**Wholetime Firefighter Recruitment – South Yorkshire Fire & Rescue**

**Salary, Benefits and Career Progression**

**Eligibility**

To be considered for a firefighter position with South Yorkshire Fire & Rescue (SYFR) you must:

* Be eligible to work in the United Kingdom;
* Live within SYFR’s boundary;
* Be 18 years of age by the time your training course starts;
* Be physically fit to meet the requirements of the role and medical examination;
* Be able to demonstrate reading, writing and numerical skills to meet the requirements of the role;
* You must also be committed to maintaining and developing new skills, and studying on top of your normal working days.

**Salary (July 2020)**

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| --- | --- | --- |
| **Role** | **Salary** | **Additional Information** |
| Trainee firefighter | £23,833 | This is paid for the duration of your initial training course |
| Firefighter in development | £24,826 | This is paid on successful completion of the initial training course |
| Competent Firefighter | £31,767 | This is paid after a maximum of 3 years from your initial start date |

SYFR has many opportunities for career advancement and the chance to develop into specialist fields within the sector. Progression through the roles within SYFR means you have the potential to develop further skills and qualifications and earn the following salaries on promotion (salaries are based on July 2020 pay settlement):

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| --- | --- | --- |
| **Role** | **Salary** | **Additional Payments** |
| Crew Manager | £35,219 |  |
| Watch Manager | £39,383 |  |
| Station Manager | £45,183 | Station Managers can earn an additional 25% if they work as a flexible duty Station Manager and have the opportunity to develop into specialist officers in areas such as Fire Investigation and Hazardous Materials & Environmental Protection. |
| Group Manager | £52,301. | You will also receive a 20% flexible duty payment. |
| Area Manager | £60,756 | You will also receive a 20% flexible duty payment |
| You are required to spend a minimum of 12-18 months at each role level and will be provided with a full development programme and associated qualifications to enable you to achieve competence in each role. |

**Rewards & Benefits**

In addition to the job satisfaction, great pay and feeling of pride at being part of a respected and valued organisation within the local community, there are also other benefits available to employees at SYFR, these include:

**Health & Wellbeing**

* Occupational Health Unit; access to a full range of services
* Fitness Advisor – in-house specialist advice to help with fitness and nutrition
* Employee Assistance Programme
* Cycle to Work Scheme
* Use of on-site gym facilities
* Option to join various sports, social and employee groups
* Dedicated information around Health & Wellbeing

**Family Friendly**

* Firefighters Pension Scheme
* Annual Leave entitlement (31 days, rising to 34 days after 5 years service)
* Childcare voucher, salary sacrifice scheme
* Generous Maternity/Paternity/Adoption leave policies
* Special Leave / Carers Leave
* Generous sick pay provision

**Career & Development**

* Opportunity and access to training & development for all roles
* Support with time & funding for additional training
* Annual personal reviews (appraisal)
* Clear promotion and progression pathways
* Access to internal & external secondment opportunities