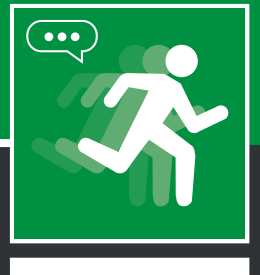




Cumbria Fire and Rescue Service

On-call firefighters



Welcome to Cumbria Fire and Rescue Service



NAME:.....

STATION:.....

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cumbria needs you!

Welcome to Cumbria Fire and Rescue Service



This booklet is for you to keep - please ensure you keep it safe, as it contains important information you will need throughout your course and when you get to your On-Call Station.

Login Details for CFRS System*

Email Address:

Password:

Login Details for PDRPro and LearnPro

Username:

Password:

Login Details for Gartan

Email/Username:

Password:

**Please note that once you get to your On-Call Station and start your role as an On-Call Firefighter, you will be able to change this password*

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ON CALL FIREFIGHTER PAY SCALES

Current On-Call Payscales:

Position	Whole-time Annual Salary	15% retainer 120 hours and above *	12.5% retainer, 91 to 119 hours	10% retainer, 61 to 90 hours	7.5% retainer, 31 to 60 hours	5% retainer up to 30 hours	Basic pay rate per hour **	Rate per occasion ***
Firefighter								
Development	£30,384	£4,558	£3,798	£3,038	£2,279	£1,519	£13.87	£5.12
Competent	£38,881	£5,832	£4,860	£3,888	£2,916	£1,944	£17.75	£5.12

*The Full Annual Retainer

This is the full annual retainer for an employee providing full cover (which is defined 120 hours and above per week) and is 15% of the annual basic pay of a wholetime employee in the same role.

**Rate Per Hour

This is the basic hourly rate of a wholetime employee in the same role.

***Disturbance Payment Per Occasion

This is the fixed disturbance payment made on each occasion that an employee is called out.

Claiming Expenses

While you are on your training course you are able to claim loss of earnings. This is to make up for any earning you may loose due to the leave you are required to take from your primary employment while you attend your training. To do this please contact our Service Delivery Team at Fire.SDS@cumbriafire.gov.uk

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Annual Fitness Requirements

Fitness Testing

All operational firefighters are required to complete an annual fitness assessment to ensure they maintain the physical standards necessary for the demanding nature of firefighting.

What to Expect

Our specialist fitness team visits every station throughout the year to conduct comprehensive assessments. The fitness test includes:

- **Health Screening** - Your fitness advisor will complete a confidential health review covering your physical and mental well-being. This includes measuring your blood pressure and handgrip strength, providing valuable insights into your overall health status.

Fitness Assessment - You'll choose between two evidence-based fitness tests:

- ♦ **Bleep Test** – A progressive shuttle run that measures cardiovascular endurance
- ♦ **Chester Treadmill Test** – A sub-maximal walking test that assesses aerobic fitness

Both tests are designed to evaluate your cardiovascular capacity in line with operational requirements.

Support Available - Your fitness advisor is there to support you throughout the process and can provide personalised guidance on maintaining or improving your fitness levels between assessments.

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Cumbria Fire and Rescue Service

FIREFIGHTERS PENSION SCHEME

The Firefighters' Pension Scheme 2015 (FPS 2015) is the occupational pension scheme available to operational firefighters first appointed on or after 1 April 2015.

If you are, or become, a member of FPS 2015, the benefits provided by the scheme include the following:

- ❖ an inflation proofed pension worked out on a proportion of pay for each year of membership.
- ❖ an option to convert part of the pension to a lump sum payment of pension before normal retirement age if:
 - you have to retire on grounds of permanent ill health,
 - you choose to take early retirement or partial retirement
 - you are given employer initiated early retirement.
- ❖ death in service cover providing a lump sum death benefit equal to three times final pensionable pay
- ❖ a pension for your surviving husband or wife, civil partner, or eligible cohabiting partner
- ❖ pensions for eligible children

Employer contributions are calculated by the Scheme Actuary every four years. The current employer contribution rate for FPS 2015 is 28.8%.

Normal pension age for the FPS 2015 is age 60. If you choose to remain an active scheme member after age 60, you would continue to build up pension and would get an "age addition" to reflect the fact that you have worked for longer. There is no limit to the amount of pension that you can build up by remaining in service.

You can ask for payment of your pension before age 60 as long as you have reached age 55. Your pension may be reduced for early payment.

For more information about the Fire Pension Scheme, please scan the QR Code or go to: <https://fpsmember.org/fps-2015>



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KEY CONTACTS

Course Leader

Watch Manager Sam Taylforth (he/him)

07917515924

Sam.Taylorth@cumbriafire.gov.uk

Line Manager

While you are on your course, your line manager will be
Station Manager Jonny Wills (he/him)

07879117506

Jonathan.Wills@cumbriafire.gov.uk



CFRS Wellbeing Hub

If you need any support for your health and wellbeing, please go to your line manager or you can visit our **Wellbeing Hub** via the below link or QR code.

<https://www.cumbriafire.gov.uk/cfrs-wellbeing-hub>



FRS SPEAK UP

Providing a safe space to speak
up when something isn't right.
Online or on the phone.
Anonymous or confidential.

Call 0800 022 3818
or visit frs-speakup.co.uk



If you are subject to, or witness, anything that you would like to notify us about but want to remain completely anonymous, you can submit this information via our confidential FRS Speak Up line.

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Our Vision and Values

Our vision

A community-focussed, professional, and trusted Fire and Rescue Service that makes Cumbria a safer place for all.

Our values

We believe passionately in the delivery of excellent public services to make Cumbria a safer place for all. To do that we need to be clear about the values and behaviours that we need to drive change and achieve our high standards.



**Putting our
communities
first**



**Dignity and
respect**



**Equality,
diversity and
inclusion**



Integrity



Leadership

Putting our communities first

We put the interest of the public, the community, and service users first.

Dignity and respect

We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.

Equality, diversity, and inclusion

We continually recognise and promote the value of equality, diversity, and inclusion, both within the fire and rescue service and the wider communities in which we serve.

Integrity

We act with integrity including being open, honest, and consistent in everything that we do.

Leadership

We are all positive role models, always demonstrating flexible and resilient leadership.

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