



Employee benefits

At Cheshire Fire and Rescue Service our people are at the heart of everything we do. Our benefits package reflects our values by supporting your wellbeing, recognising your contribution, encouraging development and helping you achieve a healthy work-life balance while serving our communities.



Free parking

The Service provides free parking at Headquarters and fire stations. Electric chargers are available for service vehicles.



On-site restaurant

Our restaurant at headquarters provides hot and cold breakfast items and lunch options.



Access to Occupational Health for health and wellbeing

The on-site Occupational Health Unit provides access to resources to help you stay well. As a mindful employer we are positive about mental health and have signed up to the mental health at work commitment.



Annual Leave

Fire staff will have a minimum basic entitlement of 26 days, plus eight bank holiday days. This increases to 31 days after five years of service. Operational leave differs depending on the duty system.



Maternity, paternity and adoption

Enhanced maternity, paternity and adoption pay is available, subject to qualifying criteria. Staff are entitled to 45 weeks maternity leave on full pay.



Family friendly workforce

The Service recognises the importance of family life and we offer flexible, family friendly benefits for employees to ensure a healthy work life balance.



Learning and Development

There are opportunities for staff to further develop in their roles and pursue training, leadership and development pathways and qualifications. This includes offering apprenticeships to staff at all levels.



Employee 'STAR' recognition scheme

The annual STAR Awards ceremony recognises individuals or teams who have gone that extra mile or demonstrated exceptional commitment to the Service and our communities.



Long service and good conduct award

Staff who have completed either 20, 30 or 40 year's of service (subject to qualifying criteria) are invited to an annual ceremony to celebrate their long service and good conduct achievement.



Continuous service

Existing local government or Fire Service employees who transfer into the Service without a break in employment will retain their continuous service.



Blue light card

Members of the UK Emergency Services, NHS and armed forces staff can apply for a Blue Light Card, which provides access to many online discounts and promotional offers.



Pension Scheme

All staff are eligible for enrolment in the scheme, which includes a generous employer contribution for members.



Union Membership

The Service recognises Unison, the Fire Brigades Union (FBU), the Fire and Rescue Service Association (FRSA) and the Fire Officers Association (FOA) as negotiating partners.



Free gym access and leisure centre discount

Staff can access free of charge gym facilities across our fire stations and are eligible for a corporate discounted membership at selected leisure centers.



Sports and social clubs

A wide range of sports and social clubs can be accessed through the Service.



Staff networks

The Service has several established network groups, including:

Armed Forces Network



Divergence - neurodiversity network



Firepride - LGBT network



Limitless - women's network



REACH - Race, Equality and Cultural Heritage network



Cycle to work

A cycle to work scheme is available to all staff.



Eye test voucher

Employees are eligible for free eye tests, which also includes a discount towards glasses.



Flu Vaccination

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.

