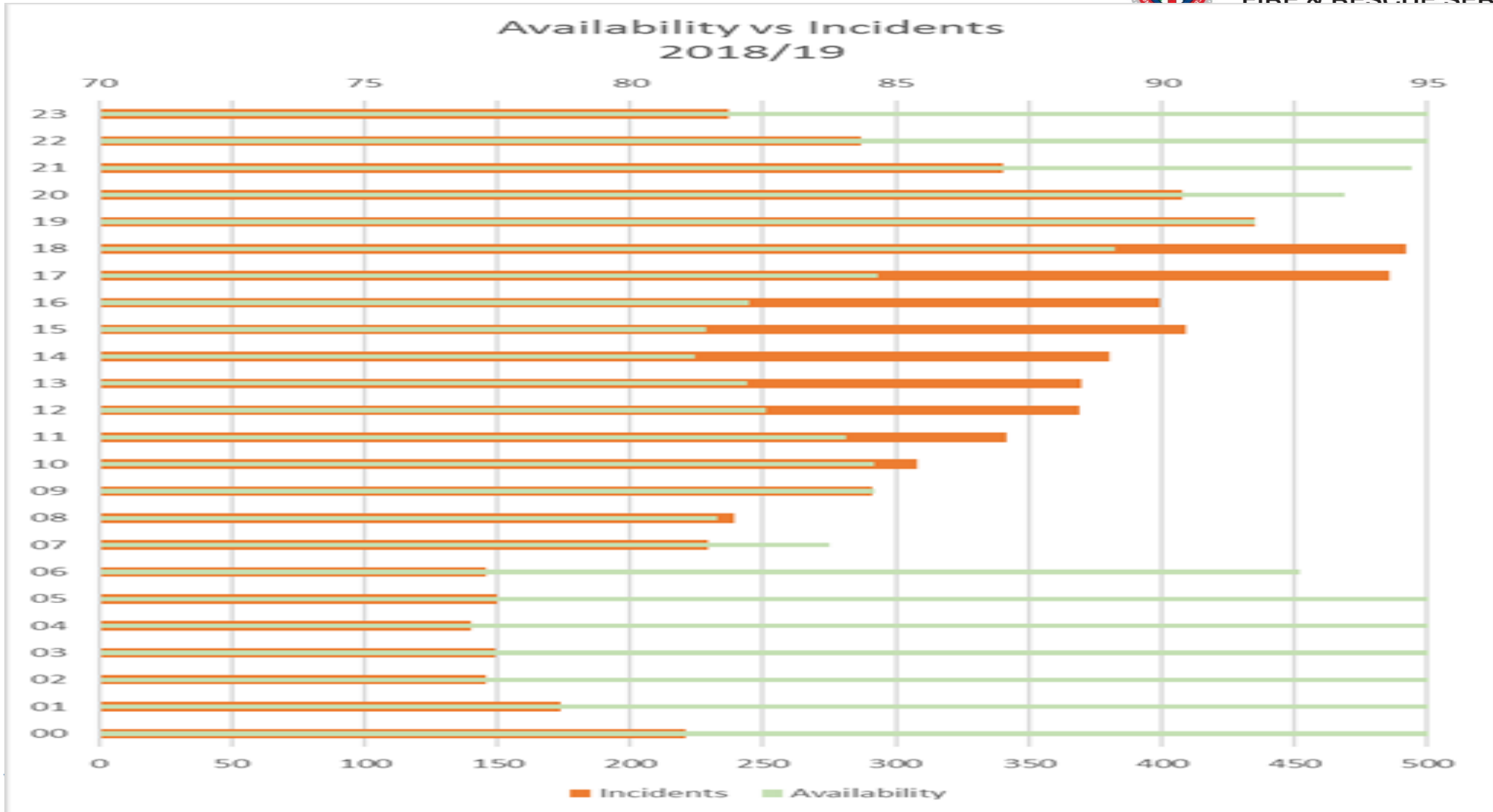
On Call Fire Engine Availability (Quarterly) July to September 2019



Demand vs Resource Availability



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Recruitment and Retention Challenges



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

ON-CALL FIREFIGHTERS

NEED MORE?

OPPORTUNITY
BELONGING
COMMUNITY

For more information visit:
oncallfire.uk

A recruitment poster for on-call firefighters. It features a smiling woman with her arms crossed, wearing a white tank top and a yellow fire helmet. The text 'ON-CALL FIREFIGHTERS' is at the top. Below it, 'NEED MORE?' is written in large, bold letters. To the right, 'OPPORTUNITY BELONGING COMMUNITY' is written in a smaller font. At the bottom, it says 'For more information visit: oncallfire.uk'.

Think you could fill these boots?

we are currently recruiting retained (on call) firefighters

visit www.northyorksfire.gov.uk

A recruitment poster for retained firefighters. It shows a close-up of a firefighter's legs in yellow and black boots, standing on a brick floor. A yellow fire helmet is in the foreground. The text 'Think you could fill these boots?' is written in large, bold letters. Below it, 'we are currently recruiting retained (on call) firefighters' is written in a smaller font. At the bottom, it says 'visit www.northyorksfire.gov.uk'.

North Yorkshire's Current Actions



**NORTH YORKSHIRE
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- District WM – On call recruitment, training and assessments.
- District CM Training – Assistance with specific training and assessments
- Station specific social media to increase awareness of on call role
- Smaller vehicles (TRVs) which can mobilise with less than 4 crew
 - Increased availability to keep interest, less equipment therefore less training requirements.
- Extended response area, to increase availability allowing those working outside the traditional turnout area to still be available.
- Use of prime hours contracts / many dual WT & on call contracts.
- Use of technology such as Vision / Firewatch link to reduce bureaucracy and time.

Future Opportunities



**NORTH YORKSHIRE
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- Complete review of terms, conditions and pay
 - Improve flexibility
 - Make more attractive salary style scheme
 - Improve diversity (Only 5% women)
- Review fleet and equipment, alternative fire engines according to local risk
- Set up On-Call working groups to understand barriers and develop solutions
- Review of recruitment barriers, national standards applied generically e.g. eyesight test.
- Improve relationships with primary employers and potential employers
 - Set out the benefits of employing on call staff.
- Review of training and competence to make more user friendly and less burdensome
- More use of technology for changing availability
- No one solution available