

LLAR brings a new and exciting concept in operational fire fighting. In tandem with the modernisation of the Fire Service the flexibility of a LLAR contract brings an innovative sensible approach to the provision of fire cover whilst maintaining National Standards and requirements.

LLAR provides individuals with an alternative to the standard and traditional 2, 2 4 shift system.

Benefits include:-

FINANCIAL
FLEXIBILITY
FAMILY FRIENDLY
LOCALITY
VARIETY

FINANCIAL

LLAR Contracts at Operational Firefighter level offers a potential salary of up to £40k including qualified Firefighter salary, enhancements for working LLAR, accommodation allowance and possible additional hour's payments. The service offers membership to the New Firefighters Pension Scheme providing occupational pension benefits.

FLEXIBILITY

LLAR provides employees the flexibility of working that the 2, 2, 4 system cannot sustain. The self rostering system enables Firefighters to choose what days he/she wishes to work. This independence allows the individual to arrange working time around their personal and family commitments. The ability to arrange shifts to suit these commitments is enhanced by the annual leave entitlement and rota days amounting to 200 days off per year.

HOURS OF WORK

10. AM TO 10PM are the standard LLAR day cover. Stand down 10pm to 10.00 am permits the firefighter to either

- a) remain on station and enjoy the facilities provided (see Accommodation) whilst remaining on 'cover'
- b) Remain on 'cover' but leave station premises to enjoy time with friends or family utilising the 'alerter' that will alert the FF that his/her attendance at station is required – provided the Firefighter remains within the response time of 1.9 minutes of alert for attendance the individual is free to choose their 'stand down' time location.

ACCOMMODATION

The accommodation provided is first class multi person housing either close to station (i.e. within the required response time) or attached to Station depending on the station location.

Each personal living space is self contained with bed Television/DVD, PC facilities with broadband/internet access and communal SKY facilities.

Each house is maintained and provided by the Service – Overnight stay by partners or spouse is available in order to accommodate the family friendly spirit of LLAR.

LOCATION

Currently 4 x LLAR stations exist within MFRS

**West Kirby
Heswall
Formby
Newton Le Willows**

Plus proposals to extend this system to further fire stations,

Firefighters choosing the LLAR system of working will be required to work at any of these stations as determined by the Authority but allowing for personal choice where possible.

WIDE RANGING SKILL BASE

The variety of locations, provide LLAR firefighters with an opportunity to develop a wide range of skills due to continuity of cover and specialist areas of working.

For example Newton with its locality close to the motorway network will provide intensive training and experience in motorway incidents and RTC's. Alternatively West Kirby's unique location will enable more intensive incident training to such call outs as Beach and Mud rescues. Re-deployment of LLAR to other Fire & Rescue Authorities due to specialist skill bases have recently been utilised, such as the recent deployments to various locations during the recent floods.

LLAR attracts a wide range of diverse Firefighter personnel. It has attracted long serving firefighters as they approach retirement age with its alternative modern approach to fire fighting as well as newly appointed firefighters who are looking to widen their experience. This exciting challenge provides contrasting teams within which new recruits can gain expert on the spot training and hands on experience incorporated in the backdrop of formal self development.

APPENDIX D
(CFO/168/07)

LLAR personnel have chosen the LLAR working pattern and are motivated and committed to both its success and continuing development into the future modern approach to operational firefighting.