



# Dorset & Wiltshire Fire & Rescue Service

## Employee Benefits



**Smarter / flexible working:** Your work life balance is important to us and the service encourages flexible working and believes that work is what you do not where you do it.



### **Comprehensive health and wellbeing resources:**

**Counselling:** Sessions available to all staff, including retired staff and immediate family members. **Physio sessions:** Up to 6 sessions to provide interim support for any condition. **DWFRS Guardians:** A number of our staff have been trained to empower colleagues to raise concerns and signpost to various support mechanisms including mental health support programmes.



**Annual leave:** Generous annual leave allowance. For Corporate roles: minimum basic entitlement of 25 days plus 8 bank holiday days. Increasing after 5 years of service. For those on the shift system: minimum basic entitlement of 23 days plus 8 bank holiday days. Increasing after 5 years of service.



**Maternity / Adoption:** With effect from 1<sup>st</sup> July 2024, our maternity/adoption pay for all staff groups will increase to 39 weeks' full pay, subject to qualifying criteria.



**Sick pay:** Generous occupational pay entitlement during absence through sickness.



**Learning and development:** Opportunities for employees to further develop in their roles and pursue training and development pathways and qualifications, including offering **apprenticeships** to staff at all levels.



**Employee recognition scheme and loyalty award** recognising 20 years continuous service.



**Continuous service:** Existing Local Government / Fire Service employees entering the service with no break in service will maintain continuous service.



**Local discounts:** Discounts are available at local companies within the Dorset and Wiltshire area upon showing your Service ID card.



**Blue light card:** Access to many online discounts / promotional offers as part of the UK's Emergency Services, NHS, or Armed Forces:

<https://www.bluelightcard.co.uk/>



**Union membership:** We recognise Unison, the Fire Brigades Union (FBU), the Fire and Rescue Service Association (FRSA) and the Fire Officers Association (FOA) as negotiating partners.



**Pension scheme:** Enrolment for all Service employees. Members of the schemes will benefit from a generous employer contribution.



**Free gym access and leisure centre discount:** Employees can access any of the gym equipment across our stations free of charge, and are eligible for a corporate discounted membership at Five Rivers leisure centre.



**Sports & social club:** There are a variety of sports and social clubs within the service.





**Staff networks:** We have several established network groups, including LGBTQ+, Womens' network, Minority Ethnicity network and Neurodiversity network.



**Mindful employer:** As a mindful employer we are positive about mental health and have signed up to the mental health at work commitment.



**Cycle to work:** we have a cycle to work scheme that is available to all staff.



**Eye test voucher:** Employees are eligible for free eye tests and a discount towards glasses.



**Benenden Healthcare:** We have partnered with a private healthcare provider, offering an opt in service to help look after your health and wellbeing. [Affordable Private Healthcare Provider](#)

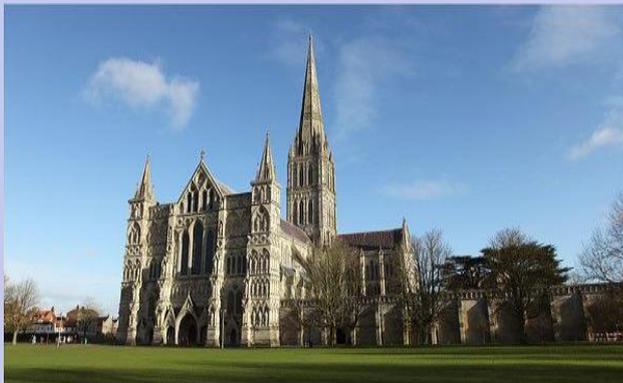


**Flu vaccinations:** Employees can claim back a fixed amount towards the cost of their flu vaccinations.



**Fire fighters charity:** Helping everyday heroes recover their lives by supporting their physical health, mental health, and social wellbeing. All Service employees including their family members are eligible: <https://www.firefighterscharity.org.uk/>

**Iconic location:** Dorset and Wiltshire are beautiful counties to live and work in. We have many areas of outstanding natural beauty, including the Jurassic coast which is a World Heritage site, Salisbury plain and historic landmarks such as Salisbury Cathedral and Stonehenge. Both counties are popular destinations for visitors.



EMPLOYER RECOGNITION SCHEME  
SILVER AWARD WINNER 2019  
PROUDLY SUPPORTING THOSE WHO SERVE.

