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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

31st October 2000

CIRCULAR NJC/7/00

Dear Sir/Madam

2000 PAY SETTLEMENT

1. The NJC has agreed an increase of 3.0% for all ranks with effect from 7th November in line with the established pay formula.
2. The following revised rates of pay and fees are **attached**:
 - (1) Whole-time members (Firefighter to Senior Divisional Officer)
 - (2) Whole-time members (Fire Control Operator to Principal Fire Control Officer)
 - (3) Retained and volunteer members
 - (4) Non-operational staff
 - (5) Junior firefighters and mess managers' allowance
3. Annual salaries for the ranks of Station Officer to Senior Divisional Officer and Fire Control Officer to Principal Fire Control Officer are exclusive of any entitlement to the 20% flexible duty system supplement.
4. The weekly rates for whole-time members are equivalent to the annual rates divided by 52.167 (rounded down to the nearest penny). The hourly rates are equivalent to the weekly rates divided by 42 (to the nearest penny) except for non-operational staff where the weekly rates are divided by 40 and the ranks of Fire Control Operator to Senior Fire Control Operator where they are equivalent to the 40-hour weekly rate divided by 40.
5. The casual overtime rates for the ranks of Station Officer, Assistant Divisional Officer and Fire Control Officer apply only to members in those ranks who are not on the flexible duty system.

Yours faithfully
CHARLES NOLDA
ANDY GILCHRIST
Joint Secretaries

(1) WHOLE-TIME MEMBERS (FIREFIGHTER TO SENIOR DIVISIONAL OFFICER)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Firefighter (aged 18)				
During first 6 months	16305	312.55	7.44	11.16
After 6 months	17061	327.04	7.79	11.69
Firefighter (aged 19 or over)				
During first 6 months	16563	317.49	7.56	11.34
After 6 months and during 2nd year	17307	331.76	7.90	11.85
During 3rd year	18135	347.63	8.28	12.42
During 4th year	19035	364.88	8.69	13.04
During 5th year (subject to being fully qualified)	20724	397.26	9.46	14.19
After 15 years' service (qualified)	21648	414.97	9.88	14.82
After 15 years' service (unqualified)	19917	381.79	9.09	13.64
Leading Firefighter				
After 15 years' service	22191	425.38	10.13	15.20
	23106	442.92	10.55	15.83
Sub-Officer				
During 1st year in rank	22755	436.19	10.39	15.59
After 15 years' service	23670	453.73	10.80	16.20
During 2nd year in rank	23634	453.04	10.79	16.19
After 15 years' service	24546	470.52	11.20	16.80
Station Officer				
During 1st year in rank	26397	506.00	12.05	18.08
After 15 years' service	27312	523.54	12.47	18.71
During 2nd year in rank	26982	517.22	12.31	18.47
After 15 years' service	27891	534.64	12.73	19.10
During 3rd year in rank	27564	528.38	12.58	18.87
After 15 years' service	28467	545.68	12.99	19.49
Assistant Divisional Officer				
During 1st year in rank	27822	533.32	12.70	19.05
After 15 years' service	28728	550.69	13.11	19.67
During 2nd year in rank	28662	549.42	13.08	19.62
After 15 years' service	29577	566.96	13.50	20.25
During 3rd year in rank	29514	565.75	13.47	20.21
After 15 years' service	30420	583.12	13.88	20.82
Divisional Officer III				
During 1st year in rank	29799	571.22		
After 15 years' service	30708	588.64		
During 2nd year in rank	30384	582.43		
After 15 years' service	31302	600.03		
During 3rd year in rank	31032	594.85		
After 15 years' service	31953	612.51		
Divisional Officer II				
During 1st year in rank	31641	606.53		
After 15 years' service	32553	624.01		
During 2nd year in rank	32877	630.22		
After 15 years' service	33789	647.70		
During 3rd year in rank	34167	654.95		
After 15 years' service	35079	672.43		

	Annual	Weekly	Basic	Casual
	£	£	hourly	overtime
			rate	rate
			£	£
Divisional Officer I				
During 1st year in rank	34950	669.96		
After 15 years' service	35859	687.38		
During 2nd year in rank	35760	685.49		
After 15 years' service	36678	703.08		
During 3rd year in rank	36555	700.73		
After 15 years' service	37467	718.21		
Senior Divisional Officer				
During 1st year in rank	37623	721.20		
After 15 years' service	38535	738.68		
During 2nd year in rank	38655	740.98		
After 15 years' service	39564	758.41		
During 3rd year in rank	39687	760.76		
After 15 years' service	40584	777.96		

(2) WHOLE-TIME MEMBERS (FIRE CONTROL OPERATOR TO PRINCIPAL FIRE CONTROL OFFICER)

	Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £
Fire Control Operator						
Aged under 17 years	13632	261.31	12675	242.96	6.07	9.11
Aged 17 years	14106	270.40	13113	251.36	6.28	9.42
Aged 18 years during first 6 months	15003	287.59	13968	267.75	6.69	10.04
Aged 18 years after 6 months	15699	300.93	14604	279.94	7.00	10.50
Fire Control Operator (aged 19 or over)						
During first 6 months	15231	291.96	14184	271.89	6.80	10.20
After 6 months and during 2nd year	15918	305.13	14817	284.03	7.10	10.65
During 3rd year	16674	319.62	15525	297.60	7.44	11.16
During 4th year	17493	335.32	16284	312.15	7.80	11.70
During 5th year (subject to appraisal)*	19083	365.80	17745	340.15	8.50	12.75
After 15 years' service	19905	381.56	18507	354.76	8.87	13.31
Leading Fire Control Operator						
After 15 years' service	20427	391.56	18978	363.79	9.09	13.64
	21243	407.21	19755	378.68	9.47	14.21
Senior Fire Control Operator						
During 1st year in rank	20934	401.28	19479	373.39	9.33	14.00
After 15 years' service	21756	417.04	20244	388.06	9.70	14.55
During 2nd year in rank	21741	416.75	20226	387.71	9.69	14.54
After 15 years' service	22566	432.57	20997	402.49	10.06	15.09
Fire Control Officer						
During 1st year in rank	24300	465.81			11.09	16.64
After 15 years' service	25122	481.56			11.47	17.21
During 2nd year in rank	24828	475.93			11.33	17.00
After 15 years' service	25644	491.57			11.70	17.55
During 3rd year in rank	25353	485.99			11.57	17.36
After 15 years' service	26178	501.81			11.95	17.93
Group Fire Control Officer						
During 1st year in rank	27414	525.50				
After 15 years' service	28233	541.20				
During 2nd year in rank	27954	535.85				
After 15 years' service	28773	551.55				
During 3rd year in rank	28539	547.06				
After 15 years' service	29367	562.94				
Principal Fire Control Officer						
During 1st year in rank	30258	580.02				
After 15 years' service	31071	595.60				
During 2nd year in rank	31440	602.67				
After 15 years' service	32259	618.37				
During 3rd year in rank	32157	616.42				
After 15 years' service	32973	632.06				

* See paragraph 2 of circular LRC/7/83

(3) RETAINED AND VOLUNTEER MEMBERS

Annual retaining fee
During first 3 After 3
years' service years' service

	£	£
Firefighter	1809	1977
Leading Firefighter	1977	2037
Sub-Officer	2037	2190
Sub-Officer i/c of station	2190	2382
Station Officer	2478	2805

The annual retaining fee may be reduced by up to 25% where cover is provided for a limited period only

	Turn-out fee	Pre-arranged attendance fee*	Attendance fee	Drill night fee
	£	£	£	£
Firefighter	13.41	5.97	7.28	11.76
Leading Firefighter	15.66	6.93	8.17	13.51
Sub-Officer	17.78	7.65	8.94	15.02
Station Officer	20.01	9.16	9.59	17.89

* Also extra payment for remaining on duty and payment for extra work

Long service bounty payments

	10 years' service	15 years' service	20 years' service	25 years' service	30 years' service	35 years' service
	£	£	£	£	£	£
Firefighter	912	1083	1233	1425	1578	1740
Leading Firefighter	954	1110	1263	1479	1641	1797
Sub-Officer	1044	1215	1386	1611	1788	1953
Sub-Officer i/c of station	1155	1332	1512	1767	1959	2151
Station Officer	1386	1629	1845	2154	2373	2592

**Annual retaining fee
for members on the
day crewing system**

	£
Firefighter	996
Leading Firefighter	1026
Sub-Officer	1107
Sub-Officer i/c of station	1191

For members on the day crewing system the turn-out fees, attendance fees, drill night fees and extra payments for remaining on duty are as for retained members

For **volunteer firefighters** the payment for authorised duty is £5.97 per hour (the rate for retained firefighters who remain on duty)

(4) NON-OPERATIONAL STAFF

These scales apply to non-operational staff in post on 1st April 1980 who were previously paid on control room scales (see NJC/5/80)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Non-operational staff (Fire Control Operator equivalent)				
During first 6 months	13260	254.18	6.35	9.53
After 6 months and during 2nd year	13848	265.45	6.64	9.96
During 3rd year	14505	278.04	6.95	10.43
During 4th year	15219	291.73	7.29	10.94
During 5th year	16575	317.72	7.94	11.91
After 15 years' service	17307	331.76	8.29	12.44
Non-operational staff (Leading Fire Control Operator equivalent)				
After 15 years' service	17748	340.21	8.51	12.77
	18477	354.18	8.85	13.28
Non-operational staff (Senior Fire Control Operator equivalent)				
During 1st year in rank	18207	349.01	8.73	13.10
After 15 years' service	18936	362.98	9.07	13.61
During 2nd year in rank	18894	362.18	9.05	13.58
After 15 years' service	19623	376.15	9.40	14.10

(5) JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

Junior firefighters' annual pay

	£
Aged 16	7200
Aged 17	7740
Aged 18	as for recruit firefighters of the same age

Mess managers' allowance

Meals served per day	Mess manager (without a deputy)	Mess manager (with a deputy)	Deputy mess manager
	£	£	£
Up to 50	5.41	3.61	2.01
51 to 69	6.45	4.36	2.31
70 to 89	7.46	5.17	2.56
90 to 109	8.47	5.63	3.04
110 to 129	9.76	6.45	3.33
130 and over	10.82	7.18	3.85