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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 |