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| A picture containing graphics, clipart, graphic design, symbol  Description automatically generated | **On-Call Firefighters Salary Guide** |

In summary, a Firefighter would receive an annual salary (retainer fee) paid monthly, plus an hourly rate for attending incidents and training and a disturbance fee per call out.

You can find the [Fire Brigades Union (FBU) Pay Scales here](https://www.fbu.org.uk/pay-rates). For On-Call payments, view the Retained Duty System section.

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| **Retainer Fee (Annual Salary)**  (Column (1) on the [FBU Retained Duty Pay Scale](https://www.fbu.org.uk/pay-rates)) | * Determined by the number of hours ‘covered’ at your station each week. The cover falls into 2 bands: * 100% Salary = 120 hours or more per week * 75% Salary = less then 120 hours per week * Cover means when you are available to respond to your station (within 5 to 8 minutes) for an emergency call if required) * Paid monthly |
| **Turnout Fee**  (Column (3) on the [FBU Retained Duty Pay Scale](https://www.fbu.org.uk/pay-rates)) | * Each time you are called out and catch the fire engine, you will be paid an hour’s pay. * You will then be paid hourly for the time you are at the incident. |
| **Attendance Fee**  (Column (3) on the [FBU Retained Duty Pay Scale](https://www.fbu.org.uk/pay-rates)) | * Each time you are called out and do not catch the fire engine before it leaves the station, you may be required to stand by until released. You will be paid 30 minutes pay. |
| **Disturbance Fee**  (Column (4) on the [FBU Retained Duty Pay Scale](https://www.fbu.org.uk/pay-rates)) | * Each time you are called out, whether you catch the fire engine or not, you will receive a disturbance fee. |
| **Drill Nights / Training**  (Column (3) on the [FBU Retained Duty Pay Scale](https://www.fbu.org.uk/pay-rates)) | * You will be paid an hourly rate for 2-hour drill nights each week * You will be paid an hourly rate for all training courses |

**For example:**

You are a development firefighter, covering 130 hours per week at your station. You will receive 100% of the salary of £2,944 per annum. You are called out to two incidents in one week.

On the first occasion, you catch the fire engine and attend an incident for 2 hours. You would receive a Turnout fee of £13.44, plus another hour’s pay of £13.44 and the disturbance fee of £4.96.

On the second occasion, you miss the fire engine and are paid the attendance fee of 30 minutes pay at £6.97, plus the disturbance fee of £4.96.

You also attended a drill night for 2 hours and are paid £26.88 (£13.44 x 2).

**In total for that week, you would have been paid:**

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| Retainer Fee:  Turnout Fee:  Attendance Fee:  Disturbance Fee: Drill Night: | £56.61  £13.44 x 2  £6.97  £4.96 x 2  £13.44 x 2 | = **£127.26** |  |