



EPSU Fire Services Working Time Survey

The aim of this survey is to find out what working time arrangements apply to firefighters across Europe and the extent to which these have been subject to change in recent years.

Working time covers normal working hours, shift arrangements, overtime rules, annual and other forms of leave as well as rules governing retirement.

Please use the table below for your responses. However, if you have documents setting out the rules covering working time you could send these with the relevant sections marked.

If different groups of workers in the fire service are covered by different working time arrangements please indicate where relevant.

Are working time rules negotiated nationally or locally or is there a combination of the two?	
Are working hours calculated weekly, monthly or annually?	
What are basic working hours?	
Are there rules on overtime? If yes, please give details.	
Is there standard shift pattern? If so, please describe	
Have there been any changes to working hours or shift patterns in recent years?	
Please explain any rules covering "on-call" hours in terms of payment and inclusion in overall working hours	

Please give basic annual paid holiday entitlement – number of days per year	
Please give any additional holiday entitlement linked to age or service	
Have there been any changes to holiday entitlement in recent years?	
If parental leave (maternity, paternity, adoption) is better than the legal minimum please give details	
Please give details of any other kinds of leave – for example, study leave or sabbaticals	
What is normal retirement age?	
What is the earliest age for non-ill health retirement?	
Do you have any information on the age at which fire service workers normally retire? If yes, please indicate.	
What are the rules covering ill-health early retirement?	
Please outline any changes to pensions and retirement rules in recent years?	

Please provide any additional background information that you think is relevant to questions on working time and retirement. In particular, please indicate whether there is legal recognition of firefighting as a dangerous profession and if this has an impact on working time rules.