

Employers' Secretary, Charles Nolda
Layden House, 76-86 Turnmill Street,
London EC1M 5QU
Telephone 0171-296 6600 Fax 0171-296 6666

Employees' Secretary, Ken Cameron
Bradley House, 68 Coombe Road,
Kingston upon Thames KT2 7AE
Telephone 0181-541 1765

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

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

Members of the National Joint Council

3 November 1998

CIRCULAR OC/3/98

Dear Sir/Madam,

1998 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Officers' Committee are effective from 7th November 1998:

- 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 OFFICERS**1. Revised salaries effective from 7th November 1998**

	£		£
<u>Senior Divisional Officer</u>		<u>Divisional Officer III</u>	
During 1st year in rank	35811	During 1st year in rank	28365
After 15 years' service	36678	After 15 years' service	29229
During 2nd year in rank	36795	During 2nd year in rank	28920
After 15 years' service	37659	After 15 years' service	29793
During 3rd year in rank	37776	During 3rd year in rank	29538
After 15 years' service	38628	After 15 years' service	30414
<u>Divisional Officer I</u>		<u>Assistant Divisional Officer</u>	
During 1st year in rank	33267	During 1st year in rank	26481
After 15 years' service	34131	After 15 years' service	27345
During 2nd year in rank	34038	During 2nd year in rank	27282
After 15 years' service	34911	After 15 years' service	28152
During 3rd year in rank	34794	During 3rd year in rank	28092
After 15 years' service	35661	After 15 years' service	28956
<u>Divisional Officer II</u>		<u>Station Officer</u>	
During 1st year in rank	30117	During 1st year in rank	25125
After 15 years' service	30984	After 15 years' service	25998
During 2nd year in rank	31293	During 2nd year in rank	25683
After 15 years' service	32163	After 15 years' service	26547
During 3rd year in rank	32520	During 3rd year in rank	26235
After 15 years' service	33387	After 15 years' service	27096

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	11.47	17.21
After 15 years' service	11.87	17.81
During 2nd year in rank	11.72	17.58
After 15 years' service	12.12	18.18
During 3rd year in rank	11.97	17.96
After 15 years' service	12.37	18.56
<u>Assistant Divisional Officer</u>		
<u>not on the flexible duty system</u>		
During 1st year in rank	12.09	18.14
After 15 years' service	12.48	18.72
During 2nd year in rank	12.45	18.68
After 15 years' service	12.85	19.28
During 3rd year in rank	12.82	19.23
After 15 years' service	13.22	19.83

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

WHOLE-TIME CONTROL ROOM OFFICERS1. **Revised salaries effective from 7th November 1998**

	£ 42 hour week*
<u>Principal Fire Control Officer</u>	
In 1st year	28800
After 15 years' service	29574
In 2nd year	29925
After 15 years' service	30705
In 3rd year and thereafter	30609
After 15 years' service	31386
<u>Group Fire Control Officer</u>	
In 1st year	26094
After 15 years' service	26874
In 2nd year	26610
After 15 years' service	27387
In 3rd year and thereafter	27165
After 15 years' service	27954
<u>Fire Control Officer</u>	
In 1st year	23130
After 15 years' service	23913
In 2nd year	23631
After 15 years' service	24408
In 3rd year and thereafter	24132
After 15 years' service	24918

* 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	10.56	15.84
After 15 years' service	10.91	16.37
In 2nd year	10.79	16.19
After 15 years' service	11.14	16.71
In 3rd year and thereafter	11.01	16.52
After 15 years' service	11.37	17.06

RETAINED OFFICERS

1. Revised fees effective from 7th November 1998

	£
Annual retaining fee - during first 3 years	2358
- after 3 years	2670
Turn-out fee	19.05
Pre-arranged attendance fee)	
Extra payment for remaining on duty) each	8.72
Payment for extra work)	
Attendance fee	9.13
Drill attendance fee	17.03

2. Long service bounty

	£
10 years' service	1320
15 years' service	1551
20 years' service	1755
25 years' service	2049
30 years' service	2259
35 years' service	2469

Employers' Secretary, Charles Nolda
Layden House, 76-86 Turnmill Street,
London, EC1M 5LG
Telephone 020 7296 6600 Fax 020 7296 6751
e-mail: gill.gittins@lg-employers.gov.uk

Staff Side Secretary, Andrew Russell
Leicestershire Fire and Rescue Service,
Anstey Frith, Leicester Road,
Glenfield,
Leicester, LE3 8HD
Telephone 0116 287 2241

**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