

Pay For Availability Duty System



Drivers for Change



Fire and Rescue Services Act 2004



HMICFRS



NFCC
National Fire
Chiefs Council



DEVON & SOMERSET
FIRE & RESCUE SERVICE

Background - issues to be addressed

- Availability – day and night, and in certain areas
- 90% of response capability reliant on on-call
- Retention – on-call turnover 130 a year
- Fair payment for commitment
- Contract flexibility to attract more diverse workforce
- Longer term – recruitment through improved accessibility and more attractive package

What is Pay for Availability?

- New style of duty system
 - Paid by the hour for actual hours of availability
 - Encapsulates the Annual Retaining Fee and Disturbance Payment as set out in the Grey Book and will always be equivalent or greater than the previous PAYG payments
 - Setting hours of availability per station based on type
 - Ultimately becomes new on-call contract for all
- More flexible contracts - less commitment
- Significant investment in rates of pay

Pay for Availability – the detail

- Payment for actual hours of availability per week
- Split between premium day time rate and standard night time rates
- Based on 14% of the normal basic hourly rate
- For being available at short notice and is separate to the payment for Work Activity
- Will continue to be paid when staff attend an incident or are undertaking other work activity

Payment rates for competent staff (2020/21)

For illustration purposes under the current rates of pay

	FFT	FFD	FFC	CMD	CM	WMD	WMA	WMB
Normal Basic Hourly Rate	£10.88	£11.34	£14.51	£15.42	£16.08	£16.43	£16.89	£17.98
Average Availability rate per hour	£1.52	£1.59	£2.03	£2.16	£2.25	£2.30	£2.36	£2.52
Availability per 24 hours	£36.56	£38.10	£48.75	£51.81	£54.03	£55.20	£56.75	£60.41
Day Cover 60% for 10 hours	£21.93	£22.86	£29.25	£31.09	£32.42	£33.12	£34.05	£36.25
Day Cover per hour	£2.19	£2.29	£2.93	£3.11	£3.24	£3.31	£3.41	£3.62
Night Cover 40% for 14 hrs	£14.62	£15.24	£19.50	£20.72	£21.61	£22.08	£22.70	£24.17
Night Cover per hour	£1.04	£1.09	£1.39	£1.48	£1.54	£1.58	£1.62	£1.73

Crewing requirements

- Pump crewing
 - Standard (5 +4)
 - Normal Minimum(4)
 - Absolute Minimum(2 – subject to risk assessment)
 - Normal additional crewing(voluntary)
- Specials crewing
 - Dual crewing
 - Special appliance crewing
 - Special additional crewing (voluntary)

Rates of Pay and Work Activity

- Pump crew will receive payment for availability and also payment for work activity.
- Normal Additional Crew will **not** receive payment for availability but will receive payment for work activity.
- Special Appliance crew will receive payment for availability and activity.
- Special Additional Crew will not receive payment for availability but will receive a disturbance payment and activity.

Contractual Changes

- Commitment between 30 hours and 120 hours per week. As a minimum
 - 30 day cover hours per week
 - 33 night cover hours per week or
 - 5 day cover hours and 25 night cover hours (30 hours in total)
- Rostering to provide cover
- No pay for anyone if appliance is unavailable
- Leave calculated by the hour
- Sick pay and restricted duty pay based on previous 12 weeks activity

Benefits of P4A

- For the Service
 - Better availability and control over it
 - Greater understanding of resource requirements
 - Clearer budget management
 - More diverse workforce
- For Firefighters
 - Better pay for individuals
 - More flexible contracts
 - Improved work/life balance



Challenges

- Our staff
 - Significant cultural change
 - Shift to more structured approach
 - Workload for station managers – rostering; pay claims; etc.
- The Service
 - Achieving collective agreement across different rep bodies
 - Legacy contracts
 - Investment
 - Wider recruitment challenges
 - Performance

Implementation

- Preferred approach – Collective Agreement
- Interest from stations
 - Phased roll-out with Early Adopter approach under voluntary agreement
 - Changes to terms and conditions have to be 100% agreed by all personnel
 - First group of stations transitioned 1 October and second group identified to follow January 2021.
- Interim processes and software - working towards full solution.

QUESTIONS