

SOUTH YORKSHIRE FIRE AND RESCUE SERVICE

FIRE SERVICE ORDER

PERSONNEL

SECTION 28 - PROCEDURE FOR THE CONSIDERATION OF AN EXTENSION OF SERVICE – UNIFORMED MEMBER

1.0 Background

- 1.1 In accordance with Rule A13 (3) of the Fireman's Pension Scheme Order 1992, the Fire Authority has the discretionary power to allow a firefighter to be employed beyond what would be their date of compulsory retirement.
- 1.2 The Fireman's Pension Scheme does not provide a member the right to apply for an extension of service and, consequently, the Scheme does not allow the member a course for redress in circumstances when a request for extension of employment is refused.
- 1.3 However, this procedure will ensure that the management of the Brigade, and ultimately the Fire Authority, apply a consistent and appropriate methodology to the selection of members for an extension of service.
- 1.4 As a consequence of the discretion awarded the Fire Authority in Rule A13 (3) of the Fireman's Pension Scheme, this procedure is solely for the use of the Brigade's senior management.
- 1.5 With regard to the confidential nature of the circumstances surrounding a potential extension of service, involvement in this procedure is limited to those Uniformed officers holding the rank of Divisional Commander or above, and those Non-Uniformed officers whose involvement is necessary to facilitate the process.

2.0 Procedure

- 2.1 At the commencement of each financial year, the Personnel Section shall provide each Divisional Commander with details of those uniformed members who are scheduled to compulsory retire from the Brigade in the forthcoming financial year.
- 2.2 To reinforce this, the Divisional Commander will be notified of a retirement six months prior to the member's scheduled compulsory leaving date.
- 2.3 The Divisional Commander will apply the following procedure in circumstances whereby an application for an extension of service may be submitted:-

2.3.1 The Divisional Commander will submit to the Deputy Chief Fire Officer, a case for retaining the services of the Uniformed member in question. This will take the form of a written report that will:-

- ◆ Discuss in detail why the efficiency of the service will be detrimentally affected by the loss of the uniformed member to compulsory retirement
- ◆ Have considered the possibility of other staff to resource the specific post/reference
- ◆ Have considered whether the affected reference should remain in its present form, i.e. considered harmonisation with another reference within the Brigade
- ◆ Indicate whether the member of staff in question is receptive to the principal of an extension of service, having considered the implication of their own pension position.

It should be noted that while the above form the primary criteria for assessing the validity of a request to consider an extension of service, each submission for consideration from the Divisional Commander should be judged on it's own merits.

- 2.4 The Deputy Chief Fire Officer will consider whether the request is appropriate; will the loss of skills etc., have a detrimental impact on the efficiency of the Brigade.
- 2.5 In circumstances where the Deputy Chief Fire Officer concurs with the Divisional Commanders findings/observations, a formal request to initiate an extension of service will be made to the member. This will be subject to the individual being, and continuing to be, medically fit for operational duties for the period of the extension.
- 2.6 Should the member accept the invitation to extend their service the Deputy Chief Fire Officer will notify the Personnel Officer, who will administer the remainder of the process.

/CW
25.9.02