



Scottish Fire and Rescue Service

Group Commander: Terms and Conditions

Main Terms and Conditions

These are no less favourable than those enjoyed under the terms and conditions for Group Commanders as agreed by the National Joint Council Scheme of Conditions of Service (Grey Book, 7th Edition).

Pay

The salary scale for the post is £55,953- £62,028. On appointment, you will normally be placed on the development rate of pay of £55,953 unless you can demonstrate that you have already achieved competence within the role, and you hold a valid Group Commanders Competency Portfolio.

In addition, you will be paid a 20% flexible duty system supplement, which is pensionable and subject to Income Tax and National Insurance as appropriate.

Pension

This post is permanent and pensionable under the terms of the Firefighters' 2015 Pension Scheme (Scotland) during this appointment.

His Majesty's Revenue & Customs have set a limit on the tax relief on your pension. Where your pension entitlements increase and this exceeds the tax relief limit set, you will have to pay tax on the excess. This limit is known as the Annual Allowance (AA) which permits a maximum increase in the value of your pension in a given year. If this threshold is breached, this will lead to an increased tax liability.

Applicants seeking promotion should therefore recognise the potential for any substantial increase in pensionable pay to result in an additional tax liability.

The calculation of your pension pot is subject to a complex calculation that allows for factors specific to each employee to be taken into consideration. It is therefore not possible, or appropriate, for SFRS to issue you with advice on this. All applicants are advised to take the effects of the AA into consideration when applying for promotion.

If you are concerned that you may exceed these limits if you are successful in applying for a promotion, it is strongly recommended that you seek independent financial advice in respect of the potential impact of this upon your personal financial position.

Advice on Pensions and Taxation can also be accessed through the following links:

- [Tax on your Private Pension](#)
- [Scottish Public Pensions Agency](#)

Hours of Work – Flexi Duty System

You will be assigned to the SFRS Flexi Duty System in accordance with the post you have been allocated to. Your leave group will be notified to you by your line manager. Leave groups and duty patterns may be subject to on-going review in order to meet the demands of the Scottish Fire and Rescue Service.

Standby – Call Out Base

This post forms part of the Incident Command Structure for the SFRS, which includes the provision of supervisory officer cover from within the Service Delivery Areas. An appropriate accommodation address must be provided to ensure operational commitments are met. In addition, there may be a requirement to provide cover from agreed Strategic Mobilising Locations in line with the SFRS Flexi Duty Manager Response Policy.

Car

You will be provided with a car in line with the SFRS Provided Vehicle Scheme. Details of this scheme are available from the Finance Department.

Annual Leave and Public Holidays

Your leave entitlement is as follows: 28 days Scale A, 5 days Scale B and 3 days Long Service Leave. The public holiday entitlement is 8 public holidays each year, as designated by the SFRS.

Politically Restricted

This post has been determined as politically restricted. Employees who are in politically restricted posts are disqualified from becoming, or remaining as, a member of the Local Authority, the Scottish Parliament, the House of Commons, European Parliament or carrying out certain political activities. If you have involvement in any of these areas, please refer the matter to your line manager. You are entitled to advise any political group, either as to the work of the group or the work of the SFRS and attend meetings of any political group. However, where you advise a political group on a particular matter, you should be available to advise other political groups on the same matter.

If you wish to appeal against the classification of your post as politically restricted, then you may do so by raising this matter in writing to the Head of People in the first instance. Should this matter not be resolved to your satisfaction then you may refer your appeal to the independent Adjudicator for Scotland, details of which can be obtained from the People Directorate.

Membership of Protection of Vulnerable Groups Scheme

This post requires membership of the Protection of Vulnerable Groups Scheme (PVG Scheme) for the duration of appointment in post.