# TERMS & CONDITIONS

Job Title: ICT Support Analyst

You will be based at Fire Service Headquarters or in any post appropriate to your grade at such other place of employment in the Authority's service as may be required.

Salary is Grade:  by 4 annual increments.

This position is fixed term for 12 months to cover the secondment of the current postholder. If the requirements for you to undertake the work for which you have been engaged cease or diminish earlier than this time period, or on at the discretion of the Authority then your fixed term contract of employment will be brought to an end earlier subject to 4 weeks’ notice.

If you are applying for this role as an internal secondment please ensure you have obtained the necessary permission from your line manager before applying.

This post has been designated a hybrid working post which means the postholder’s working time will be split between the workplace and home.  The actual working pattern and number of days at each will be agreed locally with the line manager and will be determined based on the service needs. The contract of employment will outline all terms and conditions specific to hybrid working and these should be carefully considered.

Hours – 37 per week. The Service Desk TEAM are required to cover Monday to Friday 07:30 to 17:00. The hours that the Service Desk team currently cover has been recently changed, from 13/09/21, and is due to be reviewed in 12 months. The previous hours were 07:30 to 20:00 hours plus some weekend standby cover, currently this is Monday to Friday 07:30 – 17:00.

Leave entitlement, if working 5 days per week the full years entitlement will be 23 days rising to 28 - after 5 years’ service - plus any statutory public holidays that may fall – Working less than 5 days per week this leave will be pro-rated accordingly.

Automatically join Local Government Pension Scheme - unless opt out, further information will be given with contract of employment.

The position is subject to a 6 months probationary period, this is time to settle in and establish suitability for the post. We obtain reports from Line manager after 3 months and again after 51/2 months. If any problems are identified, guidance will be given. Probation may be extended. However if problems cannot be resolved, we reserve the right to terminate the contract. After the end of the probationary period appointment will be confirmed and then subject to normal ongoing capability monitoring.

We operate an appraisal process on a yearly basis, which includes a chance to discuss any training and development needs.

Training includes training in Equalities & Diversity within the first three months of service, and also training in manual handling, working safely and optional first aid training.

No smoking on any Authority premises and vehicles.

Free onsite parking.

There are sports and social facilities available such as gym/fitness equipment at HQ and most stations; various social sections such as a walking section, scuba diving section; discounts on things such as annual travel insurance.

For a full range of benefits please visit

<http://www.wyfs.co.uk/careers/rewards-and-benefits/>

Please note, if you have been employed as an Operational Firefighter, and are in receipt of a Firefighter’s pension, your pension may be abated if you are appointed. Abatement will occur if your pension plus your new salary adds up to more than your previous salary upon retirement – further details can be provided on request. It’s also worth noting that you may also be affected by HMRC rules and should check with the HMRC to see if this applies to you.

During the recruitment process, in line with present Authority policy, it will be necessary for applicant/s that are offered a post to undergo a medical assessment including a drugs test. The medical questionnaire will only need to be completed and sent to the Occupational Health & Safety department once the successful candidate has been given a conditional offer.

The post is subject to receipt of satisfactory references, medical screening, Disclosure & Barring check and completion of Baseline Personnel Security Standard checks.