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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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13th June 2003

**CIRCULAR NJC/02/03**

Dear Sir/Madam

**2002 PAY SETTLEMENT**

1. The NJC has agreed an increase of 4% for all ranks with effect from 7th November 2002. Fire authorities are asked to make the backdated payments due under this agreement as soon as possible.
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	17619	337.74	8.04	12.06
After 6 months	18435	353.38	8.41	12.62
<b>Firefighter (aged 19 or over)</b>				
During first 6 months	17895	343.03	8.17	12.26
After 6 months and during 2nd year	18702	358.50	8.54	12.81
During 3rd year	19596	375.63	8.94	13.41
During 4th year	20568	394.27	9.39	14.09
During 5th year (subject to being fully qualified)	22392	429.23	10.22	15.33
After 15 years' service (qualified)	23391	448.38	10.68	16.02
After 15 years' service (unqualified)	21522	412.55	9.82	14.73
<b>Leading Firefighter</b>				
After 15 years' service	23976	459.60	10.94	16.41
	24966	478.57	11.39	17.09
<b>Sub-Officer</b>				
During 1st year in rank	24588	471.33	11.22	16.83
After 15 years' service	25578	490.30	11.67	17.51
During 2nd year in rank	25536	489.50	11.65	17.48
After 15 years' service	26523	508.42	12.11	18.17
<b>Station Officer</b>				
During 1st year in rank	28524	546.78	13.02	19.53
After 15 years' service	29511	565.70	13.47	20.21
During 2nd year in rank	29157	558.91	13.31	19.97
After 15 years' service	30138	577.72	13.76	20.64
During 3rd year in rank	29784	570.93	13.59	20.39
After 15 years' service	30759	589.62	14.04	21.06
<b>Assistant Divisional Officer</b>				
During 1st year in rank	30063	576.28	13.72	20.58
After 15 years' service	31041	595.03	14.17	21.26
During 2nd year in rank	30972	593.70	14.14	21.21
After 15 years' service	31962	612.68	14.59	21.89
During 3rd year in rank	31893	611.36	14.56	21.84
After 15 years' service	32868	630.05	15.00	22.50
<b>Divisional Officer III</b>				
During 1st year in rank	32199	617.22		
After 15 years' service	33180	636.03		
During 2nd year in rank	32832	629.36		
After 15 years' service	33825	648.39		
During 3rd year in rank	33531	642.76		
After 15 years' service	34527	661.85		
<b>Divisional Officer II</b>				
During 1st year in rank	34188	655.35		
After 15 years' service	35175	674.27		
During 2nd year in rank	35523	680.94		
After 15 years' service	36510	699.86		
During 3rd year in rank	36918	707.68		
After 15 years' service	37905	726.60		

	<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	37764	723.90		
After 15 years' service	38748	742.76		
During 2nd year in rank	38640	740.69		
After 15 years' service	39633	759.73		
During 3rd year in rank	39498	757.14		
After 15 years' service	40485	776.06		
<b>Senior Divisional Officer</b>				
During 1st year in rank	40653	779.28		
After 15 years' service	41640	798.20		
During 2nd year in rank	41772	800.73		
After 15 years' service	42750	819.48		
During 3rd year in rank	42885	822.07		
After 15 years' service	43854	840.64		

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

	<b>Annual (42-hour week) £</b>	<b>Weekly (42-hour week) £</b>	<b>Annual (40-hour week) £</b>	<b>Weekly (40-hour week) £</b>	<b>Basic hourly rate £</b>	<b>Casual overtime rate £</b>
<b>Fire Control Operator</b>						
Aged under 17 years	14730	282.36	13698	262.57	6.56	9.84
Aged 17 years	15240	292.13	14169	271.60	6.79	10.19
Aged 18 years during first 6 months	16212	310.77	15096	289.37	7.23	10.85
Aged 18 years after 6 months	16962	325.14	15780	302.49	7.56	11.34
<b>Fire Control Operator (aged 19 or over)</b>						
During first 6 months	16458	315.48	15324	293.74	7.34	11.01
After 6 months and during 2nd year	17202	329.74	16011	306.91	7.67	11.51
During 3rd year	18018	345.39	16776	321.58	8.04	12.06
During 4th year	18900	362.29	17598	337.33	8.43	12.65
During 5th year (subject to appraisal)*	20619	395.24	19176	367.58	9.19	13.79
After 15 years' service	21510	412.32	19998	383.34	9.58	14.37
<b>Leading Fire Control Operator</b>						
After 15 years' service	22074	423.14	20508	393.12	9.83	14.75
	22953	439.99	21348	409.22	10.23	15.35
<b>Senior Fire Control Operator</b>						
During 1st year in rank	22620	433.60	21048	403.47	10.09	15.14
After 15 years' service	23508	450.62	21873	419.28	10.48	15.72
During 2nd year in rank	23493	450.34	21855	418.94	10.47	15.71
After 15 years' service	24384	467.42	22689	434.93	10.87	16.31
<b>Fire Control Officer</b>						
During 1st year in rank	26259	503.36			11.98	17.97
After 15 years' service	27147	520.38			12.39	18.59
During 2nd year in rank	26829	514.29			12.25	18.38
After 15 years' service	27708	531.14			12.65	18.98
During 3rd year in rank	27396	525.15			12.50	18.75
After 15 years' service	28287	542.23			12.91	19.37
<b>Group Fire Control Officer</b>						
During 1st year in rank	29622	567.83				
After 15 years' service	30507	584.79				
During 2nd year in rank	30204	578.98				
After 15 years' service	31092	596.00				
During 3rd year in rank	30837	591.12				
After 15 years' service	31734	608.31				
<b>Principal Fire Control Officer</b>						
During 1st year in rank	32694	626.71				
After 15 years' service	33573	643.56				
During 2nd year in rank	33975	651.27				
After 15 years' service	34857	668.18				
During 3rd year in rank	34746	666.05				
After 15 years' service	35631	683.01				

\* 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	1956	2136
Leading Firefighter	2136	2199
Sub-Officer	2199	2364
Sub-Officer i/c of station	2364	2574
Station Officer	2676	3030

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

	Pre-arranged			
	Turn-out	attendance	Attendance	Drill night
	fee	fee*	fee	fee
	£	£	£	£
Firefighter	14.49	6.45	7.86	12.71
Leading Firefighter	16.92	7.49	8.83	14.60
Sub-Officer	19.21	8.27	9.66	16.23
Station Officer	21.62	9.90	10.36	19.33

\* 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	987	1170	1332	1542	1707	1881
Leading Firefighter	1029	1197	1362	1596	1773	1941
Sub-Officer	1128	1314	1497	1740	1932	2109
Sub-Officer i/c of station	1248	1437	1635	1908	2115	2325
Station Officer	1497	1761	1995	2328	2565	2802

	Annual retaining fee for members on the day crewing system
	£
Firefighter	1077
Leading Firefighter	1107
Sub-Officer	1194
Sub-Officer i/c of station	1284

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 £6.45 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	14328	274.65	6.87	10.31
After 6 months and during 2nd year	14964	286.84	7.17	10.76
During 3rd year	15675	300.47	7.51	11.27
During 4th year	16446	315.25	7.88	11.82
During 5th year	17910	343.32	8.58	12.87
After 15 years' service	18702	358.50	8.96	13.44
<b>Non-operational staff (Leading Fire Control Operator equivalent)</b>				
After 15 years' service	19179	367.64	9.19	13.79
	19965	382.71	9.57	14.36
<b>Non-operational staff (Senior Fire Control Operator equivalent)</b>				
During 1st year in rank	19674	377.13	9.43	14.15
After 15 years' service	20460	392.20	9.81	14.72
During 2nd year in rank	20418	391.39	9.78	14.67
After 15 years' service	21204	406.46	10.16	15.24

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

### **Junior firefighters' annual pay**

	<b>£</b>
Aged 16	7782
Aged 17	8364
Aged 18	as for recruit firefighters of the same age

### **Mess managers' allowance**

<b>Meals served per day</b>	<b>Mess manager (without a deputy) £</b>	<b>Mess manager (with a deputy) £</b>	<b>Deputy mess manager £</b>
Up to 50	5.84	3.90	2.17
51 to 69	6.97	4.71	2.50
70 to 89	8.06	5.58	2.77
90 to 109	9.15	6.08	3.29
110 to 129	10.55	6.97	3.60
130 and over	11.69	7.76	4.16