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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

10 June 2008

CIRCULAR NJC/06/08

Dear Sir/Madam

PAY SETTLEMENT: 2008

1. The NJC has agreed an increase of 2.45% with effect from 1 July 2008. The following appendices contain the revised rates of pay.

Appendix A	Pay rates for firefighting roles <i>Protected point H (Firefighter aged 19 during 4th year) has been deleted, as nobody will be on this point on 1st July 2008.</i>
Appendix B	Pay rates for the retained duty system
Appendix C	Pay rates for control specific roles <i>Protected point H (Firefighter aged 19 or over during 4th year) has been deleted, as nobody will be on this point on 1st July 2008.</i>
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).
3. Continual Professional Development payments have also been increased by 2.45%. Please see separate NJC circular for the increased payments. (NJC/7/08 refers.)

Yours faithfully

**SARAH MESSENGER
MATT WRACK
Joint Secretaries**

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2008

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	20,896	9.54	14.31
Development	21,766	9.94	14.91
Competent	27,851	12.72	19.08
Crew Manager			
Development	29,601	13.52	20.27
Competent	30,877	14.10	21.15
Watch Manager			
Development	31,546	14.40	21.61
Competent A	32,422	14.80	22.21
Competent B	34,529	15.77	23.65
Station Manager			
Development	35,916	16.40	24.60
Competent A	36,994	16.89	25.34
Competent B	39,614	18.09	27.13
Group Manager			
Development	41,364	18.89	
Competent A	42,605	19.45	
Competent B	45,855	20.94	
Area Manager			
Development	48,560	22.17	
Competent A	50,017	22.84	
Competent B	53,268	24.32	

Protected Pay Point*	Basic annual £	Basic hourly rate £	Overtime rate £
Station Officer/Watch Manager B: Protected Pay Point L	36,644	16.73	25.10

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2008 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,090	1,045	9.54	3.65
Development	2,177	1,089	9.94	3.65
Competent	2,786	1,393	12.72	3.65
Crew Manager				
Development	2,961	1,480	13.52	3.65
Competent	3,088	1,544	14.10	3.65
Watch Manager				
Development	3,154	1,578	14.40	3.65
Competent A	3,243	1,622	14.80	3.65
Competent B	3,453	1,727	15.77	3.65
Station Manager				
Development	3,592	1,796	16.40	3.65
Competent A	3,699	1,849	16.89	3.65
Competent B	3,962	1,980	18.09	3.65
Group Manager				
Development	4,137	2,068	18.89	3.65
Competent A	4,260	2,131	19.45	3.65
Competent B	4,586	2,293	20.94	3.65
Area Manager				
Development	4,856	2,429	22.17	3.65
Competent A	5,002	2,501	22.84	3.65
Competent B	5,327	2,664	24.32	3.65

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 2008

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	19,851	9.06	13.60
Development	20,677	9.44	14.16
Competent	26,459	12.08	18.12
Crew Manager (Control)			
Development	28,120	12.84	19.26
Competent	29,333	13.39	20.09
Watch Manager (Control)			
Development	29,970	13.68	20.53
Competent A	30,802	14.06	21.10
Competent B	32,801	14.98	22.47
Station Manager (Control)			
Development	34,120	15.58	23.37
Competent A	35,144	16.05	24.07
Competent B	37,634	17.18	25.78
Group Manager (Control)			
Development	39,297	17.94	
Competent A	40,474	18.48	
Competent B	43,563	19.89	

Protected Pay Points*	Basic annual £	Basic hourly rate £	Overtime rate £
Fire Control Officer: Protected Pay Point L	34,794	15.89	23.83
Principal Fire Control Officer: Protected Pay Point P	44,217	20.19	

APPENDIX D

NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2008

	£ per annum
Fire Control Operator equivalent	
During first six months	17,797
After six months and during 2 nd year	18,585
During 3 rd year	19,469
During 4 th year	20,426
During 5 th year	22,246
Leading Fire Control Operator equivalent	23,823
Senior Fire Control Operator equivalent	
During 1 st year in rank	24,436
During 2 nd year in rank	25,361

JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2008

	£ per annum
Aged 16	9,666
Aged 17	10,388
Aged 18	20,896