

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

PROTECTION AND REDEPLOYMENT POLICY

1 Introduction

- 1.1 The revisions to the Firefighters Pension Scheme allow Firefighters to be redeployed into non operational posts, on the advice of the Authority Medical Advisor, if they become permanently unfit for operational duties. (See Rule A10 of Firefighters Pension Scheme 1992, and Rule 3 of the Firefighters Pension Scheme (England) Order 2006.
- 1.2 The revised Firefighters Pension Scheme, however requires that the redeployment must be into a post which contains elements of the relevant role, map e.g. Firefighter, Crew Manager, Watch Manager etc.
- 1.3 The following policy sets out the process for redeployment and also addresses the issue of protection of salary in the event of redeployment.
- 1.4 This policy is also applicable to mobilising staff and fire and rescue staff in terms of the protection of salary for 4 years upon redeployment.
- 1.5 This policy is not applicable to those trainee firefighters who have not successfully completed the trainee firefighters course.

2 Policy

- 2.1 In the event of an individual becoming permanently unfit for operational duties he/she will be offered the opportunity to be redeployed to work in another appropriate post in the organisation.
- 2.2 If the employee believes the first offer of redeployment is unsuitable he/she will be offered one further alternative, **if available**. In addition once a post has been accepted the employee will have 28 days to decide whether or not he/she believes the post to be suitable.
- 2.3 If the employee does not accept one of these reasonable alternatives the next stage would be compulsory redeployment, resignation or termination of the employment contract.
- 2.4 It is likely that the redeployed individual will be redeployed into a post which is not equivalent, in terms of salary, to the one he/she has been occupying. In these cases the Authority will offer protection of the individual's basic salary (including annual index linked nationally agreed increases and cpd payments if approved) for a period of **four years from the date of the redeployment**.

- 2.5 The Firefighter will remain on 'grey book' conditions of service for the duration of their period of redeployment.
- 2.6 In line with advice from Communities and Local government (CLG) once the period of protection ends and pensionable pay is reduced, the only protection in relation to pension would be by using Average pensionable pay on the final pension, (best of the last three years).
- 2.7 The Authority will also endeavour where appropriate to grant development opportunities for staff who have been redeployed.