

Terms and Conditions of Employment.



The information given below is for information only and is not binding. A formal offer of terms and conditions will be made to the successful candidate.

Conditions of Service.	<p>The appointment is permanent and conditioned to the National Joint Council for Brigade Managers of Fire and Rescue Services, Constitution and Scheme of Conditions of Service (referred to as the Gold Book).</p> <p>The appointment requires operational cover that is provided on a continual duty basis.</p>
Place of Work.	<p>The post is based at Service Headquarters in Salisbury. The role also requires the successful candidate to work in other locations as required, including travelling outside of the Service area.</p>
Place of Residence and Relocation.	<p>In order to provide strategic direction and operational command up to and including Gold Command, the successful candidate is expected to reside within the Dorset and Wiltshire area in a location approved by the Chief Fire Officer. A relocation package (up to £7,500) is available in appropriate cases.</p>
Salary.	<p>The salary for the Assistant Chief Fire Officer is £109,252.</p> <p>The Fire Authority reserves the right to offer the post at a development rate starting at approximately £99,000 for a candidate it considers will need to develop into the role. Any development rate of pay will be reviewed after 3 and 6 months, with pay increases linked to development.</p> <p>Salaries are reviewed annually under the Gold Book twin track approach.</p>
Car.	<p>The postholder will be have a provided car. The postholder will be considered as being permanently on call. Permanently on call means that as a BM, you are prohibited to use your car for private use, except for on call commuting and freedom of movement when on duty, and therefore exempt from tax by virtue of S248A, ITEPA 2003 (HMRC tax regulations).</p>
Pension.	<p>The Pension Scheme is the Firefighters' Pension Scheme 2015 (or the Firefighters' Pension Scheme 1992 or the New Firefighters' Pensions Scheme 2006 as appropriate).</p>
Hours and Working Pattern.	<p>The salary takes account of the fact that the role of the Assistant Chief Fire Officer has a twenty-four-hour commitment and cannot be satisfactorily undertaken within a fixed working week. Basic hours are 42 per week, but the postholder will be required to work any reasonable additional or regular hours necessary to ensure the proper performance of the duties of the post. No additional payments are made for this time.</p> <p>The operational rota will involve being on primary call as Duty Principal Officer for one seven-day period in every four weeks, but available for</p>

	recall at all other times within a reasonable time period. Outside of providing an operational response you will be expected to manage your time against service priorities and therefore you need to take a flexible approach to managing your working hours.
Annual Leave.	Annual leave entitlement is 35 days per annum, plus 8 bank holidays. Taking of annual leave is by agreement with other principal officers to ensure that suitable operational and managerial cover is always maintained.
Sick Pay.	The Gold Book Conditions of Service apply. The granting of sick pay is conditional upon compliance with the Fire Authority's requirements regarding notification and certification of sickness.
Notice.	The appointment is subject to three months' notice on either side.
Political Restrictions.	By virtue of the Local Government and Housing Act 1989, Sections 1 and 2, the post of Assistant Chief Fire Officer is classified as politically restricted under definition of the Act. The postholder will be expected to maintain political neutrality in relation to the work of the Authority.
Code of Conduct.	The post of Assistant Chief Fire Officer is subject to the Code of Conduct for Brigade Managers. The postholder will be required to observe the requirements of the Dorset and Wiltshire Fire and Rescue Authority Standing Orders and other internal policies.
Job Duties.	The duties of the role of the Assistant Chief Fire Officer are set out in the job description. The job description may be amended from time to time and, in addition to the duties set out, the postholder may at any time be required to undertake additional or other duties nationally, regionally and locally as required by the Fire Authority.
Training.	During service the Assistant Chief Fire Officer will be required to undertake any training or attend any training course deemed necessary to meet the requirements of the post.
Subsistence.	National provisions apply to subsistence payments and these are subject to the production of receipts as applicable.
NFCC.	DWFRS pay the corporate fee for NFCC.
Uniform.	A uniform will be provided.