

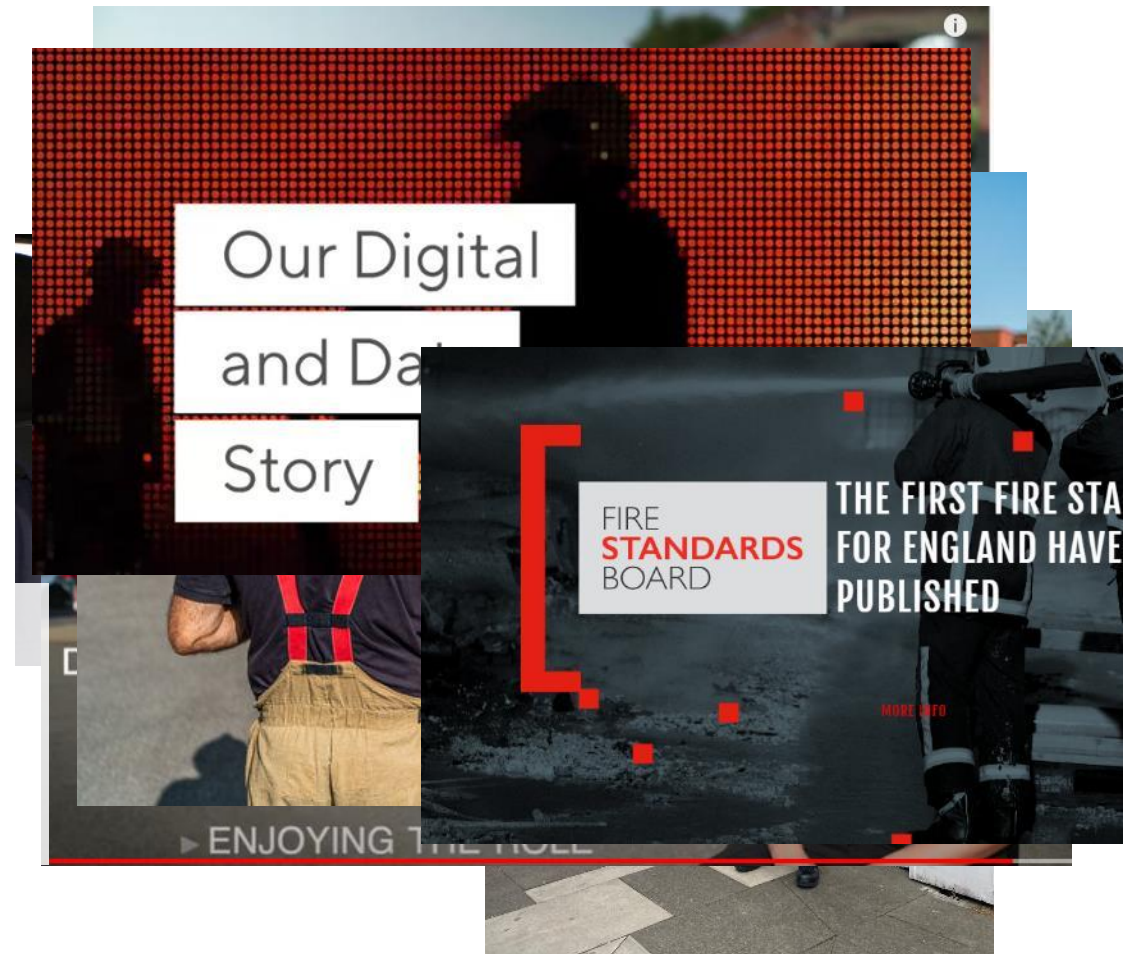
# Where is on call now?

- The headlines:
  - Approximately 18,000 or 39% of UK work force is on-call
  - Approximately 11% of the work force have dual contracts
  - In England:
    - 7.4% of the wholetime workforce are women
    - 6.2% of the on-call workforce are women
    - 5.9% of the wholetime workforce are from an ethnic minority
    - 1.5% of the on-call workforce are from an ethnic minority
  - Similar figures for Scotland



# How we are addressing the needs of HMICFRS and FRS

- Commitments to staff development, pay and conditions through Apprenticeships and End Point Assessments
- Reducing barriers between duty systems with the Working Patterns project
- Meeting needs of communities through the Equalities and Diversity Project
- Revising competencies and recruitment practices, setting the ground work to address issues of pay and conditions of service
- **Supervisory leadership bringing opportunities to all staff**



# The good work of our services

- Our thanks to Sir Tom for raising some of the issues we face and we look forward to sharing some of the solutions today
- Response to the Pandemic
- UK Innovations
  - Devon and Somerset Pay for Availability
  - South Wales RDS Salary Scheme
- International Innovations and fresh approaches





**NFCC**

Fire Central  
Programme Office

# NFCC On-Call Conference

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