



Scottish Fire and Rescue Service

Crew Commander: Terms and Conditions

Main Terms and Conditions

These are no less favourable than those enjoyed under the terms and conditions for Watch 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 £42,892 - £44,742. On appointment, you will normally be placed on the development rate of pay of £42,892 unless you can demonstrate that you have already achieved competence within the role.

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](#)

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.

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.