



**Reference Number:** FOI-101004680226

**Response provided under:** Freedom of Information Act 2000

**Request:**

**Does your service have a formal system that allows uniformed operational staff swap shifts. For example a firefighter who is due to work a Saturday can swap his work day with a firefighter who is rostered off?**

**if so, does your service record these swaps and keep a running tally of the swaps for the individuals?**

**What happens when one resigns or retires. Does your service have a way of dealing with any positive or negative balances for these swaps. For example the swap mentioned above what would happen if either of them then resigned or retired before the "pay back of the swap". Would the firefighter who got Saturday off have his final pay reduced because he never paid his day off back to the other firefighter? Or if the firefighter who worked the extra shift then retired or resigned. Would he receive a days pay for working the Saturday and the Firefighter that got the day off have to work a day to pay back the day off he got?**

**Response:**

Cornwall Fire and Rescue Service does not operate a formal system that allows uniformed operational staff to swap shifts. This practice does take place across stations on an informal basis; it is operated on a pay back reciprocal arrangement between individuals and is managed at a local level.

**Information provided by:** Cornwall Fire, Rescue and Community Safety Service



**Date of response:** November 2019