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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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7<sup>th</sup> November 2001

### CIRCULAR NJC/5/01

Dear Sir/Madam

#### 2001 PAY SETTLEMENT

1. The NJC has agreed an increase of 3.9% 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 £
<b>Firefighter (aged 18)</b>				
During first 6 months	16941	324.74	7.73	11.60
After 6 months	17727	339.81	8.09	12.14
<b>Firefighter (aged 19 or over)</b>				
During first 6 months	17208	329.86	7.85	11.78
After 6 months and during 2nd year	17982	344.70	8.21	12.32
During 3rd year	18843	361.20	8.60	12.90
During 4th year	19776	379.09	9.03	13.55
During 5th year (subject to being fully qualified)	21531	412.73	9.83	14.75
After 15 years' service (qualified)	22491	431.13	10.27	15.41
After 15 years' service (unqualified)	20694	396.68	9.44	14.16
<b>Leading Firefighter</b>				
After 15 years' service	23055	441.94	10.52	15.78
	24006	460.17	10.96	16.44
<b>Sub-Officer</b>				
During 1st year in rank	23643	453.21	10.79	16.19
After 15 years' service	24594	471.44	11.22	16.83
During 2nd year in rank	24555	470.69	11.21	16.82
After 15 years' service	25503	488.87	11.64	17.46
<b>Station Officer</b>				
During 1st year in rank	27426	525.73	12.52	18.78
After 15 years' service	28377	543.96	12.95	19.43
During 2nd year in rank	28035	537.40	12.80	19.20
After 15 years' service	28980	555.52	13.23	19.85
During 3rd year in rank	28638	548.96	13.07	19.61
After 15 years' service	29577	566.96	13.50	20.25
<b>Assistant Divisional Officer</b>				
During 1st year in rank	28908	554.14	13.19	19.79
After 15 years' service	29847	572.14	13.62	20.43
During 2nd year in rank	29781	570.87	13.59	20.39
After 15 years' service	30732	589.10	14.03	21.05
During 3rd year in rank	30666	587.84	14.00	21.00
After 15 years' service	31605	605.84	14.42	21.63
<b>Divisional Officer III</b>				
During 1st year in rank	30960	593.47		
After 15 years' service	31905	611.59		
During 2nd year in rank	31569	605.15		
After 15 years' service	32523	623.44		
During 3rd year in rank	32241	618.03		
After 15 years' service	33198	636.37		
<b>Divisional Officer II</b>				
During 1st year in rank	32874	630.16		
After 15 years' service	33822	648.34		
During 2nd year in rank	34158	654.78		
After 15 years' service	35106	672.95		
During 3rd year in rank	35499	680.48		
After 15 years' service	36447	698.66		

	<b>Annual</b>	<b>Weekly</b>	<b>Basic</b>	<b>Casual</b>
	<b>£</b>	<b>£</b>	<b>hourly</b>	<b>overtime</b>
			<b>rate</b>	<b>rate</b>
			<b>£</b>	<b>£</b>
<b>Divisional Officer I</b>				
During 1st year in rank	36312	696.07		
After 15 years' service	37257	714.18		
During 2nd year in rank	37155	712.23		
After 15 years' service	38109	730.51		
During 3rd year in rank	37980	728.04		
After 15 years' service	38928	746.21		
<b>Senior Divisional Officer</b>				
During 1st year in rank	39090	749.32		
After 15 years' service	40038	767.49		
During 2nd year in rank	40164	769.91		
After 15 years' service	41106	787.96		
During 3rd year in rank	41235	790.44		
After 15 years' service	42168	808.32		

**(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 £
<b>Fire Control Operator</b>						
Aged under 17 years	14163	271.49	13170	252.45	6.31	9.47
Aged 17 years	14655	280.92	13623	261.14	6.53	9.80
Aged 18 years during first 6 months	15588	298.80	14514	278.22	6.96	10.44
Aged 18 years after 6 months	16311	312.66	15174	290.87	7.27	10.91
<b>Fire Control Operator (aged 19 or over)</b>						
During first 6 months	15825	303.35	14736	282.47	7.06	10.59
After 6 months and during 2nd year	16539	317.03	15396	295.12	7.38	11.07
During 3rd year	17325	332.10	16131	309.21	7.73	11.60
During 4th year	18174	348.38	16920	324.34	8.11	12.17
During 5th year (subject to appraisal)*	19827	<u>380.06</u>	18438	353.44	8.84	13.26
After 15 years' service	20682	396.45	19230	368.62	9.22	13.83
<b>Leading Fire Control Operator</b>						
After 15 years' service	21225	406.86	19719	377.99	9.45	14.18
	22071	423.08	20526	393.46	9.84	14.76
<b>Senior Fire Control Operator</b>						
During 1st year in rank	21750	416.93	20238	387.94	9.70	14.55
After 15 years' service	22605	433.31	21033	403.18	10.08	15.12
During 2nd year in rank	22590	433.03	21015	402.84	10.07	15.11
After 15 years' service	23445	449.42	21816	418.19	10.45	15.68
<b>Fire Control Officer</b>						
During 1st year in rank	25248	483.98			11.52	17.28
After 15 years' service	26103	500.37			11.91	17.87
During 2nd year in rank	25797	494.50			11.77	17.66
After 15 years' service	26643	510.72			12.16	18.24
During 3rd year in rank	26343	504.97			12.02	18.03
After 15 years' service	27198	521.36			12.41	18.62
<b>Group Fire Control Officer</b>						
During 1st year in rank	28482	545.97				
After 15 years' service	29334	562.30				
During 2nd year in rank	29043	556.73				
After 15 years' service	29895	573.06				
During 3rd year in rank	29652	568.40				
After 15 years' service	30513	584.91				
<b>Principal Fire Control Officer</b>						
During 1st year in rank	31437	602.62				
After 15 years' service	32283	618.83				
During 2nd year in rank	32667	626.20				
After 15 years' service	33516	642.47				
During 3rd year in rank	33411	640.46				
After 15 years' service	34260	656.73				

\* See paragraph 2 of circular LRC/7/83

### (3) RETAINED AND VOLUNTEER MEMBERS

	Annual retaining fee	
	During first 3 years' service	After 3 years' service
	£	£
Firefighter	1881	2055
Leading Firefighter	2055	2115
Sub-Officer	2115	2274
Sub-Officer i/c of station	2274	2475
Station Officer	2574	2913

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

	Pre-arranged			
	Turn-out fee	attendance fee*	Attendance fee	Drill night fee
	£	£	£	£
Firefighter	13.93	6.20	7.56	12.22
Leading Firefighter	16.27	7.20	8.49	14.04
Sub-Officer	18.47	7.95	9.29	15.61
Station Officer	20.79	9.52	9.96	18.59

\* 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	948	1125	1281	1482	1641	1809
Leading Firefighter	990	1152	1311	1536	1704	1866
Sub-Officer	1086	1263	1440	1674	1857	2028
Sub-Officer i/c of station	1200	1383	1572	1836	2034	2235
Station Officer	1440	1692	1917	2238	2466	2694

Annual retaining fee for members on the day crewing system	
	£
Firefighter	1035
Leading Firefighter	1065
Sub-Officer	1149
Sub-Officer i/c of station	1236

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 £6.20 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 £
<b>Non-operational staff (Fire Control Operator equivalent)</b>				
During first 6 months	13776	264.07	6.60	9.90
After 6 months and during 2nd year	14388	275.80	6.90	10.35
During 3rd year	15072	288.91	7.22	10.83
During 4th year	15813	303.12	7.58	11.37
During 5th year	17220	330.09	8.25	12.38
After 15 years' service	17982	344.70	8.62	12.93
<b>Non-operational staff (Leading Fire Control Operator equivalent)</b>				
After 15 years' service	18441	353.49	8.84	13.26
	19197	367.99	9.20	13.80
<b>Non-operational staff (Senior Fire Control Operator equivalent)</b>				
During 1st year in rank	18918	362.64	9.07	13.61
After 15 years' service	19674	377.13	9.43	14.15
During 2nd year in rank	19632	376.32	9.41	14.12
After 15 years' service	20388	390.82	9.77	14.66

## (5) JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

<b>Junior firefighters'</b>	
<b>annual pay</b>	
<b>£</b>	
Aged 16	7482
Aged 17	8043
Aged 18	as for recruit firefighters of the same age

<b>Mess managers' allowance</b>			
<b>Meals served</b>	<b>Mess manager</b>	<b>Mess manager</b>	<b>Deputy mess</b>
<b>per day</b>	<b>(without a deputy)</b>	<b>(with a deputy)</b>	<b>manager</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Up to 50	5.62	3.75	2.09
51 to 69	6.70	4.53	2.40
70 to 89	7.75	5.37	2.66
90 to 109	8.80	5.85	3.16
110 to 129	10.14	6.70	3.46
130 and over	11.24	7.46	4.00