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**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITIES'
FIRE BRIGADES**

**To: Chief Fire Officers/Firemasters
Chief Executives/Clerks to Fire Authorities
(copy enclosed for Treasurer)**

Members of the National Joint Council

4 November 1997

CIRCULAR OC/2/97

Dear Sir/Madam,

1997 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Officers' Committee are effective from 7th November 1997:

- Appendix 1 - whole-time operational officers
- Appendix 2 - whole-time control room officers
- Appendix 3 - retained officers

Yours faithfully,
CHARLES NOLDA
KEN CAMERON
Joint Secretaries

WHOLE-TIME OPERATIONAL OFFICERS1. Revised salaries effective from 7th November 1997

	£		£
<u>Senior Divisional Officer</u>		<u>Divisional Officer III</u>	
During 1st year in rank	33912	During 1st year in rank	26862
After 15 years' service	34734	After 15 years' service	27678
During 2nd year in rank	34845	During 2nd year in rank	27387
After 15 years' service	35661	After 15 years' service	28212
During 3rd year in rank	35772	During 3rd year in rank	27972
After 15 years' service	36579	After 15 years' service	28800
<u>Divisional Officer I</u>		<u>Assistant Divisional Officer</u>	
During 1st year in rank	31503	During 1st year in rank	25077
After 15 years' service	32322	After 15 years' service	25896
During 2nd year in rank	32232	During 2nd year in rank	25836
After 15 years' service	33060	After 15 years' service	26658
During 3rd year in rank	32949	During 3rd year in rank	26601
After 15 years' service	33771	After 15 years' service	27420
<u>Divisional Officer II</u>		<u>Station Officer</u>	
During 1st year in rank	28521	During 1st year in rank	23793
After 15 years' service	29340	After 15 years' service	24618
During 2nd year in rank	29634	During 2nd year in rank	24321
After 15 years' service	30456	After 15 years' service	25140
During 3rd year in rank	30795	During 3rd year in rank	24843
After 15 years' service	31617	After 15 years' service	25659

2. Overtime scales

	Basic hourly rate* £	Casual overtime rate £
<u>Station Officer</u>		
<u>not on the flexible duty system</u>		
During 1st year in rank	10.86	16.29
After 15 years' service	11.24	16.86
During 2nd year in rank	11.10	16.65
After 15 years' service	11.47	17.21
During 3rd year in rank	11.34	17.01
After 15 years' service	11.71	17.57
<u>Assistant Divisional Officer</u>		
<u>not on the flexible duty system</u>		
During 1st year in rank	11.45	17.18
After 15 years' service	11.82	17.73
During 2nd year in rank	11.79	17.69
After 15 years' service	12.17	18.26
During 3rd year in rank	12.14	18.21
After 15 years' service	12.51	18.77

* The basic hourly rates are derived by dividing the annual rate by 52.167 and then by 42

WHOLE-TIME CONTROL ROOM OFFICERS

1. Revised salaries effective from 7th November 1997

	£ 42 hour week*
<u>Principal Fire Control Officer</u>	
In 1st year	27273
After 15 years' service	28005
In 2nd year	28338
After 15 years' service	29076
In 3rd year and thereafter	28986
After 15 years' service	29721
<u>Group Fire Control Officer</u>	
In 1st year	24711
After 15 years' service	25449
In 2nd year	25200
After 15 years' service	25935
In 3rd year and thereafter	25725
After 15 years' service	26472
<u>Fire Control Officer</u>	
In 1st year	21903
After 15 years' service	22644
In 2nd year	22377
After 15 years' service	23115
In 3rd year and thereafter	22851
After 15 years' service	23598

* 42 hour week for fire control officers not on the flexible duty system (see paragraph 2 of Circular OC/15/79)

2. Casual overtime rates

	Basic hourly rate £	Casual overtime rate £
<u>Fire Control Officer not on the flexible duty system</u>		
In 1st year	10.00	15.00
After 15 years' service	10.33	15.50
In 2nd year	10.21	15.32
After 15 years' service	10.55	15.83
In 3rd year and thereafter	10.43	15.65
After 15 years' service	10.77	16.16

RETAINED OFFICERS

1. Revised fees effective from 7th November 1997

	£
Annual retaining fee - during first 3 years	2232
- after 3 years	2529
Turn-out fee	18.04
Pre-arranged attendance fee)	
Extra payment for remaining on duty) each	8.26
Payment for extra work)	
Attendance fee	8.65
Drill attendance fee	16.13

2. Long service bounty

	£
10 years' service	1251
15 years' service	1470
20 years' service	1662
25 years' service	1941
30 years' service	2139
35 years' service	2337

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**NATIONAL JOINT COUNCIL
FOR CHIEF AND ASSISTANT
CHIEF OFFICERS OF LOCAL
AUTHORITIES' FIRE
BRIGADES**

**To: The Chief Executive/Clerk to the Fire Authority
The Chief Fire Officer/Firemaster**

7th November 1997

Dear Sir/Madam,

MINIMUM SALARIES FOR ASSISTANT CHIEF FIRE OFFICERS

We write to advise you that following agreement in the Officers' Committee of the National Joint Council for Local Authorities' Fire Brigades to increase the salaries of senior divisional officers by 4.8% from 7th November 1997, the minimum salaries payable to assistant chief fire officers referred to at paragraph 2 of our circular, dated 16th August 1996, shall be increased with effect from 7th November 1997 as follows :

	<u>Existing Minimum</u>	<u>Minimum from 7.11.97</u>
Assistant chief fire officer	£42,708	£44,757
Assistant chief fire officer holding the post of deputy chief fire officer	£43,665	£45,762

Yours faithfully,
CHARLES NOLDA
MALCOLM EASTWOOD
Joint Secretaries

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NATIONAL JOINT COUNCIL
FOR CHIEF AND ASSISTANT
CHIEF OFFICERS OF LOCAL
AUTHORITIES' FIRE
BRIGADES

To: **Chief Executives/Clerks to Fire Authorities**
Chief Fire Officers/Firemasters

Members of the National Joint Council

23rd April 1998

Dear Sir/Madam

Salaries of Chief and Assistant Chief Fire Officers

1. Agreement has been reached on revised salaries and a new salary structure for principal fire officers within scope of the NJC for the period from 1st July 1997 to 31st December 1998.
2. The details are as follow:
 - (i) a general salary increase of 2.5% to the salaries and salary scales of principal fire officers to run from 1st July 1997 to 31st March 1998 (but subject also to the provisions at sub-paragraphs (ii) to (iv) below). Revised salary ranges applicable to chief fire officers between those dates are attached at Appendix 1;
 - (ii) also from 1st July 1997, the starting point of all principal fire officers' scales shall be increased by two increments by deleting the bottom two points of each scale so that the norm becomes three point rather than five point scales (detailed arrangements for the implementation of this part of the agreement are attached at Appendix 3);
 - (iii) also from 1st July 1997, the scales for deputy and assistant chief fire officers shall be "not less than 80% and 75%" respectively of the chief fire officer's salary scale at all points (but retaining the present agreement at paragraph 7 of the Gold Book whereby additional increments available for principal fire officers in metropolitan and combined fire authorities apply only to those officers determined by the authority);

- (iv) from 1st July 1997 to 6th November 1997, the minimum points of the scales for deputy and assistant chief fire officers shall be not less than £45,027 and £43,980 respectively (7½% and 5% respectively above the maximum salary of a senior divisional officer [inclusive of the 20% flexible duty supplement] between those dates);
 - (v) from 7th November 1997 to 6th November 1998, the minimum point of the scales for deputy and assistant chief fire officers shall be not less than £47,187 and £46,092 respectively (7½% and 5% respectively above the maximum salary of a senior divisional officer [inclusive of the 20% flexible duty supplement] between those dates);
 - (vi) from 7th November 1998 and annually thereafter on 7th November, the minimum point of the scales for deputy and assistant chief officers shall be not less than 7½% and 5% respectively above the maximum salary of a senior divisional officer [inclusive of the 20% flexible duty supplement]. Any salary increase due to an officer as a result of this provision shall be offset against any salary increase applicable from the following 1st January;
 - (vii) a general salary increase of 3% to run from 1st April 1998 to 31st December 1998. Revised salary ranges applicable to chief fire officers between those dates are attached at Appendix 2.
3. All the salaries calculated in accordance with the above paragraphs should be rounded to the nearest £3.
 4. A revised edition of the Gold Book will be published shortly incorporating these amendments.

Yours faithfully
CHARLES NOLDA
ANDREW RUSSELL
Joint Secretaries

APPENDIX 1

SALARY RANGES FOR CHIEF FIRE OFFICERS 1st JULY 1997 TO 31st MARCH 1998

	<u>Population range*</u>	<u>Salary range</u>		
		Min £	Max £	Max (metropolitan and combined brigades)** £
1	Up to 240,000	45,021	57,921	
2	240,001 to 360,000	46,197	60,249	62,988
3	360,001 to 460,000	47,871	62,586	65,430
4	460,001 to 600,000	49,656	64,164	67,080
5	600,001 to 760,000	51,462	66,447	69,471
6	760,001 to 940,000	53,265	69,300	72,453
7	940,001 to 1,200,000	54,093	71,166	74,400
8	1,200,001 to 1,700,000	56,736	72,792	76,101
9	1,700,001 to 2,300,000	58,566	74,976	78,384
10	2,300,001 and over	60,570	77,157	78,615 80,667
	London	69,657	88,725	92,766

* population for salary purposes to be as for other officers of the local authority

** see paragraph 7 of the Gold Book

APPENDIX 2

SALARY RANGES FOR CHIEF FIRE OFFICERS 1st APRIL 1998 TO 31st DECEMBER 1998

	<u>Population range*</u>	<u>Salary range</u>		
		Min £	Max £	Max (metropolitan and combined brigades)** £
1	Up to 240,000	46,371	59,658	
2	240,001 to 360,000	47,583	62,055	64,878
3	360,001 to 460,000	49,308	64,464	67,392
4	460,001 to 600,000	51,147	66,090	69,093
5	600,001 to 760,000	53,007	68,439	71,556
6	760,001 to 940,000	54,864	71,379	74,628
7	940,001 to 1,200,000	55,716	73,302	76,632
8	1,200,001 to 1,700,000	58,437	74,976	78,384
9	1,700,001 to 2,300,000	60,324	77,226	80,736
10	2,300,001 and over	62,388	79,473	80,973 83,088
	London	71,748	91,386	95,550

* population for salary purposes to be as for other officers of the local authority

** see paragraph 7 of the Gold Book

APPENDIX 3

Application of paragraph 2(ii) of this circular

Paragraph 5.1 of the Gold Book states that a fire authority should normally "adopt a scale of five points (four annual increments) with the maximum of the scale being 10% above the minimum". The four increments would each be 2½% of the bottom point. The effect of the new agreement is to amend this to "adopt a scale of three points (two annual increments) with the maximum of the scale being 5% above the minimum".

While the new agreement will be straightforward where a fire authority decides to amend its salary scales at any time after 1st July 1997, special arrangements are needed for the change from the old to the new agreement on 1st July itself. This is because the effect of removing the bottom two points of the existing five point scale is to leave in place a three point scale where the top is 4.76% higher than the bottom and the two increments are each worth 2.38%. In order to overcome this without unduly advantaging or disadvantaging either party the following process has been agreed.

(1) Where the salary scale is below the range maximum

- (a) the middle (or second) point of the new salary scale shall be the same as the fourth point of the existing five point scale;
- (b) the bottom point of the new scale shall be $\frac{100}{102.5}$ of the middle point;
- (c) the top point of the new scale shall be $\frac{105}{102.5}$ of the middle point.

The practical impact of this arrangement would be (rounding to the nearest £3 has been ignored):

Old agreement	New agreement (unmodified)	New agreement (modified)
<i>10% salary scale</i>	<i>Scale is 4.76%</i>	<i>Scale is 5%</i>
<i>2½% increments</i>	<i>Increments are 2.38%</i>	<i>Increments are 2½%</i>
£60,000		
£61,500		
£63,000	£63,000	£62,927
£64,500	£64,500	£64,500
£66,000	£66,000	£66,073

(2) Where the salary scale is at the range maximum

- (a) the top point of the new salary scale shall be the same as the top point of the existing five point scale;
- (b) the bottom point of the new scale shall be $\frac{100}{105}$ of the top point;
- (c) the second point of the new scale shall be $\frac{102.5}{105}$ of the top point.

The practical impact of this arrangement would be:

Old agreement	New agreement (unmodified)	New agreement (modified)
<i>10% salary scale</i>	<i>Scale is 4.76%</i>	<i>Scale is 5%</i>
<i>2½% increments</i>	<i>Increments are 2.38%</i>	<i>Increments are 2½%</i>
£60,000		
£61,500		
£63,000	£63,000	£62,857
£64,500	£64,500	£64,429
£66,000	£66,000	£66,000

For principal fire officers within scope of the NJC, but whose current salary scales differ from the norm, the detailed arrangements for the implementation of paragraph 2(ii) will need to be determined locally but having regard to the above principles.

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**NATIONAL JOINT COUNCIL
FOR PRINCIPAL FIRE OFFICERS
OF LOCAL AUTHORITIES'
FIRE BRIGADES**

**To: Chief Executives/Clerks to Fire Authorities
Chief Fire Officers/Firemasters
Chairs of Fire Authorities**

Members of the National Joint Council

9th January 2002

Dear Sir/Madam

**SALARY RANGES OF PRINCIPAL FIRE OFFICERS IN METROPOLITAN
AND COMBINED FIRE AUTHORITIES**

1. We are writing to inform you of an amendment to the national salary ranges for principal fire officers in metropolitan and combined fire authorities. This amendment is necessary in order to ensure that the salary ranges are consistent with the terms of paragraphs 4 and 5 of the Gold Book.
2. Paragraph 4 of the Gold Book states:

“The fire authority shall apply a salary scale within the appropriate salary range (as set out in circulars issued by the National Joint Council from time to time). The scale should comprise three points (two annual increments) with the maximum of the scale being 5% above the minimum.”
3. Paragraph 5 of the Gold Book states:

“Metropolitan and combined fire authorities shall also take into account any additional responsibilities (beyond those that are already part of the chief fire officer’s job as the executive, operational and administrative head of the brigade) arising from the separate constitutional position of such authorities. Each of the three points of the salary scale may be enhanced by up to 5% in order to reflect any such additional responsibilities. The appropriate salary range applicable to such authorities accordingly has a higher maximum.”
4. These paragraphs reflect the new three-point salary scales (maximum 5% higher than the minimum) that replaced the old five-point scales (maximum 10% higher than the minimum) with effect from 1st July 1997. However, the current maxima for metropolitan and combined authorities are only 4.55% higher than the maxima for other authorities so the full 5% enhancement cannot be absorbed by the present ranges. The range maxima for metropolitan and combined authorities have accordingly been amended so that they are 5% higher than the range maxima for other authorities. The revised maxima are **attached at Appendix 1.**

5. The application of this extended range would be entirely at the fire authority's discretion. However, the NJC has agreed that where a principal fire officer has been paid on a salary scale at the maximum of the appropriate national salary range at any time since 1st July 1997, that scale should be adjusted retrospectively so that it is at the maximum of the revised ranges **attached at Appendix 2**. The underlying assumption in reaching this agreement is that the fire authority intended as a matter of policy to pay at the top of the national range.

Yours faithfully

CHARLES NOLDA

ANDREW RUSSELL

Joint Secretaries

APPENDIX 1

SALARY RANGES FOR CHIEF FIRE OFFICERS 1st JANUARY to 31st DECEMBER 2001

	Population range*	Salary range			
		Min £	Max £	Max (metropolitan and combined authorities)** £ £	
1	Up to 240,000	51,900	66,771		
2	240,001 to 360,000	53,256	69,450	72,612	72,924
3	360,001 to 460,000	55,185	72,147	75,426	75,753
4	460,001 to 600,000	57,246	73,971	77,331	77,670
5	600,001 to 760,000	59,325	76,602	80,088	80,433
6	760,001 to 940,000	61,404	79,890	83,526	83,886
7	940,001 to 1,200,000	62,358	82,041	85,767	86,142
8	1,200,001 to 1,700,000	65,406	83,916	87,729	88,113
9	1,700,001 to 2,300,000	67,518	86,433	90,360	90,756
10	2,300,001 and over	69,828	88,947	92,994	93,393
	London	80,301	102,282	106,941	107,397

* population for salary purposes to be as for other officers of the local authority

** see paragraph 5 of the Gold Book

APPENDIX 2

REVISED SALARY RANGE MAXIMA FOR CHIEF FIRE OFFICERS 1st JULY 1997 to 31st DECEMBER 2000

Pop range	1st Jul 1997 to 31st Mar 1998		1st Apr 1998 to 31st Dec 1998		1st Jan 1999 to 31st Dec 1999		1st Jan 2000 to 31st Dec 2000	
	£	£	£	£	£	£	£	£
2	62,988	63,261	64,878	65,157	68,511	68,805	70,497	70,800
3	65,430	65,715	67,392	67,686	71,166	71,478	73,230	73,548
4	67,080	67,371	69,093	69,396	72,963	73,281	75,078	75,408
5	69,471	69,768	71,556	71,862	75,564	75,888	77,754	78,090
6	72,453	72,765	74,628	74,949	78,807	79,143	81,093	81,441
7	74,400	74,724	76,632	76,968	80,922	81,276	83,268	83,634
8	76,101	76,431	78,384	78,726	82,773	83,136	85,173	85,545
9	78,384	78,726	80,736	81,087	85,257	85,629	87,729	88,113
10	80,667	81,015	83,088	83,447	87,741	88,119	90,285	90,672
London	92,766	93,162	95,550	95,955	100,902	101,328	103,827	104,268