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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

12th January 2004

CIRCULAR NJC/01/04

Dear Sir/Madam

STAGE 2 PAY SETTLEMENT

1. This circular draws together all the information that fire authorities will need to implement the Stage 2 pay settlement in full. **The detailed information is contained in the following appendices, which explain what, if any, action is required now.**
2. In most cases the "Full Stage 2 Award" payments are currently for information only. We shall write to you again when the NJC has agreed that these can be implemented.

Appendix A

Pay rates for firefighting roles

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Rounding of figures

3. With effect from the full implementation of Stage 2 payments are calculated on the basis that annual figures are rounded to the nearest pound with hourly figures derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).

Acting up and temporary promotion

4. A number of issues have been raised regarding the application of this pay agreement in cases of acting up and temporary promotion. Further guidance on this will follow shortly.

Yours faithfully

CHARLES NOLDA

ANDY GILCHRIST

Joint Secretaries

APPENDIX A

Pay rates for firefighting roles

1. This appendix sets out the substantive and protected rates for firefighting roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03). The substantive rates for the full Stage 2 award are those at paragraph 4.14 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates are exclusive of any entitlement to a protected long service increment. Rates inclusive of this increment are contained in the assimilation table at Appendix F.
3. The rates for Firefighter (trainee) and Firefighter (development) are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

4. **The trainee and development rates for Firefighter need to be applied now to new entrants.** However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03) and at Appendix F to this circular.
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

FIREFIGHTING ROLES - PAY RATES FROM 7th NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7th NOVEMBER 2003			FULL STAGE 2 AWARD		
	Basic annual £	Basic hourly rate £	Over- time rate £	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter						
Trainee	18000	8.22	12.33	18000	8.22	12.33
Development	18750	8.56	12.84	18750	8.56	12.84
Competent	23175	10.58	15.87	23959	10.94	16.41
Crew Manager						
Development	23790	10.86	16.29	24593	11.23	16.85
Competent	24816	11.33	17.00	25654	11.71	17.57
Watch Manager						
Development	25716	11.74	17.61	26586	12.14	18.21
Competent A	26430	12.06	18.09	27324	12.48	18.72
Competent B	28773	13.13	19.70	29745	13.58	20.37
Station Manager						
Development	29928	13.66	20.49	30940	14.13	21.20
Competent A	30828	14.07	21.11	31869	14.55	21.83
Competent B	33009	15.07	22.61	34126	15.58	23.37
Group Manager						
Development	33693	15.38		34833	15.91	
Competent A	34704	15.84		35878	16.38	
Competent B	38211	17.44		39502	18.04	
Area Manager						
Development	39690	18.11		41032	18.74	
Competent A	40881	18.66		42263	19.30	
Competent B	44385	20.26		45887	20.95	

PROTECTED POINTS

Firefighter

C Aged 18 during first 6 months	18234	8.32	12.48	18852	8.61	12.92
D Aged 18 after 6 months	19080	8.71	13.07	19724	9.01	13.52
E 19 or over during first 6 months	18522	8.45	12.68	19148	8.74	13.11
F 19 or over after 6 months/in 2nd year	19356	8.83	13.25	20011	9.14	13.71
G 19 or over during 3rd year	20283	9.26	13.89	20968	9.57	14.36
H 19 or over during 4th year	21288	9.72	14.58	22008	10.05	15.08

Station Officer

J 1st year in rank	29523	13.47	20.21	30521	13.94	20.91
K 2nd year in rank	30177	13.77	20.66	31198	14.25	21.38
L 3rd year in rank	30828	14.07	21.11	31869	14.55	21.83

APPENDIX B

Pay rates for the retained duty system

1. This appendix sets out the rates for employees in firefighting roles on the retained duty system. The rates from 7th November 2003 include those contained in circular NJC/12/03. The rates for the full Stage 2 award are those at paragraph 4.20 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates for Firefighter (trainee) and Firefighter (development) are not being phased in and include the full Stage 2 award from 7th November 2003.
3. The annual retainer for employees on the day crewing duty system is also included.

ACTION REQUIRED

4. **The trainee and development rates for Firefighter need to be applied now to new entrants.** However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

**FIREFIGHTING ROLES – PAY RATES FROM 7th NOVEMBER 2003
AND ON FULL IMPLEMENTATION OF STAGE 2
(RETAINED DUTY SYSTEM)**

	FROM 7th NOVEMBER 2003				FULL STAGE 2 AWARD			
	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ
Firefighter								
Trainee	1800	900	8.22	3.15	1800	900	8.22	3.15
Development	1875	938	8.56	3.15	1875	938	8.56	3.15
Competent	2318	1159	10.58	3.15	2396	1198	10.94	3.15
Crew Manager								
Development	2379	1190	10.86	3.15	2459	1230	11.23	3.15
Competent	2482	1241	11.33	3.15	2565	1283	11.71	3.15
Watch Manager								
Development	2572	1289	11.74	3.15	2659	1329	12.14	3.15
Competent A	2643	1322	12.06	3.15	2732	1366	12.48	3.15
Competent B	2877	1439	13.13	3.15	2975	1487	13.58	3.15
Station Manager								
Development	2993	1496	13.66	3.15	3094	1547	14.13	3.15
Competent A	3083	1541	14.07	3.15	3187	1593	14.55	3.15
Competent B	3301	1650	15.07	3.15	3413	1706	15.58	3.15
Group Manager								
Development	3369	1685	15.38	3.15	3483	1742	15.91	3.15
Competent A	3470	1735	15.84	3.15	3588	1794	16.38	3.15
Competent B	3821	1911	17.44	3.15	3950	1975	18.04	3.15
Area Manager								
Development	3969	1985	18.11	3.15	4103	2052	18.74	3.15
Competent A	4088	2044	18.66	3.15	4226	2113	19.30	3.15
Competent B	4439	2219	20.26	3.15	4589	2294	20.95	3.15

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

Pay rates for control specific roles

1. This appendix sets out the substantive and protected rates for control specific roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03. The substantive rates for the full Stage 2 award are those at paragraph 4.14 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates are exclusive of any protected long service increment payments. The inclusive rates are contained in the assimilation table at Appendix G.
3. The rates for Firefighter (Control) (trainee) and Firefighter (Control) (development) are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

4. **The trainee and development rates for Firefighter (Control) need to be applied now to new entrants.** However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03) and at Appendix G to this circular.
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

CONTROL SPECIFIC ROLES - PAY RATES FROM 7th NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7th NOVEMBER 2003			FULL STAGE 2 AWARD		
	Basic annual £	Basic hourly rate £	Over- time rate £	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)						
Trainee	17100	7.81	11.72	17100	7.81	11.72
Development	17813	8.13	12.20	17813	8.13	12.20
Competent	22017	10.05	15.08	22761	10.39	15.59
Crew Manager (Control)						
Development	22599	10.31	15.47	23363	10.67	16.01
Competent	23574	10.76	16.14	24371	11.13	16.70
Watch Manager (Control)						
Development	24432	11.15	16.73	25257	11.53	17.30
Competent A	25107	11.46	17.19	25958	11.85	17.78
Competent B	27333	12.48	18.72	28258	12.90	19.35
Station Manager (Control)						
Development	28431	12.98	19.47	29393	13.42	20.13
Competent A	29286	13.37	20.06	30276	13.82	20.73
Competent B	31359	14.31	21.47	32420	14.80	22.20
Group Manager (Control)						
Development	32010	14.61		33091	15.11	
Competent A	32970	15.05		34084	15.56	
Competent B	36300	16.58		37527	17.14	

PROTECTED POINTS

Fire Control Operator

C Aged 18 during first 6 months	17322	7.91	11.87	17909	8.18	12.27
D Aged 18 after 6 months	18126	8.27	12.41	18738	8.56	12.84
E 19 or over during first 6 months	17595	8.03	12.05	18191	8.31	12.47
F 19 or over after 6 months/in 2nd year	18387	8.39	12.59	19010	8.68	13.02
G 19 or over during 3rd year	19266	8.79	13.19	19920	9.10	13.65
H 19 or over during 4th year	20223	9.23	13.85	20908	9.55	14.33

Fire Control Officer

J 1st year in rank	28047	12.80	19.20	28995	13.24	19.86
K 2nd year in rank	28668	13.08	19.62	29638	13.53	20.30
L 3rd year in rank	29286	13.37	20.06	30276	13.82	20.73

Principal Fire Control Officer

M 1st year in rank	34941	15.95		36122	16.49	
N 2nd year in rank	36309	16.57		37538	17.14	
P 3rd year in rank	37137	16.95		38392	17.53	

APPENDIX D

Pay rates for non-operational staff

1. This appendix sets out the rates for non-operational staff from 7th November 2003 and for the full Stage 2 award. The rates for the full Stage 2 award are those at Appendix A of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003.
3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

**NON-OPERATIONAL STAFF - PAY RATES FROM 7th NOVEMBER
2003 AND ON FULL IMPLEMENTATION OF STAGE 2**

	From 7th Nov 2003 £pa	Full Stage 2 award £ pa
Non-operational staff (Fire Control Operator equivalent)		
During first six months	14829	15331
After six months and during 2nd year	15486	16011
During 3rd year	16224	16772
During 4th year	17022	17597
During 5th year	18537	19164
Non-operational staff (Leading Fire Control Operator equivalent)		
	19851	20522
Non-operational staff (Senior Fire Control Operator equivalent)		
During 1st year in rank	20361	21051
During 2nd year in rank	21132	21847

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

APPENDIX E

Retained bounty scheme, rates for junior firefighters and mess mangers' allowance

1. This appendix sets out retained long service bounty payments, junior firefighters' rates and mess managers' allowance from 7th November 2003. These payments are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

2. **The rates in this appendix should be applied in full with immediate effect and backdated to 7th November 2003.**

RETAINED LONG SERVICE BOUNTY SCHEME, JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

RETAINED LONG SERVICE BOUNTY FROM 7th NOVEMBER 2003

	10 years' service £	15 years' service £	20 years' service £	25 years' service £	30 years' service £	35 years' service £
Firefighter (competent)	1056	1252	1425	1650	1826	2013
Crew Manager (competent)	1101	1281	1457	1708	1897	2077
Watch Manager (competent A)	1207	1406	1602	1862	2067	2257
Watch Manager (competent B)	1335	1538	1749	2042	2263	2499
Station Manager (competent A)	1602	1884	2135	2491	2745	2998

JUNIOR FIREFIGHTERS FROM 7th NOVEMBER 2003

	£ per annum
Aged 16	8327
Aged 17	8949
Aged 18	18000

MESS MANAGERS' ALLOWANCE FROM 7th NOVEMBER 2003

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	6.25	4.17	2.32
51 to 69	7.46	5.04	2.68
70 to 89	8.62	5.97	2.96
90 to 109	9.79	6.51	3.52
110 to 129	11.29	7.46	3.85
130 and over	12.51	8.30	4.45

Assimilation table for firefighting roles

1. This appendix sets out the assimilation arrangements (including protected long service increments) for firefighting roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03).

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).
3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

STAGE 2 ASSIMILATION TABLE EXISTING FIREFIGHTING RANKS

Current rank and pay point	Current annual £	Pay assimilation point	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £
Firefighter (aged 18)												
During first 6 months	17619	Firefighter protected point C	18234	-	18234	8.32	12.48	18852	-	18852	8.61	12.92
After 6 months	18435	Firefighter protected point D	19080	-	19080	8.71	13.07	19724	-	19724	9.01	13.52
Firefighter (19 or over)												
During first 6 months	17895	Firefighter protected point E	18522	-	18522	8.45	12.68	19148	-	19148	8.74	13.11
After 6 months and in 2nd year	18702	Firefighter protected point F	19356	-	19356	8.83	13.25	20011	-	20011	9.14	13.71
During 3rd year	19596	Firefighter protected point G	20283	-	20283	9.26	13.89	20968	-	20968	9.57	14.36
During 4th year	20568	Firefighter protected point H	21288	-	21288	9.72	14.58	22008	-	22008	10.05	15.08
During 5th year (qualified)	22392	Firefighter (competent)	23175	-	23175	10.58	15.87	23959	-	23959	10.94	16.41
After 15 years (qualified)	23391	Firefighter (competent)	23175	990	24165	11.03	16.55	23959	990	24949	11.39	17.09
After 15 years (unqualified)	21522	Firefighter (competent)	23175	-	23175	10.58	15.87	23959	-	23959	10.94	16.41
Leading Firefighter												
After 15 years' service	23976	Crew Manager (competent)	24816	-	24816	11.33	17.00	25654	-	25654	11.71	17.57
	24966	Crew Manager (competent)	24816	990	25806	11.78	17.67	25654	990	26644	12.17	18.26
Sub-Officer												
During 1st year in rank	24588	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
After 15 years' service	25578	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
During 2nd year in rank	25536	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
After 15 years' service	26523	Watch Manager (competent A)	26430	990	27420	12.51	18.77	27324	990	28314	12.93	19.40
Station Officer <i>(Rider Station Officer or specialist not on flexible duty system)</i>												
During 1st year in rank	28524	Station Officer protected point J	29523	-	29523	13.47	20.21	30521	-	30521	13.94	20.91
After 15 years' service	29511	Station Officer protected point J	29523	990	30513	13.93	20.90	30521	990	31511	14.39	21.59
During 2nd year in rank	29157	Station Officer protected point K	30177	-	30177	13.77	20.66	31198	-	31198	14.25	21.38
After 15 years' service	30138	Station Officer protected point K	30177	990	31167	14.22	21.33	31198	990	32188	14.70	22.05
During 3rd year in rank	29784	Station Officer protected point L	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30759	Station Officer protected point L	30828	990	31818	14.52	21.78	31869	990	32859	15.00	22.50

Current rank and pay point	Current annual £	Pay assimilation point	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £
Station Officer												
<i>(On flexible duty system)</i>												
During 1st year in rank	28524	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	29511	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
During 2nd year in rank	29157	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30138	Station Manager (competent A)	30828	318	31146	14.22	21.33	31869	318	32187	14.70	22.05
During 3rd year in rank	29784	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30759	Station Manager (competent A)	30828	990	31818	14.52	21.78	31869	990	32859	15.00	22.50
Assistant Divisional Officer												
<i>(Not responsible for a group of stations)</i>												
During 1st year in rank	30063	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	31041	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
During 2nd year in rank	30972	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	31962	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
During 3rd year in rank	31893	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	32868	Station Manager (competent B)	33009	990	33999	15.52	23.28	34126	990	35116	16.03	24.05
Assistant Divisional Officer												
<i>(Responsible for a group of stations)</i>												
During 1st year in rank	30063	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	31041	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 2nd year in rank	30972	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	31962	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 3rd year in rank	31893	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	32868	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
Divisional Officer III												
During 1st year in rank	32199	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	33180	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 2nd year in rank	32832	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	33825	Group Manager (competent A)	34704	243	34947	15.95		35878	243	36121	16.49	
During 3rd year in rank	33531	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	34527	Group Manager (competent A)	34704	990	35694	16.29		35878	990	36868	16.83	

Current rank and pay point	Current annual £	Pay assimilation point	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot	Total annual £	Basic	O'time rate £	Basic annual £	Prot	Total annual £	Basic	O'time rate £
				LSI		hourly rate £			LSI		hourly rate £	
Divisional Officer II												
During 1st year in rank	34188	Group Manager (competent B)	38211	-	38211	17.44			39502	-	39502	18.04
After 15 years' service	35175	Group Manager (competent B)	38211	-	38211	17.44			39502	-	39502	18.04
During 2nd year in rank	35523	Group Manager (competent B)	38211	-	38211	17.44			39502	-	39502	18.04
After 15 years' service	36510	Group Manager (competent B)	38211	-	38211	17.44			39502	-	39502	18.04
During 3rd year in rank	36918	Group Manager (competent B)	38211	-	38211	17.44			39502	-	39502	18.04
After 15 years' service	37905	Group Manager (competent B)	38211	990	39201	17.89			39502	990	40492	18.49
Divisional Officer I												
During 1st year in rank	37764	Area Manager (competent A)	40881	-	40881	18.66			42263	-	42263	19.30
After 15 years' service	38748	Area Manager (competent A)	40881	-	40881	18.66			42263	-	42263	19.30
During 2nd year in rank	38640	Area Manager (competent A)	40881	-	40881	18.66			42263	-	42263	19.30
After 15 years' service	39633	Area Manager (competent A)	40881	72	40953	18.69			42263	72	42335	19.33
During 3rd year in rank	39498	Area Manager (competent A)	40881	-	40881	18.66			42263	-	42263	19.30
After 15 years' service	40485	Area Manager (competent A)	40881	990	41871	19.11			42263	990	43253	19.75
Senior Divisional Officer												
During 1st year in rank	40653	Area Manager (competent B)	44385	-	44385	20.26			45887	-	45887	20.95
After 15 years' service	41640	Area Manager (competent B)	44385	-	44385	20.26			45887	-	45887	20.95
During 2nd year in rank	41772	Area Manager (competent B)	44385	-	44385	20.26			45887	-	45887	20.95
After 15 years' service	42750	Area Manager (competent B)	44385	-	44385	20.26			45887	-	45887	20.95
During 3rd year in rank	42885	Area Manager (competent B)	44385	-	44385	20.26			45887	-	45887	20.95
After 15 years' service	43854	Area Manager (competent B)	44385	990	45375	20.71			45887	990	46877	21.41

Assimilation table for control specific roles

1. This appendix sets out the assimilation arrangements (including protected long service increments) for control specific roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03) except that there are no protected rates for Fire Control Operators aged under 17 and aged 17.

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).
3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

STAGE 2 ASSIMILATION TABLE EXISTING CONTROL RANKS

Current rank and pay point	Current annual £	Pay assimilation point	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £
Fire Control Operator												
Aged under 17	15210	(Firefighter (Control) (trainee) or	17100	-	17100	7.81	11.72	17100	-	17100	7.81	11.72
Aged 17	15738	(Firefighter (Control) (development)	17813	-	17813	8.13	12.20	17813	-	17813	8.13	12.20
Aged 18 in first 6 months	16737	Firefighter (Control) prot point C	17322	-	17322	7.91	11.87	17909	-	17909	8.18	12.27
Aged 18 after 6 months	17514	Firefighter (Control) prot point D	18126	-	18126	8.27	12.41	18739	-	18739	8.56	12.84
Fire Control Operator (19 or over)												
During first 6 months	17000	Firefighter (Control) prot point E	17595	-	17595	8.03	12.05	18191	-	18191	8.31	12.47
After 6 months and in 2nd year	17766	Firefighter (Control) prot point F	18387	-	18387	8.39	12.59	19010	-	19010	8.69	13.04
During 3rd year	18615	Firefighter (Control) prot point G	19266	-	19266	8.79	13.19	19920	-	19920	9.10	13.65
During 4th year	19539	Firefighter (Control) prot point H	20223	-	20223	9.23	13.85	20908	-	20908	9.55	14.33
During 5th year (appraised)	21273	Firefighter (Control) (competent)	22017	-	22017	10.05	15.08	22761	-	22761	10.39	15.59
After 15 years' service	22221	Firefighter (Control) (competent)	22017	942	22959	10.48	15.72	22761	942	23703	10.82	16.23
Leading Fire Control Operator												
After 15 years' service	22776	Crew Mgr (Control) (competent)	23574	-	23574	10.76	16.14	24371	-	24371	11.13	16.70
	23718	Crew Mgr (Control) (competent)	23574	942	24516	11.19	16.79	24371	942	25313	11.56	17.34
Senior Fire Control Operator												
During 1st year in rank	23358	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.85	17.78
After 15 years' service	24300	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.85	17.78
During 2nd year in rank	24258	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.86	17.78
After 15 years' service	25197	Watch Mgr (Cont) (competent A)	25107	942	26049	11.89	17.84	25958	942	26900	12.28	18.42
Fire Control Officer (Not on flexible duty system)												
During 1st year in rank	27099	Fire Control Officer prot point J	28047	-	28047	12.80	19.20	28995	-	28995	13.24	19.86
After 15 years' service	28035	Fire Control Officer prot point J	28047	942	28989	13.23	19.85	28995	942	29937	13.67	20.51
During 2nd year in rank	27699	Fire Control Officer prot point K	28668	-	28668	13.08	19.62	29638	-	29638	13.53	20.30
After 15 years' service	28632	Fire Control Officer prot point K	28668	942	29610	13.51	20.27	29638	942	30580	13.96	20.94
During 3rd year in rank	28296	Fire Control Officer prot point L	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	29220	Fire Control Officer prot point L	29286	942	30228	13.80	20.70	30276	942	31218	14.25	21.38

Current rank and pay point	Current annual £	Pay assimilation point	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI £	Total annual £	Basic hourly rate £	O'time rate £
Fire Control Officer												
<i>(On flexible duty system)</i>												
During 1st year in rank	27099	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	28035	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
During 2nd year in rank	27699	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	28632	Station Mgr (Cont) (competent A)	29286	303	29589	13.50	20.25	30276	303	30579	13.96	20.94
During 3rd year in rank	28296	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	29220	Station Mgr (Cont) (competent A)	29286	942	30228	13.80	20.70	30276	942	31218	14.25	21.38
Group Fire Control Officer												
During 1st year in rank	30588	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	31521	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
During 2nd year in rank	31191	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	32133	Group Mgr (Cont) (competent A)	32970	231	33201	15.15		34084	231	34315	15.67	
During 3rd year in rank	31854	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	32802	Group Mgr (Cont) (competent A)	32970	942	33912	15.48		34084	942	35026	15.99	
Principal Fire Control Officer												
During 1st year in rank	33759	Principal Fire Cont Off prot pt M	34941	-	34941	15.95		36122	-	36122	16.49	
After 15 years' service	34668	Principal Fire Cont Off prot pt M	34941	942	35883	16.38		36122	942	37064	16.92	
During 2nd year in rank	35082	Principal Fire Cont Off prot pt N	36309	-	36309	16.57		37538	-	37538	17.14	
After 15 years' service	35994	Principal Fire Cont Off prot pt N	36309	942	37251	17.00		37538	942	38480	17.57	
During 3rd year in rank	35880	Principal Fire Cont Off prot pt P	37137	-	37137	16.95		38392	-	38392	17.53	
After 15 years' service	36792	Principal Fire Cont Off prot pt P	37137	942	38079	17.38		38392	942	39334	17.96	

APPENDIX H

Protected promotion rates for firefighting roles

1. This appendix sets out the pay rates for firefighting roles from 7th November 2003 and for the full Stage 2 award that ensure a minimum increment on promotion of £300. This is in line with the note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Once substantive promotions can be made to the development rather than competent rates of pay (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]) the protected rates in this appendix will need to apply to employees who lose their long service increment on promotion.
3. Further guidance will follow shortly regarding acting up and temporary promotion.

**RATES FOR EMPLOYEES WHO RECEIVE LESS THAN A £300 PA INCREASE
WHEN LOSING LONG SERVICE INCREMENT ON PROMOTION
(FIREFIGHTING ROLES)**

Current role	Full stage 2 annual inc £990 £	Role promoted to	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	LSI annual £	Prot Total annual £	hourly rate £	Basic O'time rate £	Basic annual £	LSI annual £	Prot Total annual £	hourly rate £	Basic O'time rate £
Firefighter (competent)	24949	Crew Manager (development)	23790	656	24446	11.16	16.74	24593	656	25259	11.53	17.30
Crew Manager (competent)	26644	Watch Manager (development)	25716	358	26074	11.90	17.85	26586	358	26944	12.30	18.45
Station manager (competent B)	35116	Group Manager (development)	33693	583	34276	15.64	23.46	34833	583	35416	16.17	24.26

APPENDIX J

Protected promotion rates for control specific roles

1. This appendix sets out the pay rates for control specific roles from 7th November 2003 and for the full Stage 2 award that ensure a minimum increment on promotion of £300. This is in line with the note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Once substantive promotions can be made to the development rather than competent rates of pay (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]) the protected rates in this appendix will need to apply to employees who lose their long service increment on promotion.
3. Further guidance will follow shortly regarding acting up and temporary promotion.

**RATES FOR EMPLOYEES WHO RECEIVE LESS THAN A £300 PA INCREASE
WHEN LOSING LONG SERVICE INCREMENT ON PROMOTION
(CONTROL SPECIFIC ROLES)**

Current role	Full stage 2 annual inc £942 £	Role promoted to	FROM 7th NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	LSI annual £	Prot Total annual £	hourly rate £	Basic O'time rate £	Basic annual £	LSI annual £	Prot Total annual £	hourly rate £	Basic O'time rate £
Firefighter (Control) (competent)	23703	Crew Mgr (Control) (development)	22599	640	23239	10.61	15.92	23363	640	24003	10.96	16.44
Crew Mgr (Control) (competent)	25313	Watch Mgr (Control) (devpment)	24432	356	24788	11.31	16.97	25257	356	25613	11.70	17.55