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

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

Members of the National Joint Council

31st October 2000

CIRCULAR NJC/7/00

Dear Sir/Madam

2000 PAY SETTLEMENT

1. The NJC has agreed an increase of 3.0% for all ranks with effect from 7th November in line with the established pay formula.
2. The following revised rates of pay and fees are **attached**:
 - (1) Whole-time members (Firefighter to Senior Divisional Officer)
 - (2) Whole-time members (Fire Control Operator to Principal Fire Control Officer)
 - (3) Retained and volunteer members
 - (4) Non-operational staff
 - (5) Junior firefighters and mess managers' allowance
3. Annual salaries for the ranks of Station Officer to Senior Divisional Officer and Fire Control Officer to Principal Fire Control Officer are exclusive of any entitlement to the 20% flexible duty system supplement.
4. The weekly rates for whole-time members are equivalent to the annual rates divided by 52.167 (rounded down to the nearest penny). The hourly rates are equivalent to the weekly rates divided by 42 (to the nearest penny) except for non-operational staff where the weekly rates are divided by 40 and the ranks of Fire Control Operator to Senior Fire Control Operator where they are equivalent to the 40-hour weekly rate divided by 40.
5. The casual overtime rates for the ranks of Station Officer, Assistant Divisional Officer and Fire Control Officer apply only to members in those ranks who are not on the flexible duty system.

Yours faithfully
**CHARLES NOLDA
ANDY GILCHRIST**
Joint Secretaries

(1) WHOLE-TIME MEMBERS (FIREFIGHTER TO SENIOR DIVISIONAL OFFICER)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Firefighter (aged 18)				
During first 6 months	16305	312.55	7.44	11.16
After 6 months	17061	327.04	7.79	11.69
Firefighter (aged 19 or over)				
During first 6 months	16563	317.49	7.56	11.34
After 6 months and during 2nd year	17307	331.76	7.90	11.85
During 3rd year	18135	347.63	8.28	12.42
During 4th year	19035	364.88	8.69	13.04
During 5th year (subject to being fully qualified)	20724	397.26	9.46	14.19
After 15 years' service (qualified)	21648	414.97	9.88	14.82
After 15 years' service (unqualified)	19917	381.79	9.09	13.64
Leading Firefighter				
After 15 years' service	22191	425.38	10.13	15.20
	23106	442.92	10.55	15.83
Sub-Officer				
During 1st year in rank	22755	436.19	10.39	15.59
After 15 years' service	23670	453.73	10.80	16.20
During 2nd year in rank	23634	453.04	10.79	16.19
After 15 years' service	24546	470.52	11.20	16.80
Station Officer				
During 1st year in rank	26397	506.00	12.05	18.08
After 15 years' service	27312	523.54	12.47	18.71
During 2nd year in rank	26982	517.22	12.31	18.47
After 15 years' service	27891	534.64	12.73	19.10
During 3rd year in rank	27564	528.38	12.58	18.87
After 15 years' service	28467	545.68	12.99	19.49
Assistant Divisional Officer				
During 1st year in rank	27822	533.32	12.70	19.05
After 15 years' service	28728	550.69	13.11	19.67
During 2nd year in rank	28662	549.42	13.08	19.62
After 15 years' service	29577	566.96	13.50	20.25
During 3rd year in rank	29514	565.75	13.47	20.21
After 15 years' service	30420	583.12	13.88	20.82
Divisional Officer III				
During 1st year in rank	29799	571.22		
After 15 years' service	30708	588.64		
During 2nd year in rank	30384	582.43		
After 15 years' service	31302	600.03		
During 3rd year in rank	31032	594.85		
After 15 years' service	31953	612.51		
Divisional Officer II				
During 1st year in rank	31641	606.53		
After 15 years' service	32553	624.01		
During 2nd year in rank	32877	630.22		
After 15 years' service	33789	647.70		
During 3rd year in rank	34167	654.95		
After 15 years' service	35079	672.43		

	Annual	Weekly	Basic	Casual
	£	£	hourly	overtime
			rate	rate
			£	£
Divisional Officer I				
During 1st year in rank	34950	669.96		
After 15 years' service	35859	687.38		
During 2nd year in rank	35760	685.49		
After 15 years' service	36678	703.08		
During 3rd year in rank	36555	700.73		
After 15 years' service	37467	718.21		
Senior Divisional Officer				
During 1st year in rank	37623	721.20		
After 15 years' service	38535	738.68		
During 2nd year in rank	38655	740.98		
After 15 years' service	39564	758.41		
During 3rd year in rank	39687	760.76		
After 15 years' service	40584	777.96		

(2) WHOLE-TIME MEMBERS (FIRE CONTROL OPERATOR TO PRINCIPAL FIRE CONTROL OFFICER)

	Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £
Fire Control Operator						
Aged under 17 years	13632	261.31	12675	242.96	6.07	9.11
Aged 17 years	14106	270.40	13113	251.36	6.28	9.42
Aged 18 years during first 6 months	15003	287.59	13968	267.75	6.69	10.04
Aged 18 years after 6 months	15699	300.93	14604	279.94	7.00	10.50
Fire Control Operator (aged 19 or over)						
During first 6 months	15231	291.96	14184	271.89	6.80	10.20
After 6 months and during 2nd year	15918	305.13	14817	284.03	7.10	10.65
During 3rd year	16674	319.62	15525	297.60	7.44	11.16
During 4th year	17493	335.32	16284	312.15	7.80	11.70
During 5th year (subject to appraisal)*	19083	365.80	17745	340.15	8.50	12.75
After 15 years' service	19905	381.56	18507	354.76	8.87	13.31
Leading Fire Control Operator						
After 15 years' service	20427	391.56	18978	363.79	9.09	13.64
	21243	407.21	19755	378.68	9.47	14.21
Senior Fire Control Operator						
During 1st year in rank	20934	401.28	19479	373.39	9.33	14.00
After 15 years' service	21756	417.04	20244	388.06	9.70	14.55
During 2nd year in rank	21741	416.75	20226	387.71	9.69	14.54
After 15 years' service	22566	432.57	20997	402.49	10.06	15.09
Fire Control Officer						
During 1st year in rank	24300	465.81			11.09	16.64
After 15 years' service	25122	481.56			11.47	17.21
During 2nd year in rank	24828	475.93			11.33	17.00
After 15 years' service	25644	491.57			11.70	17.55
During 3rd year in rank	25353	485.99			11.57	17.36
After 15 years' service	26178	501.81			11.95	17.93
Group Fire Control Officer						
During 1st year in rank	27414	525.50				
After 15 years' service	28233	541.20				
During 2nd year in rank	27954	535.85				
After 15 years' service	28773	551.55				
During 3rd year in rank	28539	547.06				
After 15 years' service	29367	562.94				
Principal Fire Control Officer						
During 1st year in rank	30258	580.02				
After 15 years' service	31071	595.60				
During 2nd year in rank	31440	602.67				
After 15 years' service	32259	618.37				
During 3rd year in rank	32157	616.42				
After 15 years' service	32973	632.06				

* See paragraph 2 of circular LRC/7/83

(3) RETAINED AND VOLUNTEER MEMBERS

Annual retaining fee

	During first 3	After 3
	years' service	years' service
	£	£
Firefighter	1809	1977
Leading Firefighter	1977	2037
Sub-Officer	2037	2190
Sub-Officer i/c of station	2190	2382
Station Officer	2478	2805

The annual retaining fee may be reduced by up to 25% where cover is provided for a limited period only

Pre-arranged

	Turn-out	Pre-arranged	Attendance	Drill night
	fee	attendance	Attendance	fee
	£	fee*	fee	£
Firefighter	13.41	5.97	7.28	11.76
Leading Firefighter	15.66	6.93	8.17	13.51
Sub-Officer	17.78	7.65	8.94	15.02
Station Officer	20.01	9.16	9.59	17.89

* Also extra payment for remaining on duty and payment for extra work

Long service bounty payments

	10	15	20	25	30	35
	years' service	years' service	years' service	years' service	years' service	years' service
	£	£	£	£	£	£
Firefighter	912	1083	1233	1425	1578	1740
Leading Firefighter	954	1110	1263	1479	1641	1797
Sub-Officer	1044	1215	1386	1611	1788	1953
Sub-Officer i/c of station	1155	1332	1512	1767	1959	2151
Station Officer	1386	1629	1845	2154	2373	2592

Annual retaining fee for members on the day crewing system

	£
Firefighter	996
Leading Firefighter	1026
Sub-Officer	1107
Sub-Officer i/c of station	1191

For members on the day crewing system the turn-out fees, attendance fees, drill night fees and extra payments for remaining on duty are as for retained members

For **volunteer firefighters** the payment for authorised duty is £5.97 per hour (the rate for retained firefighters who remain on duty)

(4) NON-OPERATIONAL STAFF

These scales apply to non-operational staff in post on 1st April 1980 who were previously paid on control room scales (see NJC/5/80)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Non-operational staff (Fire Control Operator equivalent)				
During first 6 months	13260	254.18	6.35	9.53
After 6 months and during 2nd year	13848	265.45	6.64	9.96
During 3rd year	14505	278.04	6.95	10.43
During 4th year	15219	291.73	7.29	10.94
During 5th year	16575	317.72	7.94	11.91
After 15 years' service	17307	331.76	8.29	12.44
Non-operational staff (Leading Fire Control Operator equivalent)				
After 15 years' service	17748	340.21	8.51	12.77
	18477	354.18	8.85	13.28
Non-operational staff (Senior Fire Control Operator equivalent)				
During 1st year in rank	18207	349.01	8.73	13.10
After 15 years' service	18936	362.98	9.07	13.61
During 2nd year in rank	18894	362.18	9.05	13.58
After 15 years' service	19623	376.15	9.40	14.10

(5) JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

**Junior firefighters'
annual pay**

	£
Aged 16	7200
Aged 17	7740
Aged 18	as for recruit firefighters of the same age

Mess managers' allowance

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	5.41	3.61	2.01
51 to 69	6.45	4.36	2.31
70 to 89	7.46	5.17	2.56
90 to 109	8.47	5.63	3.04
110 to 129	9.76	6.45	3.33
130 and over	10.82	7.18	3.85

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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
Chairs of Fire Authorities**

Members of the National Joint Council

2nd February 2000

Dear Sir/Madam

PAY SETTLEMENT FOR PRINCIPAL FIRE OFFICERS

1. An increase of 2.9% has been agreed with effect from 1st January 2000. All existing salaries and salary scales for principal fire officers covered by the NJC's agreement should be increased by this amount rounded to the nearest £3.
2. Any payments made to deputy and assistant chief fire officers with effect from 7th November 1999 (under the terms of the NJC's circular of 4th November 1999) in order to protect those officers' differentials over senior divisional officers are to be offset against the increases due from 1st January. Revised salary ranges are **attached at Appendix 1**.

Yours faithfully
**CHARLES NOLDA
ANDREW RUSSELL**
Joint Secretaries

APPENDIX 1

SALARY RANGES FOR CHIEF FIRE OFFICERS 1st JANUARY to 31st DECEMBER 2000

	Population range*	Salary range		
		Min £	Max £	Max (metropolitan and combined brigades)** £
1	Up to 240,000	50,388	64,827	
2	240,001 to 360,000	51,705	67,428	70,497
3	360,001 to 460,000	53,577	70,047	73,230
4	460,001 to 600,000	55,578	71,817	75,078
5	600,001 to 760,000	57,597	74,370	77,754
6	760,001 to 940,000	59,616	77,562	81,093
7	940,001 to 1,200,000	60,543	79,650	83,268
8	1,200,001 to 1,700,000	63,501	81,471	85,173
9	1,700,001 to 2,300,000	65,550	83,916	87,729
10	2,300,001 and over	67,794	86,355	90,285
	London	77,961	99,303	103,827

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

** see paragraph 7 of the Gold Book

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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