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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

6th March 2003

Dear Sir/Madam

PAY SETTLEMENT FOR PRINCIPAL FIRE OFFICERS

1. The NJC has agreed an increase of 4.0% in principal fire officers' pay with effect from 1st January 2003. All existing salaries and salary scales for principal officers covered by the NJC's agreement should be increased by this amount rounded to the nearest £3. Revised minimum salaries for chief fire officers are **attached**.
2. In reaching this agreement both sides of the NJC have recognised the contribution that principal fire officers will be required to make in managing the implementation of the fire service reform agenda. In this context the Staff Side has registered that it believes this may lead to developments in its members responsibilities and/or conditions that it would wish to raise in future negotiations. The Staff Side has also stated that it would want to reopen pay negotiations if other ranks in the service were to receive a pay award higher than 4.0% with effect from November 2002. In anticipation of the introduction of the "brigade manager" role under IPDS, the Staff Side has signalled its desire to renegotiate the current minimum differentials for assistant and deputy chief officers. The Employers have agreed to consider any substantive claim from the Staff Side on this matter and an NJC meeting has been provisionally scheduled for July for this purpose.

Yours faithfully
CHARLES NOLDA
JOHN BONNEY
Joint Secretaries

MINIMUM SALARIES FOR CHIEF FIRE OFFICERS FROM 1st JANUARY 2003

Population band 1 Up to 500,000

Minimum salary £77,358

Population band 2 500,001 to 1,000,000

Minimum salary £81,543

Population band 3 1,000,001 to 1,500,000

Minimum salary £91,329

Population band 4 1,500,000 and above (except London)

Minimum salary £100,461

Population band 5 London

Minimum salary £110,508

Note

It is emphasised that these are minimum salaries only. The minimum salary for one population band should not be construed as the maximum of the band below. The national agreement does not set an upper limit for the salary of any chief fire officer in any band.