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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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3rd September 2004

**CIRCULAR NJC/06/04**

Dear Sir/Madam

**STAGE 3 PAY SETTLEMENT**

1. The following appendices contain the rates of pay effective from 1st July 2004 under the terms of the Stage 3 pay settlement:

**Appendix A  
Pay rates for firefighting roles**

The rates for Crew Manager (development and competent), Watch Manager (development and competent A), Group Manager (development and competent A) and Area Manager (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix F to the same circular.

Protected points C (Firefighter aged 18 during first six months) and E (Firefighter aged 19 or over during first 6 months) have been deleted as nobody will be on these points on 1st July 2004.

**Appendix B  
Pay rates for the retained duty system**

**Appendix C  
Pay rates for control specific roles**

The rates for Crew Manager (Control) (development and competent), Watch Manager (Control) (development and competent A) and Group Manager (Control) (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These payments are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix G to the same circular.

Protected points C (Fire Control Operator aged 18 during first six months) and E (Fire Control Operator aged 19 or over during first 6 months) have been deleted as nobody will be on these points on 1st July 2004.

**Appendix D**  
**Pay rates for non-operational staff**

**Appendix E**  
**Retained bounty scheme, rates for junior firefighters and mess mangers' allowance**

2. In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).

Yours faithfully  
**MIKE WALKER**  
**ANDY GILCHRIST**  
**Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2004

	<b>Basic annual £</b>	<b>Basic hourly rate £</b>	<b>Over- time rate £</b>
<b>Firefighter</b>			
Trainee	18756	8.56	12.84
Development	19538	8.92	13.38
Competent	25000	11.42	17.13
<b>Crew Manager</b>			
Development	25942	11.85	17.78
Competent	27061	12.36	18.54
<b>Watch Manager</b>			
Development	27907	12.74	19.11
Competent A	28682	13.10	19.65
Competent B	30994	14.15	21.23
<b>Station Manager</b>			
Development	32239	14.72	22.08
Competent A	33207	15.16	22.74
Competent B	35559	16.24	24.36
<b>Group Manager</b>			
Development	36574	16.70	
Competent A	37671	17.20	
Competent B	41161	18.80	
<b>Area Manager</b>			
Development	43034	19.65	
Competent A	44325	20.24	
Competent B	47814	21.83	

### PROTECTED POINTS

#### Firefighter

D Aged 18 after 6 months	20552	9.38	14.07
F 19 or over after 6 months/in 2nd year	20851	9.52	14.28
G 19 or over during 3rd year	21849	9.98	14.97
H 19 or over during 4th year	22932	10.47	15.71

#### Station Officer

J 1st year in rank	31803	14.52	21.78
K 2nd year in rank	32508	14.84	22.26
L 3rd year in rank	33207	15.16	22.74

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2004 (RETAINED DUTY SYSTEM)

	1	2	3	4
	£ per annum	£ per annum	£ per hour	£ per occ
<b>Firefighter</b>				
Trainee	1876	938	8.56	3.28
Development	1954	977	8.92	3.28
Competent	2500	1250	11.42	3.28
<b>Crew Manager</b>				
Development	2594	1297	11.85	3.28
Competent	2706	1353	12.36	3.28
<b>Watch Manager</b>				
Development	2791	1396	12.74	3.28
Competent A	2868	1434	13.10	3.28
Competent B	3099	1550	14.15	3.28
<b>Station Manager</b>				
Development	3224	1612	14.72	3.28
Competent A	3321	1661	15.16	3.28
Competent B	3556	1778	16.24	3.28
<b>Group Manager</b>				
Development	3657	1829	16.70	3.28
Competent A	3767	1884	17.20	3.28
Competent B	4116	2058	18.80	3.28
<b>Area Manager</b>				
Development	4303	2217	19.65	3.28
Competent A	4433	2217	20.24	3.28
Competent B	4781	2391	21.83	3.28

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

## APPENDIX C

### CONTROL SPECIFIC ROLES - PAY RATES FROM 1st JULY 2004

	Basic annual £	Basic hourly rate £	Over- time rate £
<b>Firefighter (Control)</b>			
Trainee	17818	8.14	12.21
Development	18561	8.48	12.72
Competent	23750	10.84	16.26
<b>Crew Manager (Control)</b>			
Development	24645	11.25	16.88
Competent	25708	11.74	17.61
<b>Watch Manager (Control)</b>			
Development	26512	12.11	18.17
Competent A	27248	12.44	18.66
Competent B	29444	13.44	20.16
<b>Station Manager (Control)</b>			
Development	30627	13.99	20.99
Competent A	31547	14.40	21.60
Competent B	33781	15.43	23.15
<b>Group Manager (Control)</b>			
Development	34745	15.87	
Competent A	35787	16.34	
Competent B	39103	17.86	

### PROTECTED POINTS

#### Fire Control Operator

D Aged 18 after 6 months	19525	8.92	13.38
F 19 or over after 6 months/in 2nd year	19808	9.04	13.56
G 19 or over during 3rd year	20757	9.48	14.22
H 19 or over during 4th year	21786	9.95	14.93

#### Fire Control Officer

J 1st year in rank	30213	13.80	20.70
K 2nd year in rank	30883	14.10	21.15
L 3rd year in rank	31548	14.41	21.62

#### Principal Fire Control Officer

M 1st year in rank	37639	17.19	
N 2nd year in rank	39115	17.86	
P 3rd year in rank	40004	18.27	

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2004

	£pa
<b>Non-operational staff (Fire Control Operator equivalent)</b>	
During first six months	15975
After six months and during 2nd year	16683
During 3rd year	17476
During 4th year	18336
During 5th year	19969
<b>Non-operational staff (Leading Fire Control Operator equivalent)</b>	21384
<b>Non-operational staff (Senior Fire Control Operator equivalent)</b>	
During 1st year in rank	21935
During 2nd year in rank	22765

Employees with at least 15 years' service will receive a long service payment of £792 per annum

## APPENDIX E

### RETAINED LONG SERVICE BOUNTY SCHEME, JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

#### RETAINED LONG SERVICE BOUNTY FROM 1st JULY 2004

	10 years' service £	15 years' service £	20 years' service £	25 years' service £	30 years' service £	35 years' service £
Firefighter (competent)	1100	1305	1485	1719	1903	2098
Crew Manager (competent)	1147	1335	1518	1780	1977	2164
Watch Manager (competent A)	1258	1465	1669	1940	2154	2352
Watch Manager (competent B)	1391	1603	1822	2128	2358	2592
Station Manager (competent A)	1669	1963	2225	2596	2860	3124

#### JUNIOR FIREFIGHTERS FROM 1st JULY 2004

	£ per annum
Aged 16	8677
Aged 17	9325
Aged 18	18756

#### MESS MANAGERS' ALLOWANCE FROM 1st JULY 2004

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	6.51	4.35	2.42
51 to 69	7.77	5.25	2.79
70 to 89	8.98	6.22	3.08
90 to 109	10.20	6.78	3.68
110 to 129	11.76	7.77	4.01
130 and over	13.04	8.65	4.64