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**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITY
FIRE & RESCUE SERVICES**

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**To: Chief Fire Officers/Firemasters
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

1 July 2005

CIRCULAR NJC/08/05

Dear Sir/Madam

STAGE 4 PAY SETTLEMENT

1. The NJC has agreed an increase of 3.4% with effect from 1 July 2005, under the terms of the Stage 4 pay settlement.

The following appendices contain the revised rates of pay.

**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 point D (Firefighter aged 18 during first six months) has been deleted as nobody will be on this point on 1st July 2005.

**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 D (Fire Control Operator aged 18 during first six months) has been deleted as nobody will be on this point on 1st July 2005.

Appendix D
Pay rates for non-operational staff

Appendix E
Retained bounty scheme and rates for junior firefighters

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
MATT WRACK
Joint Secretaries

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2005

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter			
Trainee	19394	8.86	13.28
Development	20202	9.22	13.84
Competent	25850	11.80	17.71
Crew Manager			
Development	27163	12.40	18.61
Competent	28320	12.93	19.40
Watch Manager			
Development	29073	13.28	19.91
Competent A	29875	13.64	20.46
Competent B	32048	14.63	21.95
Station Manager			
Development	33335	15.22	22.83
Competent A	34336	15.68	23.52
Competent B	36768	16.79	25.18
Group Manager			
Development	38114	17.40	
Competent A	39248	17.92	
Competent B	42560	19.43	
Area Manager			
Development	44793	20.45	
Competent A	46128	21.06	
Competent B	49440	22.58	

PROTECTED POINTS

Firefighter

F 19 or over after 6 months/in 2nd year	21560	9.84	14.77
G 19 or over during 3rd year	22,592	10.32	15.47
H 19 or over during 4th year	23712	10.83	16.24

Station Officer

J 1st year in rank	32884	15.02	22.52
K 2nd year in rank	33613	15.35	23.02
L 3rd year in rank	34336	15.68	23.52

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2005 (RETAINED DUTY SYSTEM)

	1	2	3	4
	£ per annum	£ per annum	£ per hour	£ per occ
Firefighter				
Trainee	1939	970	8.86	3.39
Development	2020	1010	9.22	3.39
Competent	2585	1293	11.80	3.39
Crew Manager				
Development	2716	1358	12.40	3.39
Competent	2832	1416	12.93	3.39
Watch Manager				
Development	2907	1454	13.28	3.39
Competent A	2987	1494	13.64	3.39
Competent B	3205	1602	14.63	3.39
Station Manager				
Development	3334	1667	15.22	3.39
Competent A	3434	1717	15.68	3.39
Competent B	3677	1838	16.79	3.39
Group Manager				
Development	3811	1906	17.40	3.39
Competent A	3925	1962	17.92	3.39
Competent B	4256	2128	19.43	3.39
Area Manager				
Development	4479	2240	20.45	3.39
Competent A	4613	2306	21.06	3.39
Competent B	4944	2472	22.58	3.39

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 2005

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)			
Trainee	18424	8.41	12.62
Development	19192	8.76	13.15
Competent	24558	11.21	16.82
Crew Manager (Control)			
Development	25805	11.78	17.67
Competent	26904	12.29	18.43
Watch Manager (Control)			
Development	27620	12.61	18.92
Competent A	28381	12.96	19.44
Competent B	30445	13.90	20.85
Station Manager (Control)			
Development	31668	14.46	21.69
Competent A	32620	14.89	22.34
Competent B	34930	15.95	23.92
Group Manager (Control)			
Development	36208	16.53	
Competent A	37285	17.03	
Competent B	40433	18.46	

PROTECTED POINTS

Fire Control Operator

F 19 or over after 6 months/in 2nd year	20481	9.35	14.03
G 19 or over during 3rd year	21463	9.80	14.70
H 19 or over during 4th year	22527	10.29	15.43

Fire Control Officer

J 1st year in rank	31240	14.26	21.40
K 2nd year in rank	31933	14.58	21.87
L 3rd year in rank	32621	14.90	22.34

Principal Fire Control Officer

M 1st year in rank	38919	17.77	
N 2nd year in rank	40445	18.47	
P 3rd year in rank	41364	18.89	

APPENDIX D

NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2005

	£pa
Non-operational staff (Fire Control Operator equivalent)	
During first six months	16518
After six months and during 2nd year	17250
During 3rd year	18070
During 4th year	18959
During 5th year	20648
Non-operational staff (Leading Fire Control Operator equivalent)	22111
Non-operational staff (Senior Fire Control Operator equivalent)	
During 1st year in rank	22681
During 2nd year in rank	23539

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

APPENDIX E

RETAINED LONG SERVICE BOUNTY SCHEME and JUNIOR FIREFIGHTERS

RETAINED LONG SERVICE BOUNTY FROM 1st JULY 2005

	10 years' service £	15 years' service £	20 years' service £	25 years' service £	30 years' service £	35 years' service £
Firefighter (competent)	1137	1349	1535	1777	1968	2169
Crew Manager (competent)	1186	1380	1570	1841	2044	2238
Watch Manager (competent A)	1301	1515	1726	2006	2227	2432
Watch Manager (competent B)	1438	1658	1884	2200	2438	2680
Station Manager (competent A)	1726	2030	2301	2684	2957	3230

JUNIOR FIREFIGHTERS FROM 1st JULY 2005

	£ per annum
Aged 16	8972
Aged 17	9642
Aged 18	19394