

Employers' Secretary, Mike Walker  
Layden House, 76-86 Turnmill Street,  
London, EC1M 5LG  
Telephone 020 7296 6723 Fax 020 7296 6718  
e-mail: [gill.gittins@lg-employers.gov.uk](mailto:gill.gittins@lg-employers.gov.uk)

**NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITY  
FIRE & RESCUE SERVICES**

Employees' Secretary, Matt Wrack  
Bradley House, 68 Coombe Road,  
Kingston upon Thames, KT2 7AE  
Telephone 020 8541 1765

---

**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**

---

15 June 2006

**CIRCULAR NJC/04/06**

Dear Sir/Madam

**STAGE 5 PAY SETTLEMENT**

1. The NJC has agreed an increase of 2.7% with effect from 1 July 2006, under the terms of the Stage 5 pay settlement.

The following appendices contain the revised rates of pay.

**Appendix A  
Pay rates for firefighting roles**

The rates for Crew Manager (development and competent), Watch Manager (development and competent A), Group Manager (development and competent A) and Area Manager (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix F to the same circular.

Protected point F (Firefighter aged 19 or over after 6 months/in 2<sup>nd</sup> year) has been deleted, as nobody will be on this point on 1st July 2006.

Protected points J (Station Officer 1<sup>st</sup> year in rank) and K (2<sup>nd</sup> year in rank) have been deleted as nobody will be on these points on 1st July 2006.

**Appendix B  
Pay rates for the retained duty system**

## **Appendix C**

### **Pay rates for control specific roles**

The rates for Crew Manager (Control) (development and competent), Watch Manager (Control) (development and competent A) and Group Manager (Control) (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These payments are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix G to the same circular.

Protected point F (Fire Control Operator 19 or over/2<sup>nd</sup> year in rank) has been deleted as nobody will be on these points on 1st July 2006.

Protected points J (Fire Control Officer 1<sup>st</sup> year in rank) and K (2<sup>nd</sup> year in rank) have been deleted as nobody will be on these points on 1st July 2006.

Protected points M (Principal Fire Control Officer 1<sup>st</sup> year in rank) and N (2<sup>nd</sup> year in rank) have been deleted as nobody will be on these points on 1st July 2006.

## **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).

Yours faithfully  
**MIKE WALKER**  
**MATT WRACK**  
**Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2006

	Basic annual £	Basic hourly rate £	Over- time rate £
<b>Firefighter</b>			
Trainee	19918	9.09	13.64
Development	20747	9.47	14.20
Competent	26548	12.12	18.18
<b>Crew Manager</b>			
Development	28216	12.88	19.32
Competent	29433	13.44	20.16
<b>Watch Manager</b>			
Development	30070	13.73	20.60
Competent A	30905	14.11	21.17
Competent B	32913	15.03	22.55
<b>Station Manager</b>			
Development	34235	15.63	23.45
Competent A	35263	16.10	24.15
Competent B	37761	17.24	25.86
<b>Group Manager</b>			
Development	39429	18.00	
Competent A	40611	18.54	
Competent B	43709	19.96	
<b>Area Manager</b>			
Development	46288	21.14	
Competent A	47677	21.77	
Competent B	50775	23.18	

### PROTECTED POINTS

#### Firefighter

G 19 or over during 3rd year	23202	10.59	15.89
H 19 or over during 4th year	24352	11.12	16.68

#### Station Officer

L 3rd year in rank	35263	16.10	24.15
--------------------	-------	-------	-------

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2006 (RETAINED DUTY SYSTEM)

	1	2	3	4
	£ per annum	£ per annum	£ per hour	£ per occ
<b>Firefighter</b>				
Trainee	1992	996	9.09	3.48
Development	2075	1038	9.47	3.48
Competent	2655	1328	12.12	3.48
<b>Crew Manager</b>				
Development	2822	1411	12.88	3.48
Competent	2943	1472	13.44	3.48
<b>Watch Manager</b>				
Development	3007	1504	13.73	3.48
Competent A	3091	1546	14.11	3.48
Competent B	3291	1646	15.03	3.48
<b>Station Manager</b>				
Development	3424	1712	15.63	3.48
Competent A	3526	1763	16.10	3.48
Competent B	3776	1888	17.24	3.48
<b>Group Manager</b>				
Development	3943	1972	18.00	3.48
Competent A	4061	2031	18.54	3.48
Competent B	4371	2186	19.96	3.48
<b>Area Manager</b>				
Development	4629	2315	21.14	3.48
Competent A	4768	2384	21.77	3.48
Competent B	5078	2539	23.18	3.48

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 2006

	<b>Basic annual £</b>	<b>Basic hourly rate £</b>	<b>Over- time rate £</b>
<b>Firefighter (Control)</b>			
Trainee	18922	8.64	12.96
Development	19710	9.00	13.50
Competent	25221	11.52	17.28
<b>Crew Manager (Control)</b>			
Development	26805	12.24	18.36
Competent	27961	12.77	19.16
<b>Watch Manager (Control)</b>			
Development	28567	13.04	19.56
Competent A	29360	13.41	20.12
Competent B	31267	14.28	21.42
<b>Station Manager (Control)</b>			
Development	32523	14.85	22.28
Competent A	33500	15.30	22.95
Competent B	35873	16.38	24.57
<b>Group Manager (Control)</b>			
Development	37458	17.10	
Competent A	38580	17.62	
Competent B	41524	18.96	
<b>PROTECTED POINTS</b>			
<b>Fire Control Operator</b>			
G 19 or over during 3rd year	22042	10.06	15.09
H 19 or over during 4th year	23134	10.56	15.84
<b>Fire Control Officer</b>			
L 3rd year in rank	33500	15.30	22.95
<b>Principal Fire Control Officer</b>			
P 3rd year in rank	42481	19.40	

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2006

	£pa
<b>Non-operational staff (Fire Control Operator equivalent)</b>	
During first six months	16964
After six months and during 2nd year	17716
During 3rd year	18558
During 4th year	19471
During 5th year	21205
<b>Non-operational staff (Leading Fire Control Operator equivalent)</b>	22708
<b>Non-operational staff (Senior Fire Control Operator equivalent)</b>	
During 1st year in rank	23293
During 2nd year in rank	24175

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

### JUNIOR FIREFIGHTERS FROM 1st JULY 2006

	£ per annum
Aged 16	9214
Aged 17	9902
Aged 18	19918