

Pay scales

RATES

FIREFIGHTERS WHOLE-TIME DUTY SYSTEM

	Basic annual £	Overtime rate £
FIREFIGHTER		
Trainee	18,756	12.84
Development	19,538	13.38
Competent	25,000	17.13
CREW MANAGER		
Development	25,942	17.78
Competent	27,061	18.54
WATCH MANAGER		
Development	27,907	19.11
Competent A	28,682	19.65
Competent B	30,994	21.23
STATION MANAGER		
Development	32,239	22.08
Competent A	33,207	22.74
Competent B	35,559	24.36
GROUP MANAGER		
Development	36,574	N/A
Competent A	37,671	N/A
Competent B	41,161	N/A
AREA MANAGER		
Development	43,034	N/A
Competent A	44,325	N/A
Competent B	47,814	N/A

RATES

FIREFIGHTERS RETAINED DUTY SYSTEM

	1	2	3
	£ per annum	£ per hour	£ per occ
FIREFIGHTER			
Trainee	1,876	8.56	3.28
Development	1,954	8.92	3.28
Competent	2,500	11.42	3.28
CREW MANAGER			
Development	2,594	11.85	3.28
Competent	2,706	12.36	3.28
WATCH MANAGER			
Development	2,791	12.74	3.28
Competent A	2,868	13.10	3.28
Competent B	3,099	14.15	3.28
STATION MANAGER			
Development	3,224	14.72	3.28
Competent A	3,321	15.16	3.28
Competent B	3,556	16.24	3.28
GROUP MANAGER			
Development	3,657	16.70	3.28
Competent A	3,767	17.20	3.28
Competent B	4,116	18.80	3.28
AREA MANAGER			
Development	4,303	19.65	3.28
Competent A	4,433	20.24	3.28
Competent B	4,781	21.83	3.28

Column 1 shows the full annual retainer

Column 2 shows the hourly rate for work undertaken

Column 3 shows the disturbance payment per call out

Note: The retainer for employees on the day crewing duty system is 50% of full retainer in Column 1.

ASSIMILATION

FIREFIGHTING

CURRENT RANK AND PAY POINT	PAY ASSIMILATION POINT
Firefighter (aged 18)	
After 6 months	Firefighter protected point D
Firefighter (19 or over)	
After 6 months and in 2 nd year	Firefighter protected point F
During 3 rd year	Firefighter protected point G
During 4 th year	Firefighter protected point H
During 5 th year (qualified)	Firefighter (competent)
Leading Firefighter	Crew Manager (competent)
Sub Officer	Watch Manager (competent A)
Station Officer	
Rider Station Officer or specialist not on flexible duty system	
During 1 st year in rank	Station Officer protected point J
During 2 nd year in rank	Station Officer protected point K
During 3 rd year in rank	Station Officer protected point L
Station Officer	
(On flexible duty system)	Station Manager (competent A)
Assistant Divisional Officer	
(not responsible for a group of stations)	Station Manager (competent B)
Assistant Divisional Officer	
(responsible for a group of stations)	Group Manager (competent A)
Divisional Officer III	Group Manager (competent A)
Divisional Officer II	Group Manager (competent B)
Divisional Officer I	Area Manager (competent A)
Senior Divisional Officer	Area Manager (competent B)

7 November 2003



RATES

EMERGENCY FIRE CONTROL

	Basic annual £	Overtime rate £
FIREFIGHTER (CONTROL)		
Trainee	17,818	12.21
Development	18,561	12.72
Competent	23,750	16.26
CREW MANAGER (CONTROL)		
Development	24,645	16.88
Competent	25,708	17.61
WATCH MANAGER (CONTROL)		
Development	26,512	18.17
Competent A	27,248	18.66
Competent B	29,444	20.16
STATION MANAGER (CONTROL)		
Development	30,627	20.99
Competent A	31,547	21.60
Competent B	33,781	23.15
GROUP MANAGER (CONTROL)		
Development	34,745	
Competent A	35,787	
Competent B	39,103	

ASSIMILATION

EMERGENCY FIRE CONTROL

CURRENT RANK AND PAY POINT	PAY ASSIMILATION POINT
Fire Control Operator	
Aged under 17	(Firefighter (Control) (trainee) or
Aged 17	(Firefighter (Control) (development)
Aged 18 after 6 months	Firefighter (Control) prot point D
Fire Control Operator (19 or over)	
After 6 months and in 2 nd year	Firefighter (Control) prot point F
During 3 rd year	Firefighter (Control) prot point G
During 4 th year	Firefighter (Control) prot point H
During 5 th year (appraised)	Firefighter (Control) (competent)
Leading Fire Control Operator	Crew Manager (Control) (competent)
Senior Fire Control Operator	Watch Manager (Control) (competent A)
Fire Control Officer (Not on flexible duty system)	
During 1 st year in rank	Fire Control Officer prot point J
During 2 nd year in rank	Fire Control Officer prot point K
During 3 rd year in rank	Fire Control Officer prot point L
Fire Control Officer (On flexible duty system)	Station Manager (Cont) (competent A)
Group Fire Control Officer	Group Manager (Cont) (competent A)
Principal Fire Control Officer	
During 1 st year in rank	Principal Fire Control Off prot point M
During 2 nd year in rank	Principal Fire Control Off prot point N
During 3 rd year in rank	Principal Fire Control Off prot point P



RATES

NON OPERATIONAL STAFF

	£ pa
FIRE CONTROL OPERATOR EQUIVALENT	
During first 6 months	15,975
After 6 months and during 2 nd year	16,683
During 3 rd year	17,476
During 4 th year	18,336
During 5 th year	19,969
LEADING FIRE CONTROL OPERATOR EQUIVALENT	
	21,384
SENIOR FIRE CONTROL OPERATOR EQUIVALENT	
During 1 st year in rank	21,935
During 2 nd year in rank	22,765

Retained bounty scheme

	Number of years of service					
	10	15	20	25	30	35
Firefighter (competent)	1,100	1,305	1,485	1,719	1,903	2,098
Crew Manager (competent)	1,147	1,335	1,518	1,780	1,977	2,164
Watch Manager (competent A)	1,258	1,465	1,669	1,940	2,154	2,352
Watch Manager (competent B)	1,391	1,603	1,822	2,128	2,358	2,592
Station Manager (competent A)	1,669	1,963	2,225	2,596	2,860	3,124

Additional responsibility allowance

Members may be paid an allowance or allowances to reward additional skills and responsibilities that are applied and maintained outside the requirements of the role but within the job function.

Payments will be based on the requirements of the fire and rescue authority's integrated risk management plan (IRMP) and may include payment for skills shortages where these are

directly applicable to the delivery of the IRMP.

The maximum payable to any individual employee will be determined locally. Additional responsibility payments are temporary and non-pensionable and may be withdrawn following reasonable notice from the fire and rescue authority.

Flexible duty system supplement

Members on the flexible duty system will be paid a pensionable supplement of 20% of basic pay.

PROTECTED POINTS

Due to the assimilation process at 7 November 2003, it was necessary to provide protected salary points for those in the post. These protected points are as follows:

FIREFIGHTER	BASIC ANNUAL	BASIC HOURLY RATE	OVERTIME RATE
D Aged 18 after 6 months	20,552	9.38	14.07
F 19 or over after 6 months/in 2nd year	20,851	9.52	14.28
G 19 or over during 3rd year	21,849	9.98	14.97
H 19 or over during 4th year	22,932	10.47	15.71

STATION OFFICER			
J 1st year in rank	31,803	14.52	21.78
K 2nd year in rank	32,508	14.84	22.26
L 3rd year in rank	33,207	15.16	22.74

FIRE CONTROL OPERATOR			
D Aged 18 after 6 months	19,525	8.92	13.38
F 19 or over after 6 months/in 2nd year	19,808	9.04	13.56
G 19 or over during 3rd year	20,757	9.48	14.22
H 19 or over during 4th year	21,786	9.95	14.93

FIRE CONTROL OFFICER			
J 1st year in rank	30,213	13.80	20.70
K 2nd year in rank	30,883	14.10	21.15
L 3rd year in rank	31,548	14.41	21.62

PRINCIPAL FIRE CONTROL OFFICER			
M 1st year in rank	37,639	17.19	
N 2nd year in rank	39,115	17.86	
P 3rd year in rank	40,004	18.27	



Long service increment & continuous professional development payments

At 7 November 2003 the Long Service Increment was protected at the following rates

Firefighting Roles £990 per annum

Control Roles £940 per annum

Non-Operational Staff £792 per annum

The LSI is being replaced by payments based on the principle of rewarding continual professional development (CPD). The NJC will negotiate them by 1 July 2006. A joint working party consisting of National Employers and Union to negotiate the details of the replacement system for LSI has been set up. These payments will be funded from the net savings resulting from the 15-year long service increment being phased out over the life of the five-stage pay settlement set out in the Fire Service Pay and Conditions Agreement 2003.

These payments would be outside both the Integrated Personal Development System basic pay structure and the provision for additional responsibility payments.

The LSI will continue to count as pensionable pay. The assumption is that the proposed payments for rewarding continual professional development will be covered by the definitions of pensionable pay in the Firefighters' Pension Scheme and Local Government Pension Scheme.

All members will have an equal opportunity of access to such payments, which would also be compatible with appropriate guidance published by the Equal Opportunities Commission.

