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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**

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13th June 2003

**CIRCULAR NJC/02/03**

Dear Sir/Madam

**2002 PAY SETTLEMENT**

1. The NJC has agreed an increase of 4% for all ranks with effect from 7th November 2002. Fire authorities are asked to make the backdated payments due under this agreement as soon as possible.
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<br>£ | Weekly<br>£ | Basic<br>hourly<br>rate<br>£ | Casual<br>overtime<br>rate<br>£ |
|--|-------------|-------------|------------------------------|---------------------------------|
| <b>Firefighter (aged 18)</b>                       |             |             |                              |                                 |
| During first 6 months                              | 17619       | 337.74      | 8.04                         | 12.06                           |
| After 6 months                                     | 18435       | 353.38      | 8.41                         | 12.62                           |
| <b>Firefighter (aged 19 or over)</b>               |             |             |                              |                                 |
| During first 6 months                              | 17895       | 343.03      | 8.17                         | 12.26                           |
| After 6 months and during 2nd year                 | 18702       | 358.50      | 8.54                         | 12.81                           |
| During 3rd year                                    | 19596       | 375.63      | 8.94                         | 13.41                           |
| During 4th year                                    | 20568       | 394.27      | 9.39                         | 14.09                           |
| During 5th year (subject to being fully qualified) | 22392       | 429.23      | 10.22                        | 15.33                           |
| After 15 years' service (qualified)                | 23391       | 448.38      | 10.68                        | 16.02                           |
| After 15 years' service (unqualified)              | 21522       | 412.55      | 9.82                         | 14.73                           |
| <b>Leading Firefighter</b>                         |             |             |                              |                                 |
| After 15 years' service                            | 23976       | 459.60      | 10.94                        | 16.41                           |
|  | 24966       | 478.57      | 11.39                        | 17.09                           |
| <b>Sub-Officer</b>                                 |             |             |                              |                                 |
| During 1st year in rank                            | 24588       | 471.33      | 11.22                        | 16.83                           |
| After 15 years' service                            | 25578       | 490.30      | 11.67                        | 17.51                           |
| During 2nd year in rank                            | 25536       | 489.50      | 11.65                        | 17.48                           |
| After 15 years' service                            | 26523       | 508.42      | 12.11                        | 18.17                           |
| <b>Station Officer</b>                             |             |             |                              |                                 |
| During 1st year in rank                            | 28524       | 546.78      | 13.02                        | 19.53                           |
| After 15 years' service                            | 29511       | 565.70      | 13.47                        | 20.21                           |
| During 2nd year in rank                            | 29157       | 558.91      | 13.31                        | 19.97                           |
| After 15 years' service                            | 30138       | 577.72      | 13.76                        | 20.64                           |
| During 3rd year in rank                            | 29784       | 570.93      | 13.59                        | 20.39                           |
| After 15 years' service                            | 30759       | 589.62      | 14.04                        | 21.06                           |
| <b>Assistant Divisional Officer</b>                |             |             |                              |                                 |
| During 1st year in rank                            | 30063       | 576.28      | 13.72                        | 20.58                           |
| After 15 years' service                            | 31041       | 595.03      | 14.17                        | 21.26                           |
| During 2nd year in rank                            | 30972       | 593.70      | 14.14                        | 21.21                           |
| After 15 years' service                            | 31962       | 612.68      | 14.59                        | 21.89                           |
| During 3rd year in rank                            | 31893       | 611.36      | 14.56                        | 21.84                           |
| After 15 years' service                            | 32868       | 630.05      | 15.00                        | 22.50                           |
| <b>Divisional Officer III</b>                      |             |             |                              |                                 |
| During 1st year in rank                            | 32199       | 617.22      |                              |                                 |
| After 15 years' service                            | 33180       | 636.03      |                              |                                 |
| During 2nd year in rank                            | 32832       | 629.36      |                              |                                 |
| After 15 years' service                            | 33825       | 648.39      |                              |                                 |
| During 3rd year in rank                            | 33531       | 642.76      |                              |                                 |
| After 15 years' service                            | 34527       | 661.85      |                              |                                 |
| <b>Divisional Officer II</b>                       |             |             |                              |                                 |
| During 1st year in rank                            | 34188       | 655.35      |                              |                                 |
| After 15 years' service                            | 35175       | 674.27      |                              |                                 |
| During 2nd year in rank                            | 35523       | 680.94      |                              |                                 |
| After 15 years' service                            | 36510       | 699.86      |                              |                                 |
| During 3rd year in rank                            | 36918       | 707.68      |                              |                                 |
| After 15 years' service                            | 37905       | 726.60      |                              |                                 |

|                                  | <b>Annual</b> | <b>Weekly</b> | <b>Basic</b>  | <b>Casual</b>   |
|----------------------------------|---------------|---------------|---------------|-----------------|
|                                  | <b>£</b>      | <b>£</b>      | <b>hourly</b> | <b>overtime</b> |
|                                  |               |               | <b>rate</b>   | <b>rate</b>     |
|                                  |               |               | <b>£</b>      | <b>£</b>        |
| <b>Divisional Officer I</b>      |               |               |               |                 |
| During 1st year in rank          | 37764         | 723.90        |               |                 |
| After 15 years' service          | 38748         | 742.76        |               |                 |
| During 2nd year in rank          | 38640         | 740.69        |               |                 |
| After 15 years' service          | 39633         | 759.73        |               |                 |
| During 3rd year in rank          | 39498         | 757.14        |               |                 |
| After 15 years' service          | 40485         | 776.06        |               |                 |
| <b>Senior Divisional Officer</b> |               |               |               |                 |
| During 1st year in rank          | 40653         | 779.28        |               |                 |
| After 15 years' service          | 41640         | 798.20        |               |                 |
| During 2nd year in rank          | 41772         | 800.73        |               |                 |
| After 15 years' service          | 42750         | 819.48        |               |                 |
| During 3rd year in rank          | 42885         | 822.07        |               |                 |
| After 15 years' service          | 43854         | 840.64        |               |                 |

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

|  | <b>Annual<br/>(42-hour<br/>week)<br/>£</b> | <b>Weekly<br/>(42-hour<br/>week)<br/>£</b> | <b>Annual<br/>(40-hour<br/>week)<br/>£</b> | <b>Weekly<br/>(40-hour<br/>week)<br/>£</b> | <b>Basic<br/>hourly<br/>rate<br/>£</b> | <b>Casual<br/>overtime<br/>rate<br/>£</b> |
|--|--|--|--|--|--|---|
| <b>Fire Control Operator</b>                   |  |  |  |  |  |   |
| Aged under 17 years                            | 14730                                      | 282.36                                     | 13698                                      | 262.57                                     | 6.56                                   | 9.84                                      |
| Aged 17 years                                  | 15240                                      | 292.13                                     | 14169                                      | 271.60                                     | 6.79                                   | 10.19                                     |
| Aged 18 years during first 6 months            | 16212                                      | 310.77                                     | 15096                                      | 289.37                                     | 7.23                                   | 10.85                                     |
| Aged 18 years after 6 months                   | 16962                                      | 325.14                                     | 15780                                      | 302.49                                     | 7.56                                   | 11.34                                     |
| <b>Fire Control Operator (aged 19 or over)</b> |  |  |  |  |  |   |
| During first 6 months                          | 16458                                      | 315.48                                     | 15324                                      | 293.74                                     | 7.34                                   | 11.01                                     |
| After 6 months and during 2nd year             | 17202                                      | 329.74                                     | 16011                                      | 306.91                                     | 7.67                                   | 11.51                                     |
| During 3rd year                                | 18018                                      | 345.39                                     | 16776                                      | 321.58                                     | 8.04                                   | 12.06                                     |
| During 4th year                                | 18900                                      | 362.29                                     | 17598                                      | 337.33                                     | 8.43                                   | 12.65                                     |
| During 5th year (subject to appraisal)*        | 20619                                      | 395.24                                     | 19176                                      | 367.58                                     | 9.19                                   | 13.79                                     |
| After 15 years' service                        | 21510                                      | 412.32                                     | 19998                                      | 383.34                                     | 9.58                                   | 14.37                                     |
| <b>Leading Fire Control Operator</b>           |  |  |  |  |  |   |
| After 15 years' service                        | 22074                                      | 423.14                                     | 20508                                      | 393.12                                     | 9.83                                   | 14.75                                     |
|  | 22953                                      | 439.99                                     | 21348                                      | 409.22                                     | 10.23                                  | 15.35                                     |
| <b>Senior Fire Control Operator</b>            |  |  |  |  |  |   |
| During 1st year in rank                        | 22620                                      | 433.60                                     | 21048                                      | 403.47                                     | 10.09                                  | 15.14                                     |
| After 15 years' service                        | 23508                                      | 450.62                                     | 21873                                      | 419.28                                     | 10.48                                  | 15.72                                     |
| During 2nd year in rank                        | 23493                                      | 450.34                                     | 21855                                      | 418.94                                     | 10.47                                  | 15.71                                     |
| After 15 years' service                        | 24384                                      | 467.42                                     | 22689                                      | 434.93                                     | 10.87                                  | 16.31                                     |
| <b>Fire Control Officer</b>                    |  |  |  |  |  |   |
| During 1st year in rank                        | 26259                                      | 503.36                                     |  |  | 11.98                                  | 17.97                                     |
| After 15 years' service                        | 27147                                      | 520.38                                     |  |  | 12.39                                  | 18.59                                     |
| During 2nd year in rank                        | 26829                                      | 514.29                                     |  |  | 12.25                                  | 18.38                                     |
| After 15 years' service                        | 27708                                      | 531.14                                     |  |  | 12.65                                  | 18.98                                     |
| During 3rd year in rank                        | 27396                                      | 525.15                                     |  |  | 12.50                                  | 18.75                                     |
| After 15 years' service                        | 28287                                      | 542.23                                     |  |  | 12.91                                  | 19.37                                     |
| <b>Group Fire Control Officer</b>              |  |  |  |  |  |   |
| During 1st year in rank                        | 29622                                      | 567.83                                     |  |  |  |   |
| After 15 years' service                        | 30507                                      | 584.79                                     |  |  |  |   |
| During 2nd year in rank                        | 30204                                      | 578.98                                     |  |  |  |   |
| After 15 years' service                        | 31092                                      | 596.00                                     |  |  |  |   |
| During 3rd year in rank                        | 30837                                      | 591.12                                     |  |  |  |   |
| After 15 years' service                        | 31734                                      | 608.31                                     |  |  |  |   |
| <b>Principal Fire Control Officer</b>          |  |  |  |  |  |   |
| During 1st year in rank                        | 32694                                      | 626.71                                     |  |  |  |   |
| After 15 years' service                        | 33573                                      | 643.56                                     |  |  |  |   |
| During 2nd year in rank                        | 33975                                      | 651.27                                     |  |  |  |   |
| After 15 years' service                        | 34857                                      | 668.18                                     |  |  |  |   |
| During 3rd year in rank                        | 34746                                      | 666.05                                     |  |  |  |   |
| After 15 years' service                        | 35631                                      | 683.01                                     |  |  |  |   |

\* See paragraph 2 of circular LRC/7/83

### (3) RETAINED AND VOLUNTEER MEMBERS

|                            | Annual retaining fee          |                        |
|----------------------------|-------------------------------|------------------------|
|                            | During first 3 years' service | After 3 years' service |
|                            | £                             | £                      |
| Firefighter                | 1956                          | 2136                   |
| Leading Firefighter        | 2136                          | 2199                   |
| Sub-Officer                | 2199                          | 2364                   |
| Sub-Officer i/c of station | 2364                          | 2574                   |
| Station Officer            | 2676                          | 3030                   |

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

|                     | Pre-arranged |                 |                |                 |
|---------------------|--------------|-----------------|----------------|-----------------|
|                     | Turn-out fee | attendance fee* | Attendance fee | Drill night fee |
|                     | £            | £               | £              | £               |
| Firefighter         | 14.49        | 6.45            | 7.86           | 12.71           |
| Leading Firefighter | 16.92        | 7.49            | 8.83           | 14.60           |
| Sub-Officer         | 19.21        | 8.27            | 9.66           | 16.23           |
| Station Officer     | 21.62        | 9.90            | 10.36          | 19.33           |

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

|                            | Long service bounty payments |                   |                   |                   |                   |                   |
|----------------------------|------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|                            | 10 years' service            | 15 years' service | 20 years' service | 25 years' service | 30 years' service | 35 years' service |
|                            | £                            | £                 | £                 | £                 | £                 | £                 |
| Firefighter                | 987                          | 1170              | 1332              | 1542              | 1707              | 1881              |
| Leading Firefighter        | 1029                         | 1197              | 1362              | 1596              | 1773              | 1941              |
| Sub-Officer                | 1128                         | 1314              | 1497              | 1740              | 1932              | 2109              |
| Sub-Officer i/c of station | 1248                         | 1437              | 1635              | 1908              | 2115              | 2325              |
| Station Officer            | 1497                         | 1761              | 1995              | 2328              | 2565              | 2802              |

|                            | Annual retaining fee for members on the day crewing system |      |
|----------------------------|--|------|
|                            | £  |      |
|                            | Firefighter  | 1077 |
| Leading Firefighter        | 1107   |      |
| Sub-Officer                | 1194   |      |
| Sub-Officer i/c of station | 1284   |      |

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 £6.45 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)

|   | <b>Annual</b> | <b>Weekly</b> | <b>Basic</b>  | <b>Casual</b>   |
|---|---------------|---------------|---------------|-----------------|
|   | <b>£</b>      | <b>£</b>      | <b>hourly</b> | <b>overtime</b> |
|   |               |               | <b>rate</b>   | <b>rate</b>     |
|   | <b>£</b>      | <b>£</b>      | <b>£</b>      | <b>£</b>        |
| <b>Non-operational staff</b>                      |               |               |               |                 |
| <b>(Fire Control Operator equivalent)</b>         |               |               |               |                 |
| During first 6 months                             | 14328         | 274.65        | 6.87          | 10.31           |
| After 6 months and during 2nd year                | 14964         | 286.84        | 7.17          | 10.76           |
| During 3rd year                                   | 15675         | 300.47        | 7.51          | 11.27           |
| During 4th year                                   | 16446         | 315.25        | 7.88          | 11.82           |
| During 5th year                                   | 17910         | 343.32        | 8.58          | 12.87           |
| After 15 years' service                           | 18702         | 358.50        | 8.96          | 13.44           |
| <b>Non-operational staff</b>                      |               |               |               |                 |
| <b>(Leading Fire Control Operator equivalent)</b> |               |               |               |                 |
| After 15 years' service                           | 19179         | 367.64        | 9.19          | 13.79           |
|   | 19965         | 382.71        | 9.57          | 14.36           |
| <b>Non-operational staff</b>                      |               |               |               |                 |
| <b>(Senior Fire Control Operator equivalent)</b>  |               |               |               |                 |
| During 1st year in rank                           | 19674         | 377.13        | 9.43          | 14.15           |
| After 15 years' service                           | 20460         | 392.20        | 9.81          | 14.72           |
| During 2nd year in rank                           | 20418         | 391.39        | 9.78          | 14.67           |
| After 15 years' service                           | 21204         | 406.46        | 10.16         | 15.24           |

## (5) JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

### Junior firefighters' annual pay

|         | £   |
|---------|---|
| Aged 16 | 7782  |
| Aged 17 | 8364  |
| Aged 18 | as for recruit firefighters of the same age |

### Mess managers' allowance

| Meals served<br>per day | Mess manager<br>(without a deputy) | Mess manager<br>(with a deputy) | Deputy mess<br>manager |
|-------------------------|------------------------------------|---------------------------------|------------------------|
|                         | £                                  | £                               | £                      |
| Up to 50                | 5.84                               | 3.90                            | 2.17                   |
| 51 to 69                | 6.97                               | 4.71                            | 2.50                   |
| 70 to 89                | 8.06                               | 5.58                            | 2.77                   |
| 90 to 109               | 9.15                               | 6.08                            | 3.29                   |
| 110 to 129              | 10.55                              | 6.97                            | 3.60                   |
| 130 and over            | 11.69                              | 7.76                            | 4.16                   |