



On-call firefighter

Employer's guide

West Yorkshire Fire and Rescue Service asks for your help. We want to recruit committed, motivated individuals who can work for us on a on-call (part time) basis during the day, or at weekends to keep you and your organisation safe.

Will you support your employees who are interested in becoming an on-call firefighter?



West Yorkshire
Fire & Rescue Service

Making West Yorkshire Safer
www.westyorksfire.gov.uk

What do on-call firefighters do?

Our on-call firefighters help to serve 2.2 million people, protect property, businesses and the environment in West Yorkshire. Just like their wholetime (full-time) counterparts, they work on the front line protecting their community: dealing with property fires, road traffic collisions, chemical spills, floods and storm damage. They also give fire safety advice and carry out fire safety inspections. However, unlike wholetime firefighters, many on-call firefighters already have a main job. With permission from you, their employer, they operate on 'standby' for us and are only called out when they're needed. They're not based at their local station, they simply need to work within one mile, or can reach the station within five minutes of receiving a call on their pager.

What added value does an on-call firefighter offer?

We provide training and development, so they gain many transferrable skills they can bring back to your organisation. These can include personal skills (team working, leadership, communication, self-discipline) and emergency skills (first aid, trauma care, fire and health and safety). These skills can directly benefit you, the employer, and help create a more motivated and productive employee.

How long could your employee be called away for if they're on duty?

Typically this could be one to three hours per week during the day or at a weekend – your station commander can give you more information. On-call firefighters agree the cover they wish to provide. However, this must be arranged in conjunction with you, their main employer, so it meets your needs.

Would your employee need time off for training?

We provide rigorous training to all our firefighters, to keep them, their colleagues and the public safe. Some on-call firefighters may need to take time off from their main employment for training. We aim to minimise the impact of this by providing basic training at the station during drill nights and at weekends, for example. The station commander has more information.

What happens if your employee gets injured while working as a firefighter?

We have high training, and health and safety standards, so injuries are rare. However, we do have a policy in place to compensate employees for loss of earnings.

Are there any legal implications associated with employing an on-call firefighter?

Depending on the number of hours they are contracted to you, their main employer, they may have to sign an opt-out agreement under the Working Time Regulations. If you are a haulage company or your employee drives a truck, both you and your employee should be aware of the implications of the EC Drivers' Hours and Tachograph Rules for Goods Vehicles (Regulation 56/2006). West Yorkshire Fire and Rescue Service can provide further information on any key legislation and its impact on you or your employee.

Contact your local station to find out more or visit
www.westyorksfire.gov.uk/careers