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

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

**Members of the National Joint Council**

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15 June 2007

**CIRCULAR NJC/07/07**

Dear Sir/Madam

**PAY SETTLEMENT: 2007**

1. The NJC has agreed an increase of 2.4% with effect from 1 July 2007.

The following appendices contain the revised rates of pay.

**Appendix A  
Pay rates for firefighting roles**

Protected point G (Firefighter aged 19 or over after 6 months/in 2<sup>nd</sup> year) has been deleted, as nobody will be on this point on 1<sup>st</sup> July 2007.

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

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

Protected point G (Firefighter aged 19 or over after 6 months/in 2<sup>nd</sup> year) has been deleted, as nobody will be on this point on 1<sup>st</sup> July 2007.

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

**SARAH MESSENGER**  
**MATT WRACK**  
**Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2007

	Basic annual £	Basic hourly rate £	Over- time rate £
<b>Firefighter</b>			
Trainee	20396	9.31	13.97
Development	21245	9.70	14.55
Competent	27185	12.41	18.62
<b>Crew Manager</b>			
Development	28893	13.19	19.79
Competent	30139	13.76	20.64
<b>Watch Manager</b>			
Development	30792	14.06	21.09
Competent A	31647	14.45	21.68
Competent B	33703	15.39	23.08
<b>Station Manager</b>			
Development	35057	16.01	24.01
Competent A	36109	16.49	24.73
Competent B	38667	17.66	26.48
<b>Group Manager</b>			
Development	40375	18.44	
Competent A	41586	18.99	
Competent B	44758	20.44	
<b>Area Manager</b>			
Development	47399	21.64	
Competent A	48821	22.29	
Competent B	51994	23.74	

#### PROTECTED POINTS

##### **Firefighter**

H 19 or over during 4th year	24936	11.39	17.08
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##### **Station Officer**

L 3rd year in rank	36109	16.49	24.73
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## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2007 (RETAINED DUTY SYSTEM)

	1	2	3	4
	£ per annum	£ per annum	£ per hour	£ per occ
<b>Firefighter</b>				
Trainee	2040	1020	9.31	3.56
Development	2125	1063	9.70	3.56
Competent	2719	1360	12.41	3.56
<b>Crew Manager</b>				
Development	2890	1445	13.19	3.56
Competent	3014	1507	13.76	3.56
<b>Watch Manager</b>				
Development	3079	1540	14.06	3.56
Competent A	3165	1583	14.45	3.56
Competent B	3370	1686	15.39	3.56
<b>Station Manager</b>				
Development	3506	1753	16.01	3.56
Competent A	3611	1805	16.49	3.56
Competent B	3867	1933	17.66	3.56
<b>Group Manager</b>				
Development	4038	2019	18.44	3.56
Competent A	4158	2080	18.99	3.56
Competent B	4476	2238	20.44	3.56
<b>Area Manager</b>				
Development	4740	2371	21.64	3.56
Competent A	4882	2441	22.29	3.56
Competent B	5200	2600	23.74	3.56

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 2007

	Basic annual £	Basic hourly rate £	Over- time rate £
<b>Firefighter (Control)</b>			
Trainee	19376	8.85	13.27
Development	20183	9.22	13.82
Competent	25826	11.79	17.69
<b>Crew Manager (Control)</b>			
Development	27448	12.53	18.80
Competent	28632	13.07	19.61
<b>Watch Manager (Control)</b>			
Development	29253	13.36	20.04
Competent A	30065	13.73	20.59
Competent B	32017	14.62	21.93
<b>Station Manager (Control)</b>			
Development	33304	15.21	22.81
Competent A	34304	15.66	23.50
Competent B	36734	16.77	25.16
<b>Group Manager (Control)</b>			
Development	38357	17.51	
Competent A	39506	18.04	
Competent B	42521	19.42	
<b>PROTECTED POINTS</b>			
<b>Fire Control Operator</b>			
H 19 or over during 4th year	23689	10.82	16.23
<b>Fire Control Officer</b>			
L 3rd year in rank	34304	15.66	23.50
<b>Principal Fire Control Officer</b>			
P 3rd year in rank	43501	19.86	

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2007

	£pa
<b>Non-operational staff (Fire Control Operator equivalent)</b>	
During first six months	17371
After six months and during 2nd year	18141
During 3rd year	19003
During 4th year	19938
During 5th year	21714
<b>Non-operational staff (Leading Fire Control Operator equivalent)</b>	23253
<b>Non-operational staff (Senior Fire Control Operator equivalent)</b>	
During 1st year in rank	23852
During 2nd year in rank	24755

### JUNIOR FIREFIGHTERS FROM 1st JULY 2007

	£ per annum
Aged 16	9435
Aged 17	10140
Aged 18	20396