

Freedom of Information request reference number: 7096.1

Date of response: 27/01/2023

Request:

With respect to all staff/ pay grades, ranks and roles, both uniformed and non uniformed from firefighter to fire chief to include all managers/staff, heads of departments. What has been for the last 12 years the salaries and pay increases in % and amounts to include operational, hq, control, fire safety and frs staff. including amount of staff on what spine points. including reappointed staff claiming pensions, and specialist advisors.

How many firefighter specialist job roles have advertised and in posts, as per rank to role agreement.

Response:

Please see my response to your queries in turn below:

1. *With respect to all staff/ pay grades, ranks and roles, both uniformed and non uniformed from firefighter to fire chief to include all managers/staff, heads of departments. What has been for the last 12 years the salaries and pay increases in % and amounts to include operational, hq, control, fire safety and frs staff.*

This information is held in the pay rate policies for the uniformed operational, control and FRS staff. It is held in guidance note for TMG (Top Management Group) staff. Where we have been able to locate the relevant policy, I have attached copies of these to this response.

The details for each type of staff group are included in the four tables below (with details of the time period each policy/guidance note covers).

Operational Staff

Policy Note	Effective	Comments
PN558 - Uniformed operational staff pay rates	01/07/2021	Attached to this response
PN558 Uniformed operational staff pay rates	01/07/2020	Attached to this response
PN558 Uniformed operational staff pay rates	01/07/2019	Attached to this response
PN558 Uniformed operational staff pay rates	01/07/2018	Attached to this response
PN558 Uniformed operational staff pay rates	01/07/2017	Attached to this response
PN558 Uniformed staff (except control) pay settlement 2016	01/07/2016	Attached to this response
PN558 Uniformed staff (except control) pay settlement 2015	01/07/2015	Attached to this response
PN558 Uniformed staff (except control) pay settlement 2014	01/07/2014	Attached to this response
PN558 Uniformed staff (except control) pay settlement 2013	01/07/2013	Attached to this response
PN558 - Uniformed staff (except control) pay settlement 2009/12	01/07/2012 (Covers 2009 to 2012)	Attached to this response

Control Staff

Policy Note	Effective	Comments
PN559 - Control staff pay rates (2021)	01/07/2021	Attached to this response
PN559 - Control staff pay rates (2020)	01/07/2020	Attached to this response
PN559 - Control staff pay rates (2019)	01/07/2019	Attached to this response
PN559 - Control staff pay rates (2018)	01/07/2018	Attached to this response
PN559 - Control staff pay rates (2017)	01/07/2017	Attached to this response
PN559 - Control staff pay rates (2016)	01/07/2016	Attached to this response
PN559 - Control staff pay rates (2015)	01/07/2015	Attached to this response
PN559 - Control staff pay rates (2014)	01/07/2014	Attached to this response
PN559 - Control staff pay rates (2013)	01/07/2013	Attached to this response
PN559 - Control staff pay rates (2012)	01/07/2012	Attached to this response
PN559 - Control staff pay rates (2011)	01/07/2011	Attached to this response
PN559 - Control staff pay rates (2010)	01/04/2010	Attached to this response Note: There was a public sector pay freeze initiated by the Coalition Government in 2010 and 2011 which meant there was no pay increase for FRS staff in 2010 (London weighting being consolidated in 2011). Likewise there was no pay increase for TMG staff.

FRS Staff

Policy Note	Effective	Comments
PN716 - Fire and rescue staff pay rates (2021)	01/04/2021	Attached to this response
PN716 - Fire and rescue staff pay rates (2020)	01/04/2020	Attached to this response
PN716 - Fire and rescue staff pay rates (2019)	01/04/2019	Attached to this response
PN716 - Fire and rescue staff pay rates (2018)	01/04/2018	Attached to this response
PN716 - Fire and rescue staff pay rates (2017)	01/04/2017	Attached to this response
PN716 - Fire and rescue staff pay rates (2016)	01/04/2016	Attached to this response
PN716 - Fire and rescue staff pay scales (2015)	01/04/2015	Attached to this response
PN716 - Fire and rescue staff pay scales (2014)	01/04/2014	Attached to this response
PN716 - Fire and rescue staff pay scales (2013)	01/04/2013	Attached to this response
PN716 - Fire and rescue staff pay scales (2012)	01/04/2012	Attached to this response
PN716 - Fire and rescue staff pay scales (2011)	01/07/2011	Attached to this response
Unknown	2010	Copy of PN716 covering 2010 could not be located. Note: There was a public sector pay freeze initiated by the Coalition Government in 2010 and 2011 which meant there was no pay increase for FRS staff in 2010 (London weighting being consolidated in 2011). Likewise there was no pay increase for TMG staff.

TMG (Top Management Group) Staff

Policy Note	Effective	Comments
Guidance Note 2022	01/01/2022	Attached to this response
Guidance Note 2020	01/01/2020 (Covers 2020 and 2021)	Attached to this response.

		Note: In 2021 there was a pay freeze applicable to the TMG group.
Guidance Note 2019	01/01/2019	Attached to this response
Guidance Note 2018	01/01/2018	Attached to this response
Guidance Note 2017	01/01/2017	Attached to this response
Guidance Note 2016	01/01/2016	Attached to this response
Guidance Note 2015	01/01/2015	Attached to this response
Unknown	2014	A copy of a Guidance Note covering 2014 could not be located
Unknown	2013	A copy of a Guidance Note covering 2014 could not be located
Unknown	2012	A copy of a Guidance Note covering 2014 could not be located
Unknown	2011	A copy of a Guidance Note covering 2011 could not be located
Unknown	2010	A copy of a Guidance Note covering 2014 could not be located. Note: There was a public sector pay freeze initiated by the Coalition Government in 2010 and 2011 which meant there was no pay increase for FRS staff in 2010 (London weighting being consolidated in 2011). Likewise there was no pay increase for TMG staff.

2. Amount of staff on what spine points including reappointed staff claiming pensions, and specialist advisors.

The LFB publish details of the amount of staff at the LFB on the London Datastore here:

<https://data.london.gov.uk/dataset/hr-statistical-abstract?q=abstr>

The information is provided by year and is broken down by staff group type (ie. Operational) and grade.

Senior staff salary information is published here:

<https://data.london.gov.uk/dataset/senior-lfepa-staff-information-2015>

Further details about pay can also be found here: <https://data.london.gov.uk/dataset/london-fire-brigade---gender-and-ethnicity-pay-gap>

3. How many firefighter specialist job roles have advertised and in posts, as per rank to role agreement.

We do not hold this information as there are not any jobs specifically advertised for firefighter specialist roles.

The Rank to Role (R2R) Agreement opened the ability for departments to be able to advertise vacancies within their department (which historically have always been either a Sub Officer (S) or Station Officer (S)) and select the best person regardless of rank. If a FF (firefighter) was the best person, they could appoint them and then pay them an SRA (special responsibility allowance) etc. The posts themselves remain as either a Sub Officer or Station Officer specialist for LFB establishment purposes, but can be filled by either FF, LFF (leading firefighter), Sub Officer or Station Officer.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).

Uniformed operational staff pay rates

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **10 October 2018**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 On 2 October 2018 the National Joint Council for Local Authority Fire and Rescue Services reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/4/18.
- 1.2 The revised rates represent:
 - An average increase of 2 per cent in basic pay effective from 1 July 2018.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 5 years competency (firefighters), and 1 year competency (crew and watch manager As).
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012. From 1 July 2017 'competent plus' payments are paid after 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2018. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny). Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station manager to group manager additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid to staff in October 2018 salaries, backdated to 01/07/18.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby and related allowances

- 5.1 See [Policy number 916](#) for the standby and related allowance rates. The flat rate return of kit allowance (payable when attending [non-partial day] training courses requiring collection and transportation of PPE) increases by the application of the pay award from £10.44 to £10.65 with effect from 1 July 2018.

6 Deputising

6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

7.1 The London weighting allowance is £5,337 for Ff competent through to WMB, £4,098 for Ff development and £3,974 trainee Ff per annum effective from 1 July 2016.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	22,908	3,974	10.46	15.69	20.92	26,882
Firefighter Development	23,862	4,098	10.90	16.35	21.80	27,960
Firefighter Competent	30,533	5,337	13.94	20.91	27.88	35,870
Firefighter Competent Plus (5 years competent)	31,467	5,337	14.37	21.56	28.74	36,804
Crew Manager Development	32,452	5,337	14.82	22.23	29.64	37,789
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	33,851	5,337	15.46	23.19	30.92	39,188
Crew Manager Competent Plus (one year competent)	34,785	5,337	15.88	23.82	31.76	40,122
Watch Manager Development	34,583	5,337	15.79	23.69	31.58	39,920
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	35,544	5,337	16.23	24.35	32.46	40,881
Watch Manager A Competent Plus (one year competent)	36,479	5,337	16.66	24.99	33.32	41,816
Watch Manager B salary range:	37,854-41,492	5,337				43,191-46,829
Watch Manager B salary range minimum	37,854	5,337	17.29	25.94	34.58	43,191
Watch Manager B salary range maximum	41,492	5,337	18.95	28.43	37.90	46,829

Crew Manager Development (supplement) scales

These Crew Manager Development pay scales apply if the Firefighter's status is as below on the date of substantive promotion to Crew Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF^)(whether or not competent plus)	32,652	5,337	14.91	22.37	29.82	37,989
Firefighter - Scheme 2 (FF+)(whether or not competent plus)	32,752	5,337	14.96	22.44	29.92	38,089

Watch Manager Development (Supplement) scales

These Watch Manager Development pay scales apply if the Crew Manager's status is as below on the date of substantive promotion to Watch Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	34,783	5,337	15.88	23.82	31.76	40,120
Crew Manager not competent plus, Scheme A	34,983	5,337	15.97	23.96	31.94	40,320
Crew Manager competent plus, neither Scheme A nor Scheme B	35,424	5,337	16.18	24.27	32.36	40,761
*Crew Manager competent plus, Scheme B	35,624	5,337	16.27	24.41	32.54	40,961
*Crew Manager competent plus, Scheme A	35,824	5,337	16.36	24.54	32.72	41,161
* These are also protected watch manager A competent rates						

Appendix 2 – Station manager to group manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	44,811	8,962.20	53,773.20	24.55
Station Manager A Competent	45,992	9,198.40	55,190.40	25.20
*Station Manager A Competent Plus	46,764	9,352.80	56,116.80	25.62
Station Manager B Competent	48,864	9,772.80	58,636.80	26.77
*Station Manager B Competent Plus	49,636	9,927.20	59,563.20	27.20
Group Manager Development	50,783	10,156.60	60,939.60	27.83
Group Manager A Competent	52,143	10,428.60	62,571.60	28.57
*Group Manager A Competent Plus	52,919	10,583.80	63,502.80	29.00
Group Manager B Competent	55,706	11,141.20	66,847.20	30.52
*Group Manager B Competent Plus	56,477	11,295.40	67,772.40	30.95
* Competent plus rate is paid after one year at competent rate				

Appendix 3 – Station manager to group manager additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates from 1 July 2018 following pay award are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SM(D)/SM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £184 to £204
SM(D)/SM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £354 to £392
GM(D)/GM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £209 to £232
GM(D)/GM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £401 to £446

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	27/07/2011	HSWIA	05/12/2018	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015.	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016
Page 1	Policy title changed - from 'uniformed staff (except control) pay rates' to 'uniformed operational staff pay rates'.	19/08/2016
Page 2, Para. 5.1	Change 'Standby Allowance' to 'Return of Kit allowance' to reflect March 2017 standby etc. agreement.	03/05/2017

Page/para nos.	Brief description of change	Date
Page 2, 5.1	Updated link to standby policy.	31/10/2017
Throughout	New rates added to reflect 2017 interim national agreement. Reviewed as current.	10/01/2018
Throughout Appendix 1 Appendix 2	Reviewed as current. New rates added to reflect 2018 national agreement. Please re-read to familiarise yourself with the content. Figures change apart from the London Weighting column. Figures change apart from the London Weighting column.	10/10/2018

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Uniformed operational staff pay rates

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **10 January 2018**
Owner: **Head of Human Resource Management**
Responsible work team: **HRM Employment Policy Team**

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1 Introduction

- 1.1 On 7 December 2017 the National Joint Council for Local Authorities' Fire Brigades reached a formal interim pay settlement agreement on the pay award set out in the national joint council circular NJC/13/17.
- 1.2 The revised rates represent:
 - An average increase of 1 per cent in basic pay effective from 1 July 2017.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 5 years competency (firefighters), and 1 year competency (crew and watch manager As).
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012. From 1 July 2017 'competent plus' payments are paid after 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2017. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny) . Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station manager to group manager additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid to staff in January 2018 salaries, backdated to 01/07/17.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby and related allowances

- 5.1 See [Policy number 916](#) for the standby and related allowance rates. The flat rate return of kit allowance (payable when attending [non-partial day] training courses requiring collection and transportation of PPE) increases by the application of the pay award from £10.34 to £10.44 with effect from 1 July 2017.

6 Deputising

6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

7.1 The London weighting allowance is £5,337 for Ff competent through to WMB, £4,098 for Ff development and £3,974 trainee Ff per annum effective from 1 July 2016.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter*	22,459	3,974	10.26	15.39	20.52	26,433
Firefighter Development*	23,394	4,098	10.68	16.02	21.36	27,492
Firefighter Competent	29,934	5,337	13.67	20.51	27.34	35,271
Firefighter Competent Plus (5 years competent)	30,850	5,337	14.09	21.14	28.18	36,187
Crew Manager Development	31,816	5,337	14.53	21.80	29.06	37,153
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	33,187	5,337	15.15	22.73	30.30	38,524
Crew Manager Competent Plus (one year competent)	34,103	5,337	15.57	23.36	31.14	39,440
Watch Manager Development	33,905	5,337	15.48	23.22	30.96	39,242
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	34,847	5,337	15.91	23.87	31.82	40,184
Watch Manager A Competent Plus (one year competent)	35,764	5,337	16.33	24.50	32.66	41,101
Watch Manager B salary range:	37,112-40,678	5,337				42,449-46,015
Watch Manager B salary range minimum	37,112	5,337	16.95	25.43	33.90	42,449
Watch Manager B salary range maximum	40,678	5,337	18.57	27.86	37.14	46,015

Crew Manager Development (supplement) scales

These Crew Manager Development pay scales apply if the Firefighter's status is as below on the date of substantive promotion to Crew Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF^)(whether or not competent plus)	32,016	5,337	14.62	21.93	29.24	37,353
Firefighter - Scheme 2 (FF+)(whether or not competent plus)	32,116	5,337	14.66	21.99	29.32	37,453

Watch Manager Development (Supplement) scales

These Watch Manager Development pay scales apply if the Crew Manager's status is as below on the date of substantive promotion to Watch Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	34,105	5,337	15.57	23.36	31.14	39,442
Crew Manager not competent plus, Scheme A	34,305	5,337	15.66	23.49	31.32	39,642
Crew Manager competent plus, neither Scheme A nor Scheme B	34,742	5,337	15.86	23.79	31.72	40,079
*Crew Manager competent plus, Scheme B	34,942	5,337	15.96	23.94	31.92	40,279
*Crew Manager competent plus, Scheme A	35,142	5,337	16.05	24.08	32.10	40,479
* These are also protected watch manager A competent rates						

Appendix 2 – Station manager to group manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	43,932	8,786.40	52718.40	24.07
Station Manager A Competent	45,090	9,018.00	54108.00	24.71
*Station Manager A Competent Plus	45,847	9,169.40	55016.40	25.12
Station Manager B Competent	47,906	9,581.20	57487.20	26.25
*Station Manager B Competent Plus	48,663	9,732.60	58395.60	26.66
Group Manager Development	49,787	9,957.40	59744.40	27.28
Group Manager A Competent	51,121	10,224.20	61345.20	28.01
*Group Manager A Competent Plus	51,881	10,376.20	62257.20	28.43
Group Manager B Competent	54,614	10,922.80	65536.80	29.93
*Group Manager B Competent Plus	55,370	11,074.00	66444.00	30.34
* Competent plus rate is paid after one year at competent rate				

Appendix 3 – Station manager to group manager additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates from 1 July 2017 following interim pay award are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SM(D)/SM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £181 to £200
SM(D)/SM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £347 to £384
GM(D)/GM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £205 to £228
GM(D)/GM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £393 to £437

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	27/07/2011	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015.	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016
Page 1	Policy title changed - from 'uniformed staff (except control) pay rates' to 'uniformed operational staff pay rates'.	19/08/2016
Page 2, Para. 5.1	Change 'Standby Allowance' to 'Return of Kit allowance' to reflect March 2017 standby etc. agreement.	03/05/2017

Page/para nos.	Brief description of change	Date
Page 2, 5.1	Updated link to standby policy.	31/10/17
Throughout	New rates added to reflect 2017 interim national agreement. Reviewed as current.	10/01/18

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Uniformed operational staff pay rates

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **13 October 2020**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 On 4 September 2020 the National Joint Council for Local Authority Fire and Rescue Services reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/5/20.
- 1.2 The revised rates represent:
 - An average increase of 2 per cent in basic pay effective from 1 July 2020.
- 1.3 Under the 2019 R2R agreement, separate development rates of pay for leading firefighters, sub officers and station officers were abolished with effect from 16 October 2019. From this date staff on development in these ranks are paid at the competent rate of pay.
- 1.4 The previous NJC 'continual professional development' (CPD) payments were consolidated for all roles under local agreements reached between 2008-2013, and are now reflected in the 'maximum' rates for leading firefighters, sub officers and station officers, and the 'competent plus' rates for firefighters, station commanders and group commanders.
- 1.5 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station and group commanders, backdated to 1 July 2011. Under a local agreement reached in August 2019, London weighting allowance was consolidated into the basic pay of firefighters, leading firefighters, sub officers, and station officers with effect from 1 October 2019.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group commander effective from 01 July 2020. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny). Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station commander to group commander additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 Implementation and payment of the revised rates of pay is in October 2020 salaries, backdated to 01/07/20.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby and related allowances

- 5.1 See [Policy number 916](#) for the standby and related allowance rates. The flat rate return of kit allowance (payable when attending [non-partial day] training courses requiring collection and transportation of PPE) increases by the application of the pay award from £10.86 to £11.08 with effect from 1 July 2020.

Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
	£		£	£
Trainee Firefighter	28,305	12.92	19.38	25.84
Firefighter Development	29,438	13.44	20.16	26.88
Firefighter Competent (from PDR sign off date)	37,773	17.25	25.88	34.50
Firefighter Competent Plus (after 5 years from PDR sign off date)	38,744	17.69	26.54	35.38
Leading Firefighter Development (paid at LFF competent rate)	41,224	18.82	28.23	37.64
Leading Firefighter Competent (from PDR sign off date)	41,224	18.82	28.23	37.64
Leading Firefighter Maximum (after 1 year from PDR sign off date)	42,196	19.27	28.91	38.54
Sub Officer Development (paid at SubO competent rate)	43,118	19.69	29.54	39.38
Sub Officer Competent (from PDR sign off date)	43,118	19.69	29.54	39.38
Sub Officer Maximum (after 1 year from PDR sign off date)	43,959	20.07	30.11	40.14
Station Officer Development (paid at StnO competent rate)	45,389	20.73	31.10	41.46
Station Officer Competent (from PDR sign off date)	45,389	20.73	31.10	41.46
Station Officer 1 year (after 1 year from PDR sign off date)	46,552	21.26	31.89	42.52
Station Officer 2 year (after 2 years from PDR sign off date)	47,716	21.79	32.69	43.58
Station Officer Maximum (after 3 years from PDR sign off date)	49,174	22.45	33.68	44.90

Legacy Protected Sub Officer rate

This Sub Officer pay scale applies if the Sub Officer/WMA was on this protected rate at the time of role to rank (16/10/2019). Prior to becoming a Watch Manager A, the employee would have been a Crew Manager 'competent plus' on the CM+ Scheme A). No staff are being placed on this rate after 16/10/2019.	Basic salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
Legacy Protected Sub Officer Development/Competent rate	43,256	19.75	29.63	39.50

Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development	46,621	9,324.20	55,945.20	25.55
Station Commander A Competent	47,850	9,570.00	57,420.00	26.22
*Station Commander A Competent Plus	48,653	9,730.60	58,383.60	26.66
Station Commander B Competent	50,838	10,167.60	61,005.60	27.86
*Station Commander B Competent Plus	51,642	10,328.40	61,970.40	28.30
Group Commander Development	52,835	10,567.00	63,402.00	28.95
Group Commander A Competent	54,250	10,850.00	65,100.00	29.73
*Group Commander A Competent Plus	55,057	11,011.40	66,068.40	30.17
Group Commander B Competent	57,956	11,591.20	69,547.20	31.76
*Group Commander B Competent Plus	58,759	11,751.80	70,510.80	32.20
* Competent plus rate is paid after one year at competent rate				

Appendix 3 – Station commander to group commander additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates from 1 July 2020 following pay award are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SC(D)/SC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £192 to £212
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £368 to £408
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £217 to £242
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £417 to £464

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	12/12/2020	SDIA	L - 27/07/2011	HSWIA	05/12/2018	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015.	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016
Page 1	Policy title changed - from 'uniformed staff (except control) pay rates' to 'uniformed operational staff pay rates'.	19/08/2016
Page 2, Para. 5.1	Change 'Standby Allowance' to 'Return of Kit allowance' to reflect March 2017 standby etc. agreement.	03/05/2017

Page/para nos.	Brief description of change	Date
Page 2, 5.1	Updated link to standby policy.	31/10/2017
Throughout	New rates added to reflect 2017 interim national agreement. Reviewed as current.	10/01/2018
Throughout Appendix 1 Appendix 2	Reviewed as current. New rates added to reflect 2018 national agreement. Please re-read to familiarise yourself with the content. Figures change apart from the London Weighting column. Figures change apart from the London Weighting column.	10/10/2018
Throughout	New rates added to reflect (i) 2019 NJC pay rise wef. 01/07/19; (ii) consolidation of London weighting allowance for FF-StnO wef. 01/10/19; and (iii) R2R changes wef. 16/10/19.	3/10/2019
Throughout, including Appendices 1-3	New rates added to reflect 2020 NJC pay rise wef. 01/07/20.	13/10/2020

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Uniformed operational staff pay rates

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **3 October 2019 (applies from 16 October 2019)**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 On 5 September 2019 the National Joint Council for Local Authority Fire and Rescue Services reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/3/19.
- 1.2 The revised rates represent:
 - An average increase of 2 per cent in basic pay effective from 1 July 2019.
- 1.3 Under the 2019 'Role to Rank' (R2R) local agreement, role titles change to rank titles with effect from 16 October 2019 as follows:
 - Crew manager becomes leading firefighter.
 - Watch manager A becomes sub officer.
 - Watch manager B becomes station officer.
 - Station manager becomes station commander.
 - Group manager becomes group commander.
- 1.4 Under the R2R agreement, separate development rates of pay for leading firefighters, sub officers and station officers are abolished with effect from 16 October 2019. From this date staff on development in these ranks are paid at the competent rate of pay.
- 1.5 The previous NJC 'continual professional development' (CPD) payments were consolidated for all roles under local agreements reached between 2008-2013, and are now reflected in the 'maximum' rates for leading firefighters, sub officers and station officers, and the 'competent plus' rates for firefighters, station commanders and group commanders.
- 1.6 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station and group commanders, backdated to 1 July 2011. Under a local agreement reached in August 2019, London weighting allowance is consolidated into the basic pay of firefighters, leading firefighters, sub officers, and station officers with effect from 1 October 2019.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group commander as at 16 October 2019 incorporating (i) the 2% NJC pay rise wef. 01 July 2019, (ii) consolidation of London weighting allowance for firefighters, leading firefighters, sub officers and station officers wef. 01 October 2019, and (iii) changes arising from the R2R agreement wef. 16 October 2019. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny). Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station commander to group commander additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid to staff in October 2019 salaries, the 2% NJC pay award will be backdated to 01/07/19.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby and related allowances

- 5.1 See [Policy number 916](#) for the standby and related allowance rates. The flat rate return of kit allowance (payable when attending [non-partial day] training courses requiring collection and transportation of PPE) increases by the application of the pay award from £10.65 to £10.86 with effect from 1 July 2019.

Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
	£		£	£
Trainee Firefighter	27,750	12.67	19.01	25.34
Firefighter Development	28,861	13.18	19.77	26.36
Firefighter Competent (from PDR sign off date)	37,032	16.91	25.37	33.82
Firefighter Competent Plus (after 5 years from PDR sign off date)	37,984	17.34	26.01	34.68
Leading Firefighter Development (paid at LFF competent rate)	40,416	18.45	27.68	36.90
Leading Firefighter Competent (from PDR sign off date)	40,416	18.45	27.68	36.90
Leading Firefighter Maximum (after 1 year from PDR sign off date)	41,369	18.89	28.34	37.78
Sub Officer Development (paid at SubO competent rate)	42,273	19.30	28.95	38.60
Sub Officer Competent (from PDR sign off date)	42,273	19.30	28.95	38.60
Sub Officer Maximum (after 1 year from PDR sign off date)	43,097	19.68	29.52	39.36
Station Officer Development (paid at StnO competent rate)	44,499	20.32	30.48	40.64
Station Officer Competent (from PDR sign off date)	44,499	20.32	30.48	40.64
Station Officer 1 year (after 1 year from PDR sign off date)	45,639	20.84	31.26	41.68
Station Officer 2 year (after 2 years from PDR sign off date)	46,780	21.36	32.04	42.72
Station Officer Maximum (after 3 years from PDR sign off date)	48,210	22.01	33.02	44.02

Legacy Protected Sub Officer rate

This Sub Officer pay scale applies if the Sub Officer/WMA is on this protected rate at the time of role to rank (16/10/2019). Prior to becoming a Watch Manager A, the employee would have been a Crew Manager 'competent plus' on the CM+ Scheme A). No staff are being placed on this rate after 16/10/2019.	Basic salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
Legacy Protected Sub Officer Development/Competent rate	42,408	19.36	29.04	38.72

Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development	45,707	9,141.40	54,848.40	25.04
Station Commander A Competent	46,912	9,382.40	56,294.40	25.71
*Station Commander A Competent Plus	47,699	9,539.80	57,238.80	26.14
Station Commander B Competent	49,841	9,968.20	59,809.20	27.31
*Station Commander B Competent Plus	50,629	10,125.80	60,754.80	27.74
Group Commander Development	51,799	10,359.80	62,158.80	28.38
Group Commander A Competent	53,186	10,637.20	63,823.20	29.14
*Group Commander A Competent Plus	53,977	10,795.40	64,772.40	29.58
Group Commander B Competent	56,820	11,364.00	68,184.00	31.13
*Group Commander B Competent Plus	57,607	11,521.40	69,128.40	31.57
* Competent plus rate is paid after one year at competent rate				

Appendix 3 – Station commander to group commander additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates from 1 July 2019 following pay award are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SC(D)/SC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £188 to £208
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £361 to £399
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £213 to £237
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £409 to £455

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	27/07/2011	HSWIA	05/12/2018	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015.	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016
Page 1	Policy title changed - from 'uniformed staff (except control) pay rates' to 'uniformed operational staff pay rates'.	19/08/2016
Page 2, Para. 5.1	Change 'Standby Allowance' to 'Return of Kit allowance' to reflect March 2017 standby etc. agreement.	03/05/2017

Page/para nos.	Brief description of change	Date
Page 2, 5.1	Updated link to standby policy.	31/10/2017
Throughout	New rates added to reflect 2017 interim national agreement. Reviewed as current.	10/01/2018
Throughout Appendix 1 Appendix 2	Reviewed as current. New rates added to reflect 2018 national agreement. Please re-read to familiarise yourself with the content. Figures change apart from the London Weighting column. Figures change apart from the London Weighting column.	10/10/2018
Throughout	New rates added to reflect (i) 2019 NJC pay rise wef. 01/07/19; (ii) consolidation of London weighting allowance for FF-StnO wef. 01/10/19; and (iii) R2R changes wef. 16/10/19.	3/10/2019

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Uniformed staff (except control) pay settlement

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **17 August 2016**
Owner: **Head of Human Resource Management**
Responsible work team: **HRM Employment Policy Team**

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6 Deputising 2
7 London weighting allowance 3
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Appendix 3 – Station manager to group manager additional duties rates 7
Document history 8

1 Introduction

- 1.1 On 20 July 2016 the National Joint Council for Local Authorities' Fire Brigades reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/07/16.
- 1.2 The revised rates represent:
 - An average increase of 1 per cent in basic pay effective from 1 July 2016.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 5 years competency (firefighters), and 1 year competency (crew and watch manager As).
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012; 'competent plus' payment paid on 1 July following 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2016. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny) . Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station manager to group manager additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid to staff in August 2016 salaries, backdated to 01/07/16.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby allowance

- 5.1 The flat rate on shift standby allowance increases by the application of the pay award from £10.24 to £10.34 with effect from 1 July 2016. See [Policy number 751](#) for the direct standby allowance rate.

6 Deputising

- 6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

- 7.1 The London weighting allowance is £5,337 for Ff competent through to WMB, £4,098 for Ff development and £3,974 trainee Ff per annum effective from 1 July 2016.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	22,237	3,974	10.15	15.23	20.30	26,211
Firefighter Development	23,162	4,098	10.58	15.87	21.16	27,260
Firefighter Competent	29,638	5,337	13.53	20.30	27.06	34,975
Firefighter Competent Plus (5 years competent)	30,545	5,337	13.95	20.93	27.90	35,882
Crew Manager Development	31,501	5,337	14.38	21.57	28.76	36,838
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	32,858	5,337	15.00	22.50	30.00	38,195
Crew Manager Competent Plus (one year competent)	33,765	5,337	15.42	23.13	30.84	39,102
Watch Manager Development	33,569	5,337	15.33	23.00	30.66	38,906
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	34,502	5,337	15.75	23.63	31.50	39,839
Watch Manager A Competent Plus (one year competent)	35,410	5,337	16.17	24.26	32.34	40,747
Watch Manager B salary range:	36,745-40,275	5,337				42,082-45,612
Watch Manager B salary range minimum	36,745	5,337	16.78	25.17	33.56	42,082
Watch Manager B salary range maximum	40,275	5,337	18.39	27.59	36.78	45,612

Crew Manager Development (supplement) scales

These Crew Manager Development pay scales apply if the Firefighter's status is as below on the date of promotion to Crew Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF^)(whether or not competent plus)	31,701	5,337	14.48	21.72	28.96	37,038
Firefighter - Scheme 2 (FF+)(whether or not competent plus)	31,801	5,337	14.52	21.78	29.04	37,138

Watch Manager Development (Supplement) scales

These Watch Manager Development pay scales apply if the Crew Manager's status is as below on the date of promotion to Watch Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	33,769	5,337	15.42	23.13	30.84	39,106
Crew Manager not competent plus, Scheme A	33,969	5,337	15.51	23.27	31.02	39,306
Crew Manager competent plus, neither Scheme A nor Scheme B	34,404	5,337	15.71	23.57	31.42	39,741
*Crew Manager competent plus, Scheme B	34,604	5,337	15.80	23.70	31.60	39,941
*Crew Manager competent plus, Scheme A	34,804	5,337	15.89	23.84	31.78	40,141
* These are also protected watch manager A competent rates						

Appendix 2 – Station manager to group manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	43,497	8,699.40	52196.40	23.83
Station Manager A Competent	44,644	8,928.80	53572.80	24.46
*Station Manager A Competent Plus	45,393	9,078.60	54471.60	24.87
Station Manager B Competent	47,432	9,486.40	56918.40	25.99
*Station Manager B Competent Plus	48,181	9,636.20	57817.20	26.40
Group Manager Development	49,294	9,858.80	59152.80	27.01
Group Manager A Competent	50,615	10,123.00	60738.00	27.73
*Group Manager A Competent Plus	51,367	10,273.40	61640.40	28.15
Group Manager B Competent	54,073	10,814.60	64887.60	29.63
*Group Manager B Competent Plus	54,822	10,964.40	65786.40	30.04
* Competent plus rate is paid from 1 July after one year at competent rate				

Appendix 3 – Station manager to group manager additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates with effect from 1 July 2015 are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SM(D)/SM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £179 to £198
SM(D)/SM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £343 to £380
GM(D)/GM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £203 to £225
GM(D)/GM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £389 to £433

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	27/07/2011	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Uniformed staff (except control) pay settlement 2009/12

New policy number: **558**
 Old instruction number: **PER:A005:a1**
 Issue date: **18 September 2008**
 Reviewed as current: **11 October 2012**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **Policy**

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- 9 Policies affected 3
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- Appendix 2 – Station manager to group manager 5
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1 Introduction

- 1.1 On 24 July 2009 the National Joint Council for Local Authorities' Fire Brigades reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/07/09.
- 1.2 The revised rates represented:
 - An average increase of 1.25 per cent in basic pay effective from 1 July 2009.
- 1.3 With effect from 01 July 2012, under local agreement, the previous NJC 'continual professional development' payment of £864 p.a. is consolidated into basic pay for Firefighters (after 5 years competency), and crew managers/watch managers A (after 1 year competency). (CPD was consolidated for watch manager Bs in 2008 under local agreement).
- 1.4 Under local agreements reached in 2012, London weighting allowance, at a rate of £5021 p.a., is consolidated into basic pay of station managers and group managers, backdated to 01 July 2011.

2 New rates

- 2.1 The attached appendices detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager, consequent on the above changes, as at 01 July 2012. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 and then by 42 (or 40 for day duty non-operational staff) to four decimals. Overtime rates are calculated similarly.

3 Implementation

- 3.1 The new rates are fully effective from 01 July 2012.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased by the application of the pay award from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby allowance

- 5.1 The flat rate on shift standby allowance was increased by the application of the pay award from £9.72 to £9.84 with effect from 1 July 2009. [See Policy number 751](#) for the direct standby allowance rate.

6 Driving allowance

- 6.1 The driving allowance is withdrawn with effect from 01 July 2012.

7 Deputising

- 7.1 The rate for deputising is £3.50 per shift.

8 London weighting allowance

- 8.1 The London weighting allowance is £5,160 for FF competent through to WMB, £3,962 for FF development and £3,543 trainee FF per annum effective from 1 July 2012.

9 Policies affected

- 9.1 This policy has been renamed from PN558d to PN558 due to the merging of PN558a, b and c into [Policy number 716](#) - Fire and Rescue (previously craft, manual and MGPO) Staff 2007-09 pay agreement.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	21,369	3,843	9.76	14.64	19.52	25,212
Firefighter Development	22,258	3,962	10.16	15.24	20.32	26,220
Firefighter Competent	28,481	5,160	13.00	19.50	26.00	33,641
Firefighter Competent Plus (5 years competent)	29,354	5,160	13.40	20.10	26.80	34,514
Crew Manager Development	30,271	5,160	13.82	20.73	27.64	35,431
Crew Manager Competent	31,576	5,160	14.42	21.63	28.84	36,736
Crew Manager Competent Plus (one year competent)	32,448	5,160	14.82	22.23	29.64	37,608
Watch Manager Development	32,259	5,160	14.73	22.10	29.46	37,419
Watch Manager Development (Supplement) ²	33,087	5,160	15.11	22.67	30.22	38,247
Watch Manager A Competent	33,155	5,160	15.14	22.71	30.28	38,315
Watch Manager A Competent Plus (one year competent)	34,028	5,160	15.54	23.31	31.08	39,188
Watch Manager B salary range:	35,311-38,703	5,160				40,471-43,863
Watch Manager B salary range minimum	35,311	5,160	16.12	24.18	32.24	40,471
Watch Manager B salary range maximum	38,703	5,160	17.67	26.51	35.34	43,863
1 London Weighting protected at £5,160 for employees in post on 01/07/12.						

Appendix 2 – Station Manager to Group Manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	41,800	8,360.00	50,160.00	22.90
Station Manager A	42,902	8,580.40	51,482.40	23.51
Station Manager B	45,581	9,116.20	54,697.20	24.98
Group Manager Development	47,371	9,474.20	56,845.20	25.96
Group Manager A	48,641	9,728.20	58,369.20	26.65
Group Manager B	51,963	10,392.60	62,355.60	28.47

Document history

Impact assessments

An Equality or Sustainability Impact Assessment was completed on:

Equality Impact Assessment	28/01/2009	Sustainability Impact Assessment	26/07/2011
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance	28/01/2009
	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Para 8.1, page 2, & Appendix 2 & 3	Amended error in London Weighting effective date to 2009	12/04/2010
Policy	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout policy	New text added to reflect 2012 agreement.	11/10/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Uniformed staff (except control) pay settlement 2013

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **1 July 2013**
Owner: **Head of Human Resources and Development**
Responsible work team: **Policy**

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7 London weighting allowance 2
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1 Introduction

- 1.1 On 6 June 2013 the National Joint Council for Local Authorities' Fire Brigades reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/06/13.
- 1.2 The revised rates represent:
 - An average increase of 1 per cent in basic pay effective from 1 July 2013.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 1 year competency.
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012; 'competent plus' payment paid on 1 July following 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 The attached appendices detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2013. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny) . Overtime rates are calculated similarly.

3 Implementation

- 3.1 The new rates are fully effective from 1 July 2013.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby allowance

- 5.1 The flat rate on shift standby allowance increases by the application of the pay award from £9.94 to £10.04 with effect from 1 July 2013. [See Policy number 751](#) for the direct standby allowance rate.

6 Deputising

- 6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

- 7.1 The London weighting allowance is £5,160 for Ff competent through to WMB, £3,962 for Ff development and £3,543 trainee Ff per annum effective from 1 July 2012.

8 Policies affected

- 8.1 This policy has been renamed from PN558d to PN558 due to the merging of PN558a, b and c into [Policy number 716](#) - Fire and rescue staff pay scales.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	21,583	3,843*	9.86	14.79	19.72	25,426
Firefighter Development	22,481	3,962*	10.27	15.41	20.54	26,443
Firefighter Competent	28,766	5,160	13.14	19.71	26.28	33,926
Firefighter Competent Plus (5 years competent)	29,648	5,160	13.54	20.31	27.08	34,808
Crew Manager Development	30,574	5,160	13.96	20.94	27.92	35,734
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	31,892	5,160	14.56	21.84	29.12	37,052
Crew Manager Competent Plus (one year competent)	32,772	5,160	14.96	22.44	29.92	37,932
Watch Manager Development	32,582	5,160	14.88	22.32	29.76	37,742
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	33,487	5,160	15.29	22.94	30.58	38,647
Watch Manager A Competent Plus (one year competent)	34,368	5,160	15.69	23.54	31.38	39,528
Watch Manager B salary range:	35,664-39,090	5,160				40,824-44,250
Watch Manager B salary range minimum	35,664	5,160	16.29	24.44	32.58	40,824
Watch Manager B salary range maximum	39,090	5,160	17.85	26.78	35.70	44,250
* London weighting protected at £5,160 for employees in post on 01/07/12						

Crew Manager Development (supplement) scales

Previous Firefighter status	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF [^]) (whether or not competent plus)	30,774	5,160	14.05	21.08	28.10	35,934
Firefighter - Scheme 2 (FF ⁺)(whether or not competent plus)	30,874	5,160	14.10	21.15	28.20	36,034

Watch Manager Development (Supplement) scales

Previous Crew Manager rate, and Scheme A/Scheme B if applicable	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	32,782	5,160	14.97	22.46	29.94	37,942
Crew Manager not competent plus, Scheme A	32,982	5,160	15.06	22.59	30.12	38,142
Crew Manager competent plus, neither Scheme A nor Scheme B	33,411	5,160	15.26	22.89	30.52	38,571
*Crew Manager competent plus, Scheme B	33,611	5,160	15.35	23.03	30.70	38,771
*Crew Manager competent plus, Scheme A	33,811	5,160	15.44	23.16	30.88	38,971
* These are also protected watch manager A competent rates						

Appendix 2 – Station Manager to Group Manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	42,218	8,443.60	50,661.60	23.13
Station Manager A Competent	43,331	8,666.20	51,997.20	23.74
*Station Manager A Competent Plus	44,058	8,811.60	52,869.60	24.14
Station Manager B Competent	46,037	9,207.40	55,244.40	25.23
*Station Manager B Competent Plus	46,764	9,352.80	56,116.80	25.62
Group Manager Development	47,845	9,569.00	57,414.00	26.22
Group Manager A Competent	49,127	9,825.40	58,952.40	26.92
*Group Manager A Competent Plus	49,855	9,971.00	59,826.00	27.32
Group Manager B Competent	52,483	10,496.60	62,979.60	28.76
*Group Manager B Competent Plus	53,210	10,642.00	63,852.00	29.16
* Competent plus rate is paid from 1 July after one year at competent rate				

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	27/07/2011	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Allowances

Freedom of Information Act exemptions

This policy/procedure has been protectively marked due to:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor

Uniformed staff (except control) pay settlement 2014

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **8 August 2014**
Owner: **Head of Human Resources and Development**
Responsible work team: **Policy**

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1 Introduction

- 1.1 On 7 August 2014 the National Joint Council for Local Authorities' Fire Brigades reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/03/14.
- 1.2 The revised rates represent:
 - An average increase of 1 per cent in basic pay effective from 1 July 2014.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 5 years competency (firefighters), and 1 year competency (crew and watch manager As).
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012; 'competent plus' payment paid on 1 July following 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 The attached appendices detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2014. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny). Overtime rates are calculated similarly.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid with arrears to staff in August 2014 salaries.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby allowance

- 5.1 The flat rate on shift standby allowance increases by the application of the pay award from £10.04 to £10.14 with effect from 1 July 2014. [See Policy number 751](#) for the direct standby allowance rate.

6 Deputising

- 6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

- 7.1 The London weighting allowance is £5,160 for Ff competent through to WMB, £3,962 for Ff development and £3,843 trainee Ff per annum effective from 1 July 2012.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	21,799	3,843*	9.95	14.93	19.90	25,642
Firefighter Development	22,706	3,962*	10.37	15.56	20.74	26,668
Firefighter Competent	29,054	5,160	13.27	19.91	26.54	34,214
Firefighter Competent Plus (5 years competent)	29,944	5,160	13.67	20.51	27.34	35,104
Crew Manager Development	30,880	5,160	14.10	21.15	28.20	36,040
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	32,211	5,160	14.71	22.07	29.42	37,371
Crew Manager Competent Plus (one year competent)	33,100	5,160	15.11	22.67	30.22	38,260
Watch Manager Development	32,908	5,160	15.03	22.55	30.06	38,068
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	33,822	5,160	15.44	23.16	30.88	38,982
Watch Manager A Competent Plus (one year competent)	34,712	5,160	15.85	23.78	31.70	39,872
Watch Manager B salary range:	36,021-39,481	5,160				41,181-44,641
Watch Manager B salary range minimum	36,021	5,160	16.45	24.68	32.90	41,181
Watch Manager B salary range maximum	39,481	5,160	18.03	27.05	36.06	44,641
* London weighting protected at £5,160 for employees in post on 01/07/12						

Crew Manager Development (supplement) scales

Previous Firefighter status	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF [^]) (whether or not competent plus)	31,080	5,160	14.19	21.29	28.38	36,240
Firefighter - Scheme 2 (FF ⁺)(whether or not competent plus)	31,180	5,160	14.24	21.36	28.48	36,340

Watch Manager Development (Supplement) scales

Previous Crew Manager rate, and Scheme A/Scheme B if applicable	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	33,108	5,160	15.12	22.68	30.24	38,268
Crew Manager not competent plus, Scheme A	33,308	5,160	15.21	22.82	30.42	38,468
Crew Manager competent plus, neither Scheme A nor Scheme B	33,739	5,160	15.41	23.12	30.82	38,899
*Crew Manager competent plus, Scheme B	33,939	5,160	15.50	23.25	31.00	39,099
*Crew Manager competent plus, Scheme A	34,139	5,160	15.59	23.39	31.18	39,299
* These are also protected watch manager A competent rates						

Appendix 2 – Station Manager to Group Manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	42,640.00	8,528.00	51,168.00	23.36
Station Manager A Competent	43,764.00	8,752.80	52,516.80	23.98
*Station Manager A Competent Plus	44,499.00	8,899.80	53,398.80	24.38
Station Manager B Competent	46,497.00	9,299.40	55,796.40	25.48
*Station Manager B Competent Plus	47,232.00	9,446.40	56,678.40	25.88
Group Manager Development	48,323.00	9,664.60	57,987.60	26.48
Group Manager A Competent	49,618.00	9,923.60	59,541.60	27.19
*Group Manager A Competent Plus	50,354.00	10,070.80	60,424.80	27.59
Group Manager B Competent	53,008.00	10,601.60	63,609.60	29.05
*Group Manager B Competent Plus	53,742.00	10,748.40	64,490.40	29.45
* Competent plus rate is paid from 1 July after one year at competent rate				

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	27/07/2011	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Allowances

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Uniformed staff (except control) pay settlement 2015

New policy number: **558**
 Old instruction number: **PER:A005:a1**
 Issue date: **18 September 2008**
 Reviewed as current: **13 July 2015**
 Owner: **Head of Human Resource Management**
 Responsible work team: **HRM Employment Policy Team**

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1 Introduction

- 1.1 On 2 July 2015 the National Joint Council for Local Authorities' Fire Brigades reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/11/15.
- 1.2 The revised rates represent:
 - An average increase of 1 per cent in basic pay effective from 1 July 2015.
- 1.3 The previous NJC 'continual professional development' (CPD) payments are now consolidated for all roles under local agreements as follows:
 - Watch manager Bs: Agreement reached in September 2008 (FEP 1258); CPD consolidated within the watch manager B salary range.
 - Firefighters, crew managers, watch manager As: Agreement reached in July 2012, effective from 1 July 2012; 'competent plus' payment paid after 5 years competency (firefighters), and 1 year competency (crew and watch manager As).
 - Station managers, group managers: Agreement reached in May 2013, backdated to 1 July 2012; 'competent plus' payment paid on 1 July following 1 year competency.
- 1.4 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station managers and group managers, backdated to 1 July 2011.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group manager as at 1 July 2015. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny) . Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station manager to group manager additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid to staff in July 2015 salaries.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby allowance

- 5.1 The flat rate on shift standby allowance increases by the application of the pay award from £10.14 to £10.24 with effect from 1 July 2015. See [Policy number 751](#) for the direct standby allowance rate.

6 Deputising

- 6.1 The rate for deputising is £3.50 per shift.

7 London weighting allowance

- 7.1 The London weighting allowance is £5,160 for Ff competent through to WMB, £3,962 for Ff development and £3,843 trainee Ff per annum effective from 1 July 2012.

Appendix 1 – Firefighter to watch manager

Role	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
	£	£	£	£	£	£
Trainee Firefighter	22,017	3,843*	10.05	15.08	20.10	25,860
Firefighter Development	22,933	3,962*	10.47	15.71	20.94	26,895
Firefighter Competent	29,345	5,160	13.40	20.10	26.80	34,505
Firefighter Competent Plus (5 years competent)	30,243	5,160	13.81	20.72	27.62	35,403
Crew Manager Development	31,189	5,160	14.24	21.36	28.48	36,349
Crew Manager Development (supplement)	See separate table below					
Crew Manager Competent	32,533	5,160	14.86	22.29	29.72	37,693
Crew Manager Competent Plus (one year competent)	33,431	5,160	15.27	22.91	30.54	38,591
Watch Manager Development	33,237	5,160	15.18	22.77	30.36	38,397
Watch Manager Development (supplement)	See separate table below					
Watch Manager A Competent	34,160	5,160	15.60	23.40	31.20	39,320
Watch Manager A Competent Plus (one year competent)	35,059	5,160	16.01	24.02	32.02	40,219
Watch Manager B salary range:	36,381-39,876	5,160				41,541-45,036
Watch Manager B salary range minimum	36,381	5,160	16.61	24.92	33.22	41,541
Watch Manager B salary range maximum	39,876	5,160	18.21	27.32	36.42	45,036
* London weighting protected at £5,160 for employees in post on 01/07/12						

Crew Manager Development (supplement) scales

These Crew Manager Development pay scales apply if the Firefighter's status is as below on the date of promotion to Crew Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Firefighter - Scheme 1 (FF [^]) (whether or not competent plus)	31,389	5,160	14.33	21.50	28.66	36,549
Firefighter - Scheme 2 (FF ⁺)(whether or not competent plus)	31,489	5,160	14.38	21.57	28.76	36,649

Watch Manager Development (Supplement) scales

These Watch Manager Development pay scales apply if the Crew Manager's status is as below on the date of promotion to Watch Manager.	Basic Salary	London Weighting Supplement	Basic hourly	Overtime x 1.5	Overtime PH x 2	Total Pay incl. LW
Crew Manager not competent plus, Scheme B	33,437	5,160	15.27	22.91	30.54	38,597
Crew Manager not competent plus, Scheme A	33,637	5,160	15.36	23.04	30.72	38,797
Crew Manager competent plus, neither Scheme A nor Scheme B	34,070	5,160	15.56	23.34	31.12	39,230
*Crew Manager competent plus, Scheme B	34,270	5,160	15.65	23.48	31.30	39,430
*Crew Manager competent plus, Scheme A	34,470	5,160	15.74	23.61	31.48	39,630
* These are also protected watch manager A competent rates						

Appendix 2 – Station manager to group manager

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Manager Development	43,066	8,613.20	51,679.20	23.60
Station Manager A Competent	44,202	8,840.40	53,042.40	24.22
*Station Manager A Competent Plus	44,944	8,988.80	53,932.80	24.63
Station Manager B Competent	46,962	9,392.40	56,354.40	25.73
*Station Manager B Competent Plus	47,704	9,540.80	57,244.80	26.14
Group Manager Development	48,806	9,761.20	58,567.20	26.74
Group Manager A Competent	50,114	10,022.80	60,136.80	27.46
*Group Manager A Competent Plus	50,858	10,171.60	61,029.60	27.87
Group Manager B Competent	53,538	10,707.60	64,245.60	29.34
*Group Manager B Competent Plus	54,279	10,855.80	65,134.80	29.74
* Competent plus rate is paid from 1 July after one year at competent rate				

Appendix 3 – Station manager to group manager additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates with effect from 1 July 2015 are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SM(D)/SM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £177 to £196
SM(D)/SM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £340 to £376
GM(D)/GM converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £201 to £223
GM(D)/GM converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £385 to £428

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	27/07/2011	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
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	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015	24/08/2015

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **28 August 2015**
 Owner: **Head of Human Resource Management**
 Responsible work team: **HRM Employment Policy Team**

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- 1 Introduction 2
- 2 Implementation 2
- 3 Salary progression increase (SPI) 2
- 4 Further details 2
- Appendix 1 - Control salary bands 3
- Appendix 2 - Control staff pay (senior operations manager and principal operations manager) 4
- Document history 5

1 Introduction

1.1 This document details the latest pay rates for control staff, with effect from 01/07/2015. These rates take into account:

- The agreed increase of 1% for all grades with effect from 01/07/15.

2 Implementation

2.1 The revised rates of pay up to operations manager were implemented and paid in July 2015 salaries. The revised rates of pay for senior and principal operations manager will be implemented and paid in September 2015 salaries, back-dated to 01/07/15, in line with the FRS salary increase. The salary structure for these grades is detailed at appendices 1 and 2 of this policy. Appendix 1 covers the posts within the scope of the Joint committee for control staff.

2.2 Section 3 below, 'salary progression increase', relates to appendix 1 only.

3 Salary progression increase (SPI)

3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.

3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.

3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.

3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:

- (a) 100% for an eligible employee taking up post on or before 31 December.
- (b) 50% for an eligible employee taking up post between 1 January and 31 March.
- (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

4.1 If you have any queries on this policy please contact the HRM helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW allowance	Shift allow 20%	Hourly	Total pay
Control room officer (CRO)				
Trainee	23,588.59	4,717.72	14.55	28,306.31
Probationer	24,165.08	4,833.02	14.91	28,998.10
Qual min	24,742.62	4,948.52	15.27	29,691.14
Qual max	30,739.75	6,147.95	18.97	36,887.70
Assistant operations manager (AOM)				
Min	28,268.18	5,653.64	17.44	33,921.82
Max	35,621.23	7,124.25	21.98	42,745.48
Operations manager (OM)				
Min	34,532.62	6,906.52	21.31	41,439.14
Max	39,772.20	7,954.44	24.54	47,726.64

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total pay
Senior operations manager				
Minimum	43,125	4,927.07	23.64	48,052.07
Maximum	55,998	4,927.07	30.70	60,925.07
Principal operations manager				
Minimum	57,293	4,927.07	31.41	62,220.07
Maximum	71,162	4,927.07	39.01	76,089.07

Notes:

1. The Senior operations manager salary range is aligned to the FRS F salary range, from the previous 01 April.
2. The Principal operations manager salary range is aligned to the FRS G salary range, from the previous 01 April.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	04/07/2012	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **30 November 2012**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HRD Policy Group**

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- Appendix 1 - Control staff salary band 3
- Appendix 2 - Control staff salary (senior operations manager and principal operations manager) 4
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1 Introduction

- 1.1 This document details the pay for control staff, including that of the senior operations manager and principal operations manager, with effect from 1 July 2012.

2 Implementation

- 2.1 The revised rates of pay will be implemented and paid with arrears, in November 2012 salaries. The salary structure for these grades is detailed at appendices 1 and 2 of this policy which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The London Weighting Allowance of £5,021 per annum was consolidated into basic pay for all of the grades detailed at Appendices 1 and 2 with effect from 1 July 2011.
- 2.3 Section 3 below, 'salary progression increase', relates to appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI from 1 July 2011 was as follows:
 - (a) 100% for an eligible employee taking up post on or before 31 December of the preceding year.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June were not eligible for a payment until the following year.
 - (d) Eligible employees temporarily promoted will be dealt with in accordance with (a) – (c) above for the purposes of eligibility at their temporary grade, and the same criteria shall be used where relevant towards progression to the maximum of their substantive grade.

4 Further details

- 4.1 If you have any queries on this policy please contact the HRD helpdesk on extension 89100.

Appendix 1 - Control staff salary band

Grade	Basic incl: LW allowance	Shift allow 20%	Hourly	Total pay
Control room officer (CRO)				
Trainee	22,894.85	4,578.97	14.13	27,473.82
Probationer	23,454.39	4,690.88	14.47	28,145.27
Qual min	24,014.94	4,802.99	14.82	28,817.93
Qual max	29,835.70	5,967.14	18.41	35,802.84
Assistant operations manager (AOM)				
Min	27,436.82	5,487.36	16.93	32,924.18
Max	34,573.61	6,914.72	21.33	41,488.33
Operations manager (OM)				
Min	33,517.02	6,703.40	20.68	40,220.42
Max	38,602.50	7,720.50	23.82	46,323.00

Appendix 2 - Control staff salary (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Total	Hourly rate
Senior operations manager				
Minimum	41,557.46	4,739	46,296.46	22.78
Maximum	54,188.52	4,739	58,927.52	29.71
Principal operations manager				
Minimum	55,459.10	4,739	60,198.10	30.41
Maximum	69,065.82	4,739	73,804.82	37.87

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	04/07/2012	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

This policy/procedure has been protectively marked due to:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **19 March 2018**
 Owner: **Head of Human Resource Management**
 Responsible work team: **HRM Employment Policy Team**

Contents

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- 2 Implementation 2
- 3 Salary progression increase (SPI) 2
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- Appendix 1 - Control salary bands 3
- Appendix 2 - Control staff pay (senior operations manager and principal operations manager) 4
- Document history 5

1 Introduction

1.1 This document details the latest pay rates for control staff, with effect from 01/07/2017. These rates take into account:

- The agreed interim increase of 1% for all grades up to operations manager with effect from 01/07/2017.
- The agreed increase of 1% for senior operations manager in line with the FRS increase with effect from 01/07/2017.

2 Implementation

- 2.1 The revised rates of pay up to operations manager were implemented and paid in January 2018 salaries, back-dated to 01/07/2017. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior operations manager and principal operations manager are detailed at Appendix 2 of this policy, and determined under separate arrangements. The revised rates of pay up to operations manager were implemented and paid in March 2018 salaries, back-dated to 01/07/2017.
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HRM helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control room officer (CRO)				
Trainee	24,062.72	4,812.54	14.85	28,875.26
Probationer	24,650.80	4,930.16	15.21	29,580.96
Qual min	25,239.95	5,047.99	15.57	30,287.94
Qual max	31,357.62	6,271.52	19.35	37,629.14
Assistant Operations Manager (AOM)				
Min	28,836.37	5,767.27	17.79	34,603.64
Max	36,337.21	7,267.44	22.42	43,604.65
Operations Manager (OM)				
Min	35,226.73	7,045.35	21.73	42,272.08
Max	40,571.62	8,114.32	25.03	48,685.94

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total pay
Senior operations manager				
Minimum	43,992	5,026.10	24.12	49,018.10
Maximum	57,124	5,026.10	31.32	62,150.10
Principal operations manager				
Minimum	69,297	N/A	37.99	69,297
Maximum	86,880	N/A	47.63	86,880

Notes:

1. The Senior operations manager salary range is aligned to the FRS F salary range, from the previous 01 April.
2. The Principal operations manager salary range is aligned to the TMG C salary range, from the previous 01 January.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	04/07/2012	HSWIA	26/10/2017	RA	
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Audit trail

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Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
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Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016
Page 1 para 1.1. & 1.2; Page 4, Appendix 2	Amended figures to reflect re-grading of POM position and deletion of references to role in light of this.	14/11/2017
Page 2 para 1.1, 2.1 & 2.2. Appendix 1 & 2	Minor changes made to paragraphs. Appendix 1 and 2 tables updated.	11/01/2018

Throughout	Updated pay scales to reflect the 01/07/17 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	19/03/2018
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Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **8 August 2014**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HRD Policy Group**

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- Appendix 1 - Control salary bands 3
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1 Introduction

- 1.1 This document details the latest pay rates for control staff, including that of the senior operations manager and principal operations manager, with effect from 01/07/2014. These rates take into account:
- The agreed increase of 1% with effect from 01/07/14.

2 Implementation

- 2.1 The revised rates of pay will be implemented and paid in August 2014 salaries. The salary structure for these grades is detailed at appendices 1 and 2 of this policy. Appendix 1 covers the posts within the scope of the Joint committee for control staff.
- 2.2 Section 3 below, 'salary progression increase', relates to appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HRD helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate	Total pay
Control room officer (CRO)				
Trainee	23,355.04	4,671.01	14.41	28,026.05
Probationer	23,925.82	4,785.16	14.76	28,710.98
Qual min	24,497.64	4,899.53	15.11	29,397.17
Qual max	30,435.40	6,087.08	18.78	36,522.48
Assistant Operations Manager (AOM)				
Min	27,988.30	5,597.66	17.27	33,585.96
Max	35,268.54	7,053.71	21.76	42,322.25
Operations Manager (OM)				
Min	34,190.71	6,838.14	21.09	41,028.85
Max	39,378.42	7,875.68	24.30	47,254.10

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total pay
Senior operations manager				
Minimum	42,698	4,878.28	23.41	47,576.28
Maximum	55,444	4,878.28	30.40	60,322.28
Principal operations manager				
Minimum	56,726	4,878.28	31.10	61,604.28
Maximum	70,457	4,878.28	38.63	75,335.28

Notes:

1. The Senior operations manager salary range is aligned to the FRS F salary range, from the previous 01 April.
2. The Principal operations manager salary range is aligned to the FRS G salary range, from the previous 01 April.

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	04/07/2012	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Control staff pay rates

New policy number: **559**
Old instruction number: **PER:A007:a1**
Issue date: **14 July 2008**
Reviewed as current: **15 July 2020**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 This document details the latest pay rates for control staff. These rates take into account:
- The agreed increase of 2% for all grades up to operations manager with effect from 01/07/2019.
 - The change in rank title of the senior operations manager to 'senior control commander', and the regrading of this rank, effective from 01/04/2020.

2 Implementation

- 2.1 The revised rates of pay up to operations manager were implemented and paid in November 2019 salaries, back-dated to 01/07/2019. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior control commander are detailed at Appendix 2 of this policy, and determined under separate arrangements.
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HR helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control Room Officer (CRO)				
Trainee	25,034.85	5,006.97	15.45	30,041.82
Probationer	25,646.70	5,129.34	15.82	30,776.04
Qual min	26,259.65	5,251.93	16.20	31,511.58
Qual max	32,624.47	6,524.89	20.13	39,149.36
Assistant Operations Manager (AOM)				
Min	30,001.36	6,000.27	18.51	36,001.63
Max	37,805.23	7,561.05	23.32	45,366.28
Operations Manager (OM)				
Min	36,649.89	7,329.98	22.61	43,979.87
Max	42,210.71	8,442.14	26.04	50,652.85

Appendix 2 - Control staff pay (senior control commander)

Control Grade	Basic incl: LW Allowance	Callout allowance	Hourly rate	Total pay
Senior control commander				
Minimum	60,806	6,080.60	33.34	66,886.60
Maximum	75,526	7,552.60	41.41	83,078.60

Notes:

1. The Senior control commander salary range is aligned to the FRS G salary range. The above rate is effective from 01 April 2020.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	04/07/2012	HSWIA	26/10/2017	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016
Page 1 para 1.1. & 1.2; Page 4, Appendix 2	Amended figures to reflect re-grading of POM position and deletion of references to role in light of this.	14/11/2017
Page 2 para 1.1, 2.1 & 2.2. Appendix 1 & 2	Minor changes made to paragraphs. Appendix 1 and 2 tables updated.	11/01/2018

Page/para nos.	Brief description of change	Date
Throughout	Updated pay scales to reflect the 01/07/17 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	19/03/2018
Throughout	Updated pay scales to reflect the 01/07/18 pay settlement up to operations manager, and revised pay scale for senior operations manager. Reviewed as current.	10/10/2018
Paras. 1.1, 2.1, 2.2, 3.3 (deleted), and appendices 1&2	Changes to reflect the 01/07/19 pay settlement up to operations manager; the removal of the link between PRDS and SPI in section 3; and the disestablishment of the principal operations manager post.	29/10/2019
Para. 1.1 and Appendix 2	Updated pay scales to reflect the 01/07/19 pay settlement for senior operations manager. Reviewed as current.	21/01/2020
Paras. 1.1, 2.2 and Appendix 2	This policy has been reviewed as current with changes made to reflect change in rank title of senior operations manager to senior control commander, and pay upgrade effective from 01/04/2020. Please re-read to familiarise yourself with the content.	15/07/2020

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Control staff pay rates

New policy number: **559**
Old instruction number: **PER:A007:a1**
Issue date: **14 July 2008**
Reviewed as current: **13 October 2020**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 This document details the latest pay rates for control staff. These rates take into account:
- The agreed increase of 2% for all grades up to operations manager with effect from 01/07/2020.
 - The change in rank title of the senior operations manager to 'senior control commander', and the regrading of this rank, effective from 01/04/2020.

2 Implementation

- 2.1 Implementation and payment of the revised rates of pay up to operations manager is in October 2020 salaries, back-dated to 01/07/2020. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior control commander are detailed at Appendix 2 of this policy, and determined under separate arrangements.
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HR helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control Room Officer (CRO)				
Trainee	25,535.55	5,107.11	15.75	30,642.66
Probationer	26,159.63	5,231.93	16.14	31,391.56
Qual min	26,784.84	5,356.97	16.53	32,141.81
Qual max	33,276.96	6,655.39	20.53	39,932.35
Assistant Operations Manager (AOM)				
Min	30,601.39	6,120.28	18.88	36,721.67
Max	38,561.33	7,712.27	23.79	46,273.60
Operations Manager (OM)				
Min	37,382.89	7,476.58	23.06	44,859.47
Max	43,054.92	8,610.98	26.56	51,665.90

Appendix 2 - Control staff pay (senior control commander)

Control Grade	Basic incl: LW Allowance	Callout allowance	Hourly rate	Total pay
Senior control commander				
Minimum	60,806	6,080.60	33.34	66,886.60
Maximum	75,526	7,552.60	41.41	83,078.60

Notes:

1. The Senior control commander salary range is aligned to the FRS G salary range. The above rate is effective from 01 April 2020.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	04/07/2012	HSWIA	26/10/2017	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016
Page 1 para 1.1. & 1.2; Page 4, Appendix 2	Amended figures to reflect re-grading of POM position and deletion of references to role in light of this.	14/11/2017
Page 2 para 1.1, 2.1 & 2.2. Appendix 1 & 2	Minor changes made to paragraphs. Appendix 1 and 2 tables updated.	11/01/2018

Page/para nos.	Brief description of change	Date
Throughout	Updated pay scales to reflect the 01/07/17 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	19/03/2018
Throughout	Updated pay scales to reflect the 01/07/18 pay settlement up to operations manager, and revised pay scale for senior operations manager. Reviewed as current.	10/10/2018
Paras. 1.1, 2.1, 2.2, 3.3 (deleted), and appendices 1&2	Changes to reflect the 01/07/19 pay settlement up to operations manager; the removal of the link between PRDS and SPI in section 3; and the disestablishment of the principal operations manager post.	29/10/2019
Para. 1.1 and Appendix 2	Updated pay scales to reflect the 01/07/19 pay settlement for senior operations manager. Reviewed as current.	21/01/2020
Paras. 1.1, 2.2 and Appendix 2	This policy has been reviewed as current with changes made to reflect change in rank title of senior operations manager to senior control commander, and pay upgrade effective from 01/04/2020. Please re-read to familiarise yourself with the content.	15/07/2020
Paras. 1.1, 2.1 and Appendix 1	Reviewed as current with updated pay scales to reflect the 01/07/20 pay settlement up to and including operations manager.	13/10/2020

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **4 November 2016**
 Owner: **Head of Human Resource Management**
 Responsible work team: **HRM Employment Policy Team**

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- Appendix 1 - Control salary bands 3
- Appendix 2 - Control staff pay (senior operations manager and principal operations manager) 4
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1 Introduction

- 1.1 This document details the latest pay rates for control staff, with effect from 01/07/2016. These rates take into account:
- The agreed increase of 1% for all grades up to operations manager with effect from 01/07/2016.
 - The agreed increase of 1% for senior operations manager and principal operations manager in line with the FRS increase with effect from 01/07/2016.

2 Implementation

- 2.1 The revised rates of pay up to operations manager were implemented and paid in August 2016 salaries, back-dated to 01/07/2016. The salary structure for these grades is detailed at appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The revised rates of pay for senior operations manager and principal operations manager were implemented and paid in November 2016 salaries, back-dated to 01/07/2016. The salary structure for these grades is detailed at appendix 2 of this policy.
- 2.3 Section 3 below, 'salary progression increase', relates to appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HRM helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW allowance	Shift allow 20%	Hourly	Total pay
Control room officer (CRO)				
Trainee	23,824.48	4,764.90	14.70	28,589.38
Probationer	24,406.73	4,881.35	15.06	29,288.08
Qual min	24,990.05	4,998.01	15.42	29,988.06
Qual max	31,047.15	6,209.43	19.16	37,256.58
Assistant operations manager (AOM)				
Min	28,550.86	5,710.17	17.61	34,261.03
Max	35,977.44	7,195.49	22.20	43,172.93
Operations manager (OM)				
Min	34,877.95	6,975.59	21.52	41,853.54
Max	40,169.92	8,033.98	24.78	48,203.90

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total pay
Senior operations manager				
Minimum	43,556	4,976.34	23.88	48532.34
Maximum	56,558	4,976.34	31.01	61534.34
Principal operations manager				
Minimum	57,866	4,976.34	31.72	62842.34
Maximum	71,874	4,976.34	39.40	76850.34

Notes:

1. The Senior operations manager salary range is aligned to the FRS F salary range, from the previous 01 April.
2. The Principal operations manager salary range is aligned to the FRS G salary range, from the previous 01 April.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/09	SDIA	04/07/12	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Control staff pay rates

New policy number: **559**
Old instruction number: **PER:A007:a1**
Issue date: **14 July 2008**
Reviewed as current: **10 October 2018**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 This document details the latest pay rates for control staff, with effect from 01/07/2018. These rates take into account:
- The agreed increase of 2% for all grades up to operations manager with effect from 01/07/2018.
 - The agreed increase of 2% for senior operations manager with effect from 01/07/2018, following the FRS 2018/19 pay settlement.

2 Implementation

- 2.1 The revised rates of pay up to operations manager were implemented and paid in October 2018 salaries, back-dated to 01/07/2018. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior operations manager and principal operations manager are detailed at Appendix 2 of this policy, and determined under separate arrangements.
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
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- 3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HR helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control room officer (CRO)				
Trainee	24,543.97	4,908.79	15.14	29,452.76
Probationer	25,143.82	5,028.76	15.51	30,172.58
Qual min	25,744.75	5,148.95	15.88	30,893.70
Qual max	31,984.77	6,396.95	19.73	38,381.72
Assistant Operations Manager (AOM)				
Min	29,413.10	5,882.62	18.15	35,295.72
Max	37,063.95	7,412.79	22.87	44,476.74
Operations Manager (OM)				
Min	35,931.26	7,186.25	22.17	43,117.51
Max	41,383.05	8,276.61	25.53	49,659.66

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total pay
Senior operations manager				
Minimum	44,872	5,126.62	24.60	49,998.62
Maximum	58,266	5,126.62	31.94	63,392.62
Principal operations manager				
Minimum	69,297	N/A	N/A	69,297
Maximum	86,880	N/A	N/A	86,880

Notes:

1. The Senior operations manager salary range is aligned to the FRS F salary range. The above rate is effective from 01 July 2018.
2. The Principal operations manager salary range is aligned to the TMG C salary range. The above rate is effective from 01 January 2018.

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	04/07/2012	HSWIA	26/10/2017	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016
Page 1 para 1.1. & 1.2; Page 4, Appendix 2	Amended figures to reflect re-grading of POM position and deletion of references to role in light of this.	14/11/2017
Page 2 para 1.1, 2.1 & 2.2. Appendix 1 & 2	Minor changes made to paragraphs. Appendix 1 and 2 tables updated.	11/01/2018
Throughout	Updated pay scales to reflect the 01/07/17 pay settlement for senior operations manager and principal operations manager.	19/03/2018

	Reviewed as current.	
Throughout	Updated pay scales to reflect the 01/07/18 pay settlement up to operations manager, and revised pay scale for senior operations manager. Reviewed as current.	10/10/2018

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **11 September 2013**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HRD Policy Group**

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 Appendix 2 - Control staff salary (senior operations manager and principal operations manager) 4
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1 Introduction

- 1.1 This document details the pay for control staff, including that of the senior operations manager and principal operations manager, with effect from 1 July 2013.

2 Implementation

- 2.1 The revised rates of pay were implemented and paid in July 2013 salaries. The salary structure for these grades is detailed at appendices 1 and 2 of this policy. Appendix 1 covers the posts within the scope of the Joint committee for control staff.
- 2.2 Section 3 below, 'salary progression increase', relates to appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards has been dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
 - (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Further details

- 4.1 If you have any queries on this policy please contact the HRD helpdesk on extension 89100.

Appendix 1 - Control staff salary band

Grade	Basic incl: LW allowance	Shift allow 20%	Hourly	Total pay
Control room officer (CRO)				
Trainee	23,123.80	4,624.76	14.27	27,748.56
Probationer	23,688.93	4,737.79	14.62	28,426.72
Qual min	24,255.09	4,851.02	14.96	29,106.11
Qual max	30,134.06	6,026.81	18.59	36,160.87
Assistant operations manager (AOM)				
Min	27,711.19	5,542.24	17.10	33,253.43
Max	34,919.35	6,983.87	21.54	41,903.22
Operations manager (OM)				
Min	33,852.19	6,770.44	20.89	40,622.63
Max	38,988.53	7,797.71	24.05	46,786.23

Appendix 2 - Control staff salary (senior operations manager and principal operations manager)

Control Grade	Basic incl: LW Allowance	Stand-by/ callout allowance	Hourly rate	Total
Senior operations manager				
Minimum	42,275	4,830	23.18	47,105
Maximum	54,895	4,830	30.10	59,725
Principal operations manager				
Minimum	56,164	4,830	30.79	60,994
Maximum	69,759	4,830	38.25	74,589

Notes:

1. The Senior operations manager salary range is aligned to the FRSF salary range, from the previous 01 April.
2. The Principal operations manager salary range is aligned to the FRSG salary range, from the previous 01 April

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	04/07/2012	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

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Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

This policy/procedure has been protectively marked due to:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **1 June 2010**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HR Policy Group**

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- 4 Salary progression increase (SPI) 2
- 5 Further details 2
- Appendix 1 - Control staff pay (control room officer; assistant operations manager; operations manager) 3
- Appendix 2 - Control staff pay (senior operations manager; principal operations manager) 4
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1 Introduction

1.1 This policy details the revised salary structure as it affects control staff.

2 Implementation

2.1 The revised salary structure effective from 1 April 2010 is detailed at Appendices 1 and 2 of this policy. Appendix 1 covers the posts within the scope of the Joint Committee for Control Staff. Section 4 below, 'salary progression increase', relates to Appendix 1 only.

3 London weighting allowance

3.1 A London weighting allowance of £5,021 per annum (effective from 1 July 2009) is payable in addition to the salary detailed (Appendices 1 and 2).

4 Salary progression increase (SPI)

4.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), will be via a salary progression increase implemented on 1 July each year.

4.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.

4.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards will be dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.

4.4 Eligibility for a SPI from 1 July 2011 shall be as follows:

- (a) 100% for an eligible employee taking up post on or before 31 December of the preceding year.
- (b) 50% for an eligible employee taking up post between 1 January and 31 March.
- (c) Eligible employees taking up post between 1 April and 30 June will not be eligible for a payment until the following year.
- (d) Eligible employees temporarily promoted will be dealt with in accordance with (a) – (c) above for the purposes of eligibility at their temporary grade, and the same criteria shall be used where relevant towards progression to the maximum of their substantive grade.

4.5 On 1 July 2010, all staff below the maximum of their scale, will receive a SPI of 3%, or the balance between their current salary and their salary maximum, whichever is the lesser, except as follows:

- Those who were appointed or promoted between 1 April 2010 and 30 June 2010 will not receive an SPI
- Those who were appointed or promoted, or who received an increment, between 1 January 2010 and 31 March 2010 will receive 50% of the full SPI.

5 Further details

5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 - Control staff pay (control room officer; assistant operations manager; operations manager)

Control Grade	Basic	20% shift	Total	Hourly rate
Control room officer/CRO				
Trainee	18,484.00	3,696.80	22,180.80	11.40
Probationer	19,038.00	3,807.60	22,845.60	11.75
Qualified:				
Minimum	19,593.00	3,918.60	23,511.60	12.09
Maximum	24,519.30	4,903.86	29,423.16	15.13
Assistant operations manager/AOM				
Minimum	22,981.00	4,596.20	27,577.20	14.18
Maximum	29,210.30	5,842.06	35,052.36	18.02
Operations manager/OM				
Minimum	29,001.00	5,800.20	34,801.20	17.89
Maximum	33,199.30	6,639.86	39,839.16	20.48

Appendix 2 - Control staff pay (senior operations manager; principal operations manager)

Control Grade	Basic	Stand-by/callout allowance	Total	Hourly rate
Senior operations manager				
Minimum	36,125	4,692	40,817	19.80
Maximum	48,631	4,692	53,323	26.66
Principal operations manager				
Minimum	49,889	4,692	54,581	27.35
Maximum	63,361	4,692	68,053	34.74

Document history

Impact assessments

An Equality or Sustainability Impact Assessment was completed on:

Equality Impact Screening	28/01/2009	Sustainability Impact Assessment	N/A
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **9 July 2012**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HR Policy Group**

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- 3 Salary progression increase (SPI) 2
- 4 Further details 2
- Appendix 1 - Control salary bands 3
- Appendix 2 - Control staff pay (senior operations manager and principal operations manager) 4
- Document history 5

1 Introduction

- 1.1 This policy details the revised salary structure as it affects control staff following consolidation of the London Weighting Allowance into basic pay for the following grades: control room officer; assistant operations manager; operations manager.

2 Implementation

- 2.1 With effect from 1 July 2011 the London Weighting Allowance of £5,021 per annum is consolidated into basic pay for the following grades: control room officer; assistant operations manager; operations manager. The revised salary structure for these grades is detailed at Appendix 1 of this policy which covers the posts within the scope of the Joint Committee for Control Staff.
- 2.2 London Weighting Allowance of £5,021 per annum is payable in addition to the salary for the grades detailed in Appendix 2 (senior operations manager and principal operations manager).
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), will be via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards will be dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.
- 3.4 Eligibility for a SPI from 1 July 2011 shall be as follows:
 - (a) 100% for an eligible employee taking up post on or before 31 December of the preceding year.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June will not be eligible for a payment until the following year.
 - (d) Eligible employees temporarily promoted will be dealt with in accordance with (a) – (c) above for the purposes of eligibility at their temporary grade, and the same criteria shall be used where relevant towards progression to the maximum of their substantive grade.

4 Further details

- 4.1 If you have any queries on this policy please contact the HR Helpdesk on extension 89100.

Appendix 1 - Control salary bands

Following consolidation of the London Weighting Allowance of £5,021 per annum into basic pay (applied in full at the salary maxima; pro rata at the salary minima). Effective date 1 July 2011.

Grade	Basic incl: LW	Shift Allow 20%	Hourly	Total Pay
Control room officer (CRO)				
Trainee	22,668.17	4,533.63	13.97	27,201.80
Probationer	23,222.17	4,644.43	14.32	27,866.60
Qual min	23,777.17	4,755.43	14.66	28,532.60
Qual max	29,540.30	5,908.06	18.21	35,448.36
Assistant Operations Manager (AOM)				
Min	27,165.17	5,433.03	16.75	32,598.20
Max	34,231.30	6,846.26	21.10	41,077.56
Operations Manager (OM)				
Min	33,185.17	6,637.03	20.46	39,822.20
Max	38,220.30	7,644.06	23.56	45,864.36

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic	Stand-by/ callout allowance	Total	Hourly rate
Senior operations manager				
Minimum	36,125	4,692	40,817	19.80
Maximum	48,631	4,692	53,323	26.66
Principal operations manager				
Minimum	49,889	4,692	54,581	27.35
Maximum	63,361	4,692	68,053	34.74

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	04/07/2012	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

This policy/procedure has been protectively marked due to:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
 Reviewed as current: **1 June 2010**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **HR Policy Group**

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- 2 Implementation 2
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1 Introduction

1.1 This policy details the revised salary structure as it affects control staff.

2 Implementation

2.1 The revised salary structure effective from 1 April 2010 is detailed at Appendices 1 and 2 of this policy. Appendix 1 covers the posts within the scope of the Joint Committee for Control Staff. Section 4 below, 'salary progression increase', relates to Appendix 1 only.

3 London weighting allowance

3.1 A London weighting allowance of £5,021 per annum (effective from 1 July 2009) is payable in addition to the salary detailed (Appendices 1 and 2).

4 Salary progression increase (SPI)

4.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), will be via a salary progression increase implemented on 1 July each year.

4.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.

4.3 Eligibility for the receipt of the SPI from 1 July 2011 onwards will be dependent upon the employee receiving at least an overall 'ME' rating within the PRDS system in the year to the previous 31 March. For purpose of classification; 'ME' = 'Meets expected level of performance in most areas'.

4.4 Eligibility for a SPI from 1 July 2011 shall be as follows:

- (a) 100% for an eligible employee taking up post on or before 31 December of the preceding year.
- (b) 50% for an eligible employee taking up post between 1 January and 31 March.
- (c) Eligible employees taking up post between 1 April and 30 June will not be eligible for a payment until the following year.
- (d) Eligible employees temporarily promoted will be dealt with in accordance with (a) – (c) above for the purposes of eligibility at their temporary grade, and the same criteria shall be used where relevant towards progression to the maximum of their substantive grade.

4.5 On 1 July 2010, all staff below the maximum of their scale, will receive a SPI of 3%, or the balance between their current salary and their salary maximum, whichever is the lesser, except as follows:

- Those who were appointed or promoted between 1 April 2010 and 30 June 2010 will not receive an SPI
- Those who were appointed or promoted, or who received an increment, between 1 January 2010 and 31 March 2010 will receive 50% of the full SPI.

5 Further details

5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 - Control staff pay (control room officer; assistant operations manager; operations manager)

Control Grade	Basic	20% shift	Total	Hourly rate
Control room officer/CRO				
Trainee	18,484.00	3,696.80	22,180.80	11.40
Probationer	19,038.00	3,807.60	22,845.60	11.75
Qualified:				
Minimum	19,593.00	3,918.60	23,511.60	12.09
Maximum	24,519.30	4,903.86	29,423.16	15.13
Assistant operations manager/AOM				
Minimum	22,981.00	4,596.20	27,577.20	14.18
Maximum	29,210.30	5,842.06	35,052.36	18.02
Operations manager/OM				
Minimum	29,001.00	5,800.20	34,801.20	17.89
Maximum	33,199.30	6,639.86	39,839.16	20.48

Appendix 2 - Control staff pay (senior operations manager; principal operations manager)

Control Grade	Basic	Stand-by/callout allowance	Total	Hourly rate
Senior operations manager				
Minimum	36,125	4,692	40,817	19.80
Maximum	48,631	4,692	53,323	26.66
Principal operations manager				
Minimum	49,889	4,692	54,581	27.35
Maximum	63,361	4,692	68,053	34.74

Document history

Impact assessments

An Equality or Sustainability Impact Assessment was completed on:

Equality Impact Screening	28/01/2009	Sustainability Impact Assessment	N/A
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Audit trail

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Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries



Control staff pay rates

New policy number: **559**
 Old instruction number: **PER:A007:a1**
 Issue date: **14 July 2008**
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 Responsible work team: **HR Policy Group**

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1 Introduction

- 1.1 This policy details the revised salary structure as it affects control staff following consolidation of the London Weighting Allowance into basic pay for the following grades: control room officer; assistant operations manager; operations manager.

2 Implementation

- 2.1 With effect from 1 July 2011 the London Weighting Allowance of £5,021 per annum is consolidated into basic pay for the following grades: control room officer; assistant operations manager; operations manager. The revised salary structure for these grades is detailed at Appendix 1 of this policy which covers the posts within the scope of the Joint Committee for Control Staff.
- 2.2 London Weighting Allowance of £5,021 per annum is payable in addition to the salary for the grades detailed in Appendix 2 (senior operations manager and principal operations manager).
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3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), will be via a salary progression increase implemented on 1 July each year.
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 - (d) Eligible employees temporarily promoted will be dealt with in accordance with (a) – (c) above for the purposes of eligibility at their temporary grade, and the same criteria shall be used where relevant towards progression to the maximum of their substantive grade.

4 Further details

- 4.1 If you have any queries on this policy please contact the HR Helpdesk on extension 89100.

Appendix 1 - Control salary bands

Following consolidation of the London Weighting Allowance of £5,021 per annum into basic pay (applied in full at the salary maxima; pro rata at the salary minima). Effective date 1 July 2011.

Grade	Basic incl: LW	Shift Allow 20%	Hourly	Total Pay
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Probationer	23,222.17	4,644.43	14.32	27,866.60
Qual min	23,777.17	4,755.43	14.66	28,532.60
Qual max	29,540.30	5,908.06	18.21	35,448.36
Assistant Operations Manager (AOM)				
Min	27,165.17	5,433.03	16.75	32,598.20
Max	34,231.30	6,846.26	21.10	41,077.56
Operations Manager (OM)				
Min	33,185.17	6,637.03	20.46	39,822.20
Max	38,220.30	7,644.06	23.56	45,864.36

Appendix 2 - Control staff pay (senior operations manager and principal operations manager)

Control Grade	Basic	Stand-by/ callout allowance	Total	Hourly rate
Senior operations manager				
Minimum	36,125	4,692	40,817	19.80
Maximum	48,631	4,692	53,323	26.66
Principal operations manager				
Minimum	49,889	4,692	54,581	27.35
Maximum	63,361	4,692	68,053	34.74

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SIA	04/07/2012	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

This policy/procedure has been protectively marked due to:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Fire and rescue staff pay rates

New policy number: **716**
 Old instruction number: **558a, 558b, 558c**
 Issue date: **31 January 2008**
 Reviewed as current: **4 November 2016**
 Owner: **Head of Human Resource Management**
 Responsible work team: **Policy Group**

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1 Introduction

1.1 This document details the latest fire and rescue staff (FRS) pay and allowances increases with effect from the 01/04/2016. These rates take into account:

- The agreed increase of a flat rate of £350 or 1% whichever is greater with effect from 01/04/16.

2 Revised rates

2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

3.1 The revised rates of pay will be implemented and paid with arrears to staff in November 2016 salaries.

4 Allowances

4.1 The Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy are increased by 1% in line with the £350/1% settlement.

5 Further details

5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 – Fire and rescue staff pay rates with effect from 1 April 2016

FRS grade	01.04.15	01.04.16
B Minimum	23,598	23,948
Maximum	28,037	28,387
C Minimum	28,037	28,387
Maximum	33,728	34,078
D Minimum	33,383	33,733
Maximum	38,425	38,809
E Minimum	36,103	36,464
Maximum	43,125	43,556
F Minimum	43,125	43,556
Maximum	55,998	56,558
G Minimum	57,293	57,866
Maximum	71,162	71,874

Appendix 2 - Staff code allowances (section Bb)

Grade/type of Employee	Reason	01.04.16 (1% increase)
Any employee	Interpreting duties (per session)	41.93
	Translating documents into English (per 100 words)	4.06
	Translating documents into a foreign language (including sign language) (per 100 words)	5.31
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature	
	Mon-Fri (evenings)	26.33
	Sat/Sun	32.98
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public	
	Mon-Fri (evenings)	26.33
	Sat/Sun	32.98
Employees in non-overtime grades	Occasional overtime	17.87
Any employee	Rostered standby allowance	
	Weekdays	33.10
	Saturdays	49.67
	Sundays/PHs	66.22
	Annual rate (shared between officers)	14929.01
Any employee	Call-out allowance (per occasion)	
	Weekdays	12.76
	Saturdays	19.13
	Sundays/PHs	25.47
	(Rates doubled if employee is in non-overtime grade)	
Any employee	designated by Head of Department/AC to undertake first-aid (per annum)	302.29

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	05/11/2013	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
Throughout	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged.	
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012
Throughout page 2 Para 6.1	Revised pay scales to show effect of settlement with effect from 1 April 2012. Page 2 paragraph 6.1 removed.	22/11/2012
Throughout	Revised pay and allowances in line with April 2013 Court of Appeal judgement, and £400 pay increase wef. 01/04/13	08/08/2013
Page 5	SIA date added.	07/02/2014
Throughout	Revised pay and allowances in line with 2014 pay agreement.	04/08/2014
Page 6	'Subjects list' table - template updated.	06/01/2015
Throughout	Revised pay and allowances in line with 2015 pay agreement.	28/08/2015
Page 1	Policy title changed - from 'pay scales' to 'pay rates'	19/08/2016
Throughout	Revised pay and allowances in line with 2016 pay agreement.	04/11/2016

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification



Fire and rescue staff pay scales

New policy number: **716**
 Old instruction number: **558a, 558b, 558c**
 Issue date: **31 January 2008**
 Reviewed as current: **8 August 2013**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **Policy Group**

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1 Introduction

1.1 This document details the latest fire and rescue staff (FRS) pay and allowances increases with effect from the 01/04/2013. These rates take into account:

- The uprating of salaries following the April 2013 Court of Appeal judgement, i.e. a 2.5% pay increase replaces the 1.575% increase awarded, with effect from 01/04/09.
- The flat rate £400 pay increase agreed with effect from 01/04/13.

2 Revised rates

2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

3.1 The revised rates of pay in the column 'Effect of Court of Appeal judgement' will be implemented and paid with arrears to staff in August 2013 salaries. The revised rates of pay in the column 'Effect of £400 pay increase' will be implemented and paid with arrears to staff in September 2013 salaries.

4 Allowances

4.1 The Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy are increased in line with the Court of Appeal judgement, and by 1% in line with the £400 settlement.

5 Further details

5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 – Fire and rescue staff pay scales with effect from 1 April 2013

	(Pre-Court of Appeal judgement)	Effect of Court of Appeal judgement	Effect of £400 pay increase
FRS grade	30.03.13 Incl LW	01.04.13	01.04.13
A Minimum	19,444	19,572	19,972
Maximum	23,971	24,140	24,540
B Minimum	22,334	22,488	22,888
Maximum	26,732	26,927	27,327
C Minimum	26,732	26,927	27,327
Maximum	32,349	32,594	32,994
D Minimum	32,010	32,252	32,652
Maximum	36,958	37,245	37,645
E Minimum	34,680	34,946	35,346
Maximum	41,546	41,875	42,275
F Minimum	41,546	41,875	42,275
Maximum	54,052	54,495	54,895
G Minimum	55,310	55,764	56,164
Maximum	68,782	69,359	69,759

Summary of fire and rescue staff salary bands

FRS band	Min £	Max £
A	19,972	24,540
B	22,888	27,327
C	27,327	32,994
D	32,652	37,645
E	35,346	42,275
F	42,275	54,895
G	56,164	69,759

Appendix 2 - Staff code allowances (section Bb)

Grade/type of Employee	Reason	1.04.13 (Court of Appeal)	01.04.13 (1% increase)
Any employee	Interpreting duties (per session)	40.29	40.69
	Translating documents into English (per 100 words)	3.90	3.94
	Translating documents into a foreign language (including sign language) (per 100 words)	5.11	5.16
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature		
	Mon-Fri (evenings) Sat/Sun	25.30 31.69	25.55 32.01
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public		
	Mon-Fri (evenings) Sat/Sun	25.30 31.69	25.55 32.01
Employees in non-overtime grades	Occasional overtime	17.17	17.34
Any employee	Rostered standby allowance		
	Weekdays	31.81	32.13
	Saturdays	47.73	48.21
	Sundays/PHs	63.63	64.27
	Annual rate (shared between officers)	14,346.49	14489.95
Any employee	Call-out allowance (per occasion)		
	Weekdays	12.26	12.38
	Saturdays	18.38	18.56
	Sundays/PHs (Rates doubled if employee is in non-overtime grade)	24.48	24.72
Any employee	designated by Head of Department/AC to undertake first-aid (per annum)	290.50	293.41

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was completed on:

EIA	28/01/2009	SIA	05/11/2013	RA	NA
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	19/05/2010
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	28/05/2010
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged	28/05/2010
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012
Throughout page 2 Para 6.1	Revised pay scales to show effect of settlement with effect from 1 April 2012. Page 2 paragraph 6.1 removed.	22/11/2012
Throughout	Revised pay and allowances in line with April 2013 Court of Appeal judgement, and £400 pay increase wef. 01/04/13	08/08/2013
Page 5	SIA date added.	07/02/2014

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

The reason this policy has been protectively marked:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Fire and rescue staff pay scales

New policy number: **716**
 Old instruction number: **558a, 558b, 558c**
 Issue date: **31 January 2008**
 Reviewed as current: **22 November 2012**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **Policy Group**

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1 Introduction

- 1.1 This document details the latest fire and rescue staff (FRS) pay and allowances increase with effect from the 01/04/2012 .

2 Revised rates

- 2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid with arrears to staff in December 2012 salaries.

4 Allowances

- 4.1 The Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy have been increased by 1% in line with the settlement.

5 Further details

- 5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 – Fire and rescue staff payscales with effect from 1 April 2012

FRS grade	30.03.12 Incl LW	01.04.12
A Minimum	19,044	19,444
Maximum	23,571	23,971
B Minimum	21,934	22,334
Maximum	26,332	26,732
C Minimum	26,332	26,732
Maximum	31,949	32,349
D Minimum	31,610	32,010
Maximum	36,558	36,958
E Minimum	34,280	34,680
Maximum	41,146	41,546
F Minimum	41,146	41,546
Maximum	53,652	54,052
G Minimum	54,910	55,310
Maximum	68,382	68,782

Summary of fire and rescue staff salary bands

FRS band	Min £	Max £
A	19,444	23,971
B	22,334	26,732
C	26,732	32,349
D	32,010	36,958
E	34,680	41,546
F	41,546	54,052
G	55,310	68,782

Appendix 2 - Staff code allowances (section Bb)

Grade/type of Employee	Reason	1.04.09	01.04.12
		1.575%	1.00%
MG12 or analogous	Duties superior to those normally attached to the grade	1,421.63	1435.85
Any employee	Interpreting duties (per session)	39.53	39.93
	Translating documents into English (per 100 words)	3.83	3.87
	Translating documents into a foreign language (including sign language) (per 100 words)	5.02	5.08
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature		
	Mon-Fri (evenings)	24.83	25.08
	Sat/Sun	31.09	31.41
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public		
	Mon-Fri (evenings)	24.83	25.08
	Sat/Sun	31.09	31.41
Employees in non-overtime grades	Occasional overtime		
		16.85	17.02
Any employee	Rostered standby allowance		
	Weekdays	31.21	31.53
	Saturdays	46.82	47.29
	Sundays/PHs	62.43	63.06
	Annual rate (shared between officers)	14,076.26	14217.03
Any employee	Call-out allowance (per occasion)		
	Weekdays	12.03	12.16
	Saturdays	18.03	18.22
	Sundays/PHs	24.02	24.27
	(Rates doubled if employee is in non-overtime grade)		

Appendix 2

Any employee designated by Head of Department/AC to undertake first-aid (per annum)	285.03	287.89
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Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was completed on:

EIA	28/01/2009	SIA		RA	NA
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	19/05/2010
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	28/05/2010
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged	28/05/2010
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012
Throughout page 2 Para 6.1	Revised pay scales to show effect of settlement with effect from 1 April 2012. Page 2 paragraph 6.1 removed.	22/11/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

The reason this policy has been protectively marked:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Fire and rescue staff pay scales

New policy number: **716**
 Old instruction number: **558a, 558b, 558c**
 Issue date: **31 January 2008**
 Reviewed as current: **28 August 2015**
 Owner: **Head of Human Resource Management**
 Responsible work team: **Policy Group**

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1 Introduction

- 1.1 This document details the latest fire and rescue staff (FRS) pay and allowances increases with effect from the 01/04/2015. These rates take into account:
- The agreed increase of a flat rate of £310 or 1% whichever is greater with effect from 01/04/15.

2 Revised rates

- 2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid with arrears to staff in September 2015 salaries.

4 Allowances

- 4.1 The Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy are increased by 1% in line with the £310/1% settlement.

5 Further details

- 5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 – Fire and rescue staff pay scales with effect from 1 April 2015

FRS grade	01.04.14	01.04.15
B Minimum	23,288	23,598
Maximum	27,727	28,037
C Minimum	27,727	28,037
Maximum	33,394	33,728
D Minimum	33,052	33,383
Maximum	38,045	38,425
E Minimum	35,746	36,103
Maximum	42,698	43,125
F Minimum	42,698	43,125
Maximum	55,444	55,998
G Minimum	56,726	57,293
Maximum	70,457	71,162

Summary of fire and rescue staff salary bands

FRS band	Min £	Max £
B	23,598	28,037
C	28,037	33,728
D	33,383	38,425
E	36,103	43,125
F	43,125	55,998
G	57,293	71,162

Appendix 2 - Staff code allowances (section Bb)

Grade/type of Employee	Reason	01.04.15 (1% increase)
Any employee	Interpreting duties (per session)	41.51
	Translating documents into English (per 100 words)	4.02
	Translating documents into a foreign language (including sign language) (per 100 words)	5.26
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature	
	Mon-Fri (evenings)	26.07
	Sat/Sun	32.65
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public	
	Mon-Fri (evenings)	26.07
	Sat/Sun	32.65
Employees in non-overtime grades	Occasional overtime	17.69
Any employee	Rostered standby allowance	
	Weekdays	32.77
	Saturdays	49.18
	Sundays/PHs	65.56
	Annual rate (shared between officers)	14781.20
Any employee	Call-out allowance (per occasion)	
	Weekdays	12.63
	Saturdays	18.94
	Sundays/PHs	25.22
	(Rates doubled if employee is in non-overtime grade)	
Any employee	designated by Head of Department/AC to undertake first-aid (per annum)	299.30

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	28/01/2009	SDIA	05/11/2013	HSWIA		RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
Throughout	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged.	
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012
Throughout page 2 Para 6.1	Revised pay scales to show effect of settlement with effect from 1 April 2012. Page 2 paragraph 6.1 removed.	22/11/2012
Throughout	Revised pay and allowances in line with April 2013 Court of Appeal judgement, and £400 pay increase wef. 01/04/13	08/08/2013
Page 5	SIA date added.	07/02/2014
Throughout	Revised pay and allowances in line with 2014 pay agreement.	04/08/2014
Page 6	'Subjects list' table - template updated.	06/01/2015
Throughout	Revised pay and allowances in line with 2015 pay agreement.	28/08/2015

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Fire and rescue staff pay scales

New policy number: **716**
Old instruction number: **558a, 558b, 558c**
Issue date: **31 January 2008**
Reviewed as current: **30 March 2012**
Owner: **Head of Human Resources and Development**
Responsible work team: **Policy Group**

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1 Introduction

- 1.1 With effect from 1 July 2011 the London Weighting Allowance of £5,021 per annum will be consolidated into basic pay and will no longer be shown as a separate category on payslips.

2 Revised rates

- 2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid with arrears to staff not on the grade maximum in March 2012 salaries.

4 Allowances

- 4.1 There is no change to Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy following the consolidation of the London weighting Allowance into basic pay.

5 Further details

- 5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

6 Policies affected

- 6.1 Policy Numbers 558a, 558b and 558c have been merged into making this policy. These policies have been deleted from the system.

Appendix 1 – Fire and rescue staff payscales following consolidation of the London weighting allowance of £5,021 per annum into basic pay with effect from 1 July 2011

FRS grade	01.04.09 base salary £	Total incl. LW
A Minimum	14,023	19,044
Maximum	18,550	23,571
B Minimum	16,913	21,934
Maximum	21,311	26,332
C Minimum	21,311	26,332
Maximum	26,928	31,949
D Minimum	26,589	31,610
Maximum	31,537	36,558
E Minimum	29,259	34,280
Maximum	36,125	41,146

F Minimum	36,125	41,146
Maximum	48,631	53,652
G Minimum	49,889	54,910
Maximum	63,361	68,382

* Based on 1.575% pay award effective 1 April 2009.

Summary of fire and rescue staff salary bands

FRS band	Min £	Max £
A	19,044	23,571
B	21,934	26,332
C	26,332	31,949
D	31,610	36,558
E	34,280	41,146
F	41,146	53,652
G	54,910	68,382

Appendix 2 - Staff code allowances (section Bb)

Grade/type of employee	Reason	*1.04.09 rate (£)
FRS A or analogous	Duties superior to those normally attached to the grade	1,421.63
Any employee	Interpreting duties (per session)	39.53
	Translating documents into English (per 100 words)	3.83
	Translating documents into a foreign language (including sign language) (per 100 words)	5.02
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature. (Payments are made for each attendance for up to 3 hours and are additional to travelling and subsistence expenses.)	
	Mon-Fri (evenings)	24.83
	Sat/Sun	31.09
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public. (Payments are made for each attendance for up to 3 hours and are additional to travelling and subsistence expenses.)	
	Mon-Fri (evenings)	24.83
	Sat/Sun	31.09
Employees in non-overtime grades	Occasional overtime (for working more than 2 hours overtime in any one day (See Staff Code Gc 3.4))	16.85
Any employee	Rostered standby allowance	
	Weekdays	31.21
	Saturdays	46.82
	Sundays/PHs	62.43
	Annual rate (shared between officers)	14,076
Any employee	Call-out allowance (per occasion)	
	Weekdays	12.03
	Saturdays	18.03
	Sundays/PHs	24.02
	(Rates doubled if employee is in non-overtime grade)	
Any employee	Designated by Head of Department/AC to undertake first-aid (per annum)	285.03

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was completed on:

EIA	28/01/2009	SIA		RA	NA
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	19/05/2010
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	28/05/2010
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged	28/05/2010
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012

Corporate subject list

You can find this policy under the following subjects.

Level 1	Level 2
People	Salaries

Freedom of Information Act exemptions

The reason this policy has been protectively marked:

Considered by: (responsible work team)	FOIA exemption	Protective marking descriptor



Fire and rescue staff pay scales

New policy number: **716**
 Old instruction number: **558a, 558b, 558c**
 Issue date: **31 January 2008**
 Reviewed as current: **4 August 2014**
 Owner: **Head of Human Resources and Development**
 Responsible work team: **Policy Group**

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- Appendix 1 – Fire and rescue staff pay scales with effect from 1 April 2014 3
- Appendix 2 - Staff code allowances (section Bb) 4
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1 Introduction

- 1.1 This document details the latest fire and rescue staff (FRS) pay and allowances increases with effect from the 01/04/2014. These rates take into account:
- The agreed increase of a flat rate of £400 or 1% whichever is greater with effect from 01/04/14.

2 Revised rates

- 2.1 The revised rates of pay for Fire and Rescue Staff are detailed in Appendix 1 of this policy.

3 Implementation

- 3.1 The revised rates of pay will be implemented and paid with arrears to staff in August 2014 salaries.

4 Allowances

- 4.1 The Staff Code (Section B) Allowances as detailed in Appendix 2 of this policy are increased by 1% in line with the £400/1% settlement.

5 Further details

- 5.1 If you have any queries on the application of this award, please contact the HR Helpdesk on extension 89100.

Appendix 1 – Fire and rescue staff pay scales with effect from 1 April 2014

FRS grade	01.04.13	01.04.14
B Minimum	22,888	23,288
Maximum	27,327	27,727
C Minimum	27,327	27,727
Maximum	32,994	33,394
D Minimum	32,652	33,052
Maximum	37,645	38,045
E Minimum	35,346	35,746
Maximum	42,275	42,698
F Minimum	42,275	42,698
Maximum	54,895	55,444
G Minimum	56,164	56,726
Maximum	69,759	70,457

Summary of fire and rescue staff salary bands

FRS band	Min £	Max £
B	23,288	27,727
C	27,727	33,394
D	33,052	38,045
E	35,746	42,698
F	42,698	55,444
G	56,726	70,457

Appendix 2 - Staff code allowances (section Bb)

Grade/type of Employee	Reason	01.04.14 (1% increase)
Any employee	Interpreting duties (per session)	41.10
	Translating documents into English (per 100 words)	3.98
	Translating documents into a foreign language (including sign language) (per 100 words)	5.21
Employees in non-overtime grades	When attending careers conventions, exhibitions or events of a like nature	
	Mon-Fri (evenings) Sat/Sun	25.81 32.33
Employees in non-overtime grades	Attendance on weekday evenings or weekends, at meetings of or on behalf of committees and sub-committees of the LFEPA and at meetings with outside bodies or with the participation of the public	
	Mon-Fri (evenings) Sat/Sun	25.81 32.33
Employees in non-overtime grades	Occasional overtime	17.51
Any employee	Rostered standby allowance	
	Weekdays	32.45
	Saturdays	48.69
	Sundays/PHs Annual rate (shared between officers)	64.91 14634.85
Any employee	Call-out allowance (per occasion)	
	Weekdays	12.50
	Saturdays	18.75
	Sundays/PHs (Rates doubled if employee is in non-overtime grade)	24.97
Any employee	designated by Head of Department/AC to undertake first-aid (per annum)	296.34

Document history

Assessments

An equality or sustainability impact assessment and/or a risk assessment was completed on:

EIA	28/01/2009	SIA	05/11/2013	RA	NA
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2, 3, 5	Application of revised London Weighting allowance.	28/01/2009
Page 2, para 1.1	Sentence added to end of paragraph 'At this stage, the percentages referred to are only indicative'.	03/04/2009
Para 5.1, page 2. Page 3 and 5	London Weighting allowance updated.	13/11/2009
Throughout	Reviewed as current	13/04/2010
Throughout	Change of helpdesk extension	15/05/2010
Page 2, para 1.1	Added third bullet point – "1.575% from 1 April 2009"	19/05/2010
Appendix 1, page 4	Columns 5&6 updated to reflect 1.575% pay award	19/05/2010
Appendix 1, page 5	Continuation of updating of columns 5&6 and bottom of page 5 headed; 'Summary of Fire and Rescues staff pay scales 2007-2009	19/05/2010
Appendix 2, page 6	Updating of "staff code allowances (section Bb)"	
Throughout	Addition of "Craft" and "Manual" to title throughout the policy to reflect the addition of information from Policy Number 558a and 558b.	28/05/2010
Appendices 1 and 2	Updated the tables in these appendices to reflect the current situation.	
Policy	This policy has been given a new number PN716 as the data from PN558a, 558b and 558c has been merged.	
Appendix 1	Revised pay scales to show effect of consolidation of London weighting allowance into basic pay with effect from 1 July 2011.	30/03/2012
Throughout page 2 Para 6.1	Revised pay scales to show effect of settlement with effect from 1 April 2012. Page 2 paragraph 6.1 removed.	22/11/2012
Throughout	Revised pay and allowances in line with April 2013 Court of Appeal judgement, and £400 pay increase wef. 01/04/13	08/08/2013
Page 5	SIA date added.	07/02/2014
Throughout	Revised pay and allowances in line with 2014 pay agreement.	04/08/2014
Page 6	'Subjects list' table - template updated.	06/01/2015

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Uniformed operational staff pay rates

New policy number: **558**
Old instruction number: **PER:A005:a1**
Issue date: **18 September 2008**
Reviewed as current: **18 November 2022**
Owner: **Assistant Director, People Services**
Responsible work team: **HR Employment Policy Team**

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1 Introduction

- 1.1 On 28 June 2021 the National Joint Council for Local Authority Fire and Rescue Services reached a formal pay settlement agreement on the pay award set out in the national joint council circular NJC/4/21.
- 1.2 The revised rates represent:
 - An average increase of 1.5 per cent in basic pay effective from 1 July 2021.
- 1.3 Under the local agreement reached in 2022, a Marauding Terrorist Attack (MTA) skills based payment of 2% will be paid with effect from 1 April 2022 as a separate allowance for firefighters up to group commander. This is inclusive of the consolidated London Weighting and CPD payments, and is pensionable.
- 1.4 Under the 2019 R2R agreement, separate development rates of pay for leading firefighters, sub officers and station officers were abolished with effect from 16 October 2019. From this date staff on development in these ranks are paid at the competent rate of pay.
- 1.5 The previous NJC 'continual professional development' (CPD) payments were consolidated for all roles under local agreements reached between 2008-2013, and are now reflected in the 'maximum' rates for leading firefighters, sub officers and station officers, and the 'competent plus' rates for firefighters, station commanders and group commanders.
- 1.6 Under local agreements reached in 2012, London weighting allowance was consolidated into basic pay of station and group commanders, backdated to 1 July 2011. Under a local agreement reached in August 2019, London weighting allowance was consolidated into the basic pay of firefighters, leading firefighters, sub officers, and station officers with effect from 1 October 2019.

2 New rates

- 2.1 Appendices 1 and 2 detail the revised salaries, overtime rates and flexible duty supplements (FDS) for all operational uniformed roles up to group commander effective from 01 July 2021. The hourly rates shown reflect the national formula of dividing the annual rate by 52.143 (rounded to the nearest penny) and then by 42 (rounded to the nearest penny). Overtime rates are calculated similarly.
- 2.2 Appendix 3 details the station commander to group commander additional duties rates, agreed as part of the Middle Managers Agreement within the Joint Committee for Middle Managers, which commenced on 1 July 2015. These rates increase in line with NJC pay settlements.

3 Implementation

- 3.1 Implementation and payment of the revised rates of pay is in September 2021 salaries, backdated to 01/07/21.

4 Mess manager's allowance

- 4.1 The mess manager's allowance was increased from £31.57 per month to £31.96 per month with effect from 1 July 2009.

5 Standby and related allowances

- 5.1 See Policy number 916 for the standby and related allowance rates. The flat rate return of kit allowance (payable when attending [non-partial day] training courses requiring collection and transportation of PPE) increases by the application of the pay award to £11.25 with effect from 1 July 2021.

Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
	£		£	£
Trainee Firefighter	28,730	13.12	19.68	26.24
Firefighter Development	29,880	13.64	20.46	27.28
Firefighter Competent (from PDR sign off date)	38,340	17.51	26.27	35.02
Firefighter Competent Plus (after 5 years from PDR sign off date)	39,325	17.96	26.94	35.92
Leading Firefighter Development (paid at LFF competent rate)	41,842	19.11	28.67	38.22
Leading Firefighter Competent (from PDR sign off date)	41,842	19.11	28.67	38.22
Leading Firefighter Maximum (after 1 year from PDR sign off date)	42,829	19.56	29.34	39.12
Sub Officer Development (paid at SubO competent rate)	43,765	19.98	29.97	39.96
Sub Officer Competent (from PDR sign off date)	43,765	19.98	29.97	39.96
Sub Officer Maximum (after 1 year from PDR sign off date)	44,618	20.37	30.56	40.74
Station Officer Development (paid at StnO competent rate)	46,070	21.04	31.56	42.08
Station Officer Competent (from PDR sign off date)	46,070	21.04	31.56	42.08
Station Officer 1 year (after 1 year from PDR sign off date)	47,250	21.58	32.37	43.16
Station Officer 2 year (after 2 years from PDR sign off date)	48,432	22.12	33.18	44.24
Station Officer Maximum (after 3 years from PDR sign off date)	49,912	22.79	34.19	45.58

Legacy Protected Sub Officer rate

This Sub Officer pay scale applies if the Sub Officer/WMA was on this protected rate at the time of role to rank (16/10/2019). Prior to becoming a Watch Manager A, the employee would have been a Crew Manager 'competent plus' on the CM+ Scheme A). No staff are being placed on this rate after 16/10/2019.	Basic salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
Legacy Protected Sub Officer Development/Competent rate	43,905	20.05	30.08	40.10

Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development	47,320	9,464.00	56,784.00	25.93
Station Commander A Competent	48,568	9,713.60	58,281.60	26.61
*Station Commander A Competent Plus	49,383	9,876.60	59,259.60	27.06
Station Commander B Competent	51,601	10,320.20	61,921.20	28.27
*Station Commander B Competent Plus	52,417	10,483.40	62,900.40	28.72
Group Commander Development	53,628	10,725.60	64,353.60	29.39
Group Commander A Competent	55,064	11,012.80	66,076.80	30.17
*Group Commander A Competent Plus	55,883	11,176.60	67,059.60	30.62
Group Commander B Competent	58,825	11,765.00	70,590.00	32.23
*Group Commander B Competent Plus	59,640	11,928.00	71,568.00	32.68
* Competent plus rate is paid after one year at competent rate				

Appendix 3 – Station commander to group commander additional duties rates

Note:

Officers performing additional duties to maintain the operational rota will be paid their flat hourly rate multiplied by the number of extra hours providing operational cover, multiplied by:

- 50% when converting a 9 hr duty to a 24 hr duty; or
- 60% when converting a Rota Leave day to a 24 hr duty;

These rates are rounded to the nearest whole pound. Rates from 1 July 2021 following pay award are as below. The lower rate corresponds to officers on development; the higher rate corresponds to officers on the B rate, competent plus.

SC(D)/SC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £194 to £215
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £373 to £414
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 9 hr duty as compensatory leave; or • £220 to £245
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> • A 24 hr duty as compensatory leave; or • £423 to £471

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	12/12/2020	SDIA	25/10/2022	HSWIA	25/10/2022	RA	
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Page 2	Application of revised London Weighting allowance.	28/01/2009
Throughout	Document updated in light of 2009 pay award.	02/09/2009
	Watch Manager Dev (Prot), Stn Mgr (Dev) min £311, Stn Mgr (Dev) Prot and Group Mgr (Dev) Prot roles deleted from document. Changes made to Watch Mgr B salary ranges.	07/09/2009
Page 3	£4,959 added to Watch Manager B Salary Range (effective date 18.09.08) row/LW 1.7.08 column.	18/09/2009
Para 8.1, page 2 Pages 3, 4, 5	London Weighting allowance updated. £5,021 added to row/LW 1.7.08 column of Appendices 1, 2 and 3. Amendment to Total Salary column in accordance with new London Weighting allowance.	13/11/2009
Throughout	Amended error in London Weighting effective date to 2009.	12/04/2010
Throughout	This policy has been renamed due to the merging of policy numbers 558a, b and c into policy number 716.	28/05/2010
Throughout	New text added to reflect 2012 agreement.	11/10/2012
Throughout	New text and rates added to reflect 2013 agreements (national and local).	01/07/2013
Throughout	New rates added to reflect 2014 national agreement. Reviewed as current.	08/08/2014
Page 5 Page 7	Amendment to wording in Appendix 1. 'Subjects list' table - template updated.	12/12/2014
Throughout	New rates added to reflect 2015 national agreement. Reviewed as current.	13/07/2015
Throughout	Changes to implement Middle Managers Agreement 2015.	24/08/2015
Throughout	New rates added to reflect 2016 national agreement. Reviewed as current.	01/08/2016
Throughout	New rates added to reflect London Weighting agreement. Reviewed as current.	17/08/2016
Page 1	Policy title changed - from 'uniformed staff (except control) pay rates' to 'uniformed operational staff pay rates'.	19/08/2016
Page 2, Para. 5.1	Change 'Standby Allowance' to 'Return of Kit allowance' to reflect March 2017 standby etc. agreement.	03/05/2017

Page/para nos.	Brief description of change	Date
Page 2, 5.1	Updated link to standby policy.	31/10/2017
Throughout	New rates added to reflect 2017 interim national agreement. Reviewed as current.	10/01/2018
Throughout Appendix 1 Appendix 2	Reviewed as current. New rates added to reflect 2018 national agreement. Please re-read to familiarise yourself with the content. Figures change apart from the London Weighting column. Figures change apart from the London Weighting column.	10/10/2018
Throughout	New rates added to reflect (i) 2019 NJC pay rise wef. 01/07/19; (ii) consolidation of London weighting allowance for FF-StnO wef. 01/10/19; and (iii) R2R changes wef. 16/10/19.	3/10/2019
Throughout, including Appendices 1-3	New rates added to reflect 2020 NJC pay rise wef. 01/07/20.	13/10/2020
Throughout	New rates added to reflect 2021 NJC pay rise wef. 01/07/21.	13/09/2021
Page 2 Page 7	New paragraph 1.3 detailing the MTA 2% skills based payment allowance wef. 01/04/22. SDIA and HSWIA updated.	18/11/2022

Subject list

You can find this policy under the following subjects.

Pay	Salaries

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Control staff pay rates

New policy number: **559**
Old instruction number: **PER:A007:a1**
Issue date: **14 July 2008**
Reviewed as current: **3 January 2023**
Owner: **Assistant Director, People Services**
Responsible work team: **Culture and Organisational Development**

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Appendix 2 - Control staff pay (Senior Control Commander) 4
Appendix 3 – Control staff allowances 5
Document history 6

1 Introduction

- 1.1 This document details the latest pay rates for control staff. These rates take into account:
- The agreed increase of 1.5% for all grades up to operations manager with effect from 01/07/2021.

2 Implementation

- 2.1 Implementation and payment of the revised rates of pay up to operations manager is in September 2021 salaries, back-dated to 01/07/2021. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior control commander are detailed at Appendix 2 of this policy, and determined under separate arrangements.
- 2.3 Section 3 below, 'salary progression increase', relates to Appendix 1 only.

3 Salary progression increase (SPI)

- 3.1 With effect from 1 April 2010, progression through the salary scale (other than the control room officer trainee and probationer rate), has been via a salary progression increase implemented on 1 July each year.
- 3.2 An employee will not receive a SPI or the full SPI, if they are at the maximum of their scale or if the full SPI would take them above their salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
- (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Allowances

- 4.1 Control staff allowances are detailed in Appendix 3. Allowances were increased from 01/04/2021.

5 Further details

- 5.1 If you have any queries on this policy, please contact the HR helpdesk on extension 89100.

Appendix 1 - Control salary bands

Grade	Basic incl: LW Allowance	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control Room Officer (CRO)				
Trainee	25,918.58	5,183.72	15.99	31,102.30
Probationer	26,552.02	5,310.40	16.38	31,862.42
Qual min	27,186.61	5,437.32	16.77	32,623.93
Qual max	33,776.11	6,755.22	20.84	40,531.33
Assistant Operations Manager (AOM)				
Min	31,060.41	6,212.08	19.16	37,272.49
Max	39,139.75	7,827.95	24.15	46,967.70
Operations Manager (OM)				
Min	37,943.63	7,588.73	23.41	45,532.36
Max	43,700.74	8,740.15	26.96	52,440.89

Appendix 2 - Control staff pay (Senior Control Commander)

Control Grade	Basic incl: LW allowance	Callout allowance	Hourly rate	Total pay
Senior control commander				
Minimum	62,952	6,295.20	34.49	69,247
Maximum	78,193	7,819.30	42.85	86012

Notes: (1) The senior control commander salary range is aligned to the FRS G salary range. The above rate is effective from 01 April 2022.

Appendix 3 – Control staff allowances

Role	Reason	Allowance
All staff	Fallback initiated to Primary, Secondary or Tertiary Control (per occasion)	39.39 Planned 31.65 Unplanned ⁽²⁾
	(£39.39 - travel element £18.62, non-travel element £20.77) (£31.65 – travel element £10.88, non-travel element £20.77)	
All staff	Joint role First-Aider and Fire Warden as Designated by DAC Control	328.86 PA ⁽³⁾
All staff	Mess off the run (planned or unplanned)	4.14 ⁽⁴⁾
Mess Manager	Performs the duty of mess manager (only one person per watch/department may claim for each week)	1 hour LILO
All Staff	Spoiled meals. Can be claimed by any staff member that during their meal break is recalled to duty for more than 10 minutes, or are recalled more than two times within their meal break period for any length of time.	use form FN/PC7

Notes:

(2) - Fall back allowances have two revised rate of pay triggers. The travel element is increased by the published average TFL fare increase for that year for March. The non-travel element is increased in line with the NJC pay settlement from 1st July.

(3) - The revised rates of pay will be in line with FRS pay increases from the 1st of April each year

(4) - The revised rates of pay will be in line with PN354

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	14/10/2020	SDIA	24/01/2020	HSWIA	24/01/2020	RA	n/a
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Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date
Pages 2- 5 (includes Appendices 1-2)	Rewritten to reflect Pay & Conditions Agreement reached between Brigade and Control Trade Unions, 01/03/10, and SOM/POM pay rates agreed in 2009.	20/05/2010
Page 2 Para 4.1	Control officer replaced by control room officer and team leader replaced by assistant operations manager in line with current job titles.	03/11/2010
Appendix 1	Revised pay scales to show effect of consolidation of London Weighting Allowance into Basic Pay with effect from 1 July 2011.	09/07/2012
Appendix 1 & 2	Updated pay scales to reflect 1% pay increase for all control staff with effect from 1 July 2012.	30/11/2012
Page 2 Para 2.1	A minor amendment has been made to the wording of this paragraph.	09/05/2013
Throughout	Updated pay scales to reflect the 01/07/13 pay settlement.	11/09/2013
Throughout	Updated pay scales to reflect the 01/07/14 pay settlement. Reviewed as current.	08/08/2014
Page 5	Subjects list and Freedom of Information Act exemptions tables updated.	03/02/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement up to operations manager. Reviewed as current.	13/07/2015
Throughout	Updated pay scales to reflect the 01/07/15 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	28/08/2015
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement up to operations manager. Reviewed as current.	01/08/2016
Throughout	Updated pay scales to reflect the 01/07/16 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	04/11/2016
Page 1 para 1.1. & 1.2; Page 4, Appendix 2	Amended figures to reflect re-grading of POM position and deletion of references to role in light of this.	14/11/2017
Page 2 para 1.1, 2.1 & 2.2. Appendix 1 & 2	Minor changes made to paragraphs. Appendix 1 and 2 tables updated.	11/01/2018

Page/para nos.	Brief description of change	Date
Throughout	Updated pay scales to reflect the 01/07/17 pay settlement for senior operations manager and principal operations manager. Reviewed as current.	19/03/2018
Throughout	Updated pay scales to reflect the 01/07/18 pay settlement up to operations manager, and revised pay scale for senior operations manager. Reviewed as current.	10/10/2018
Paras. 1.1, 2.1, 2.2, 3.3 (deleted), and appendices 1&2	Changes to reflect the 01/07/19 pay settlement up to operations manager; the removal of the link between PRDS and SPI in section 3; and the disestablishment of the principal operations manager post.	29/10/2019
Para. 1.1 and Appendix 2	Updated pay scales to reflect the 01/07/19 pay settlement for senior operations manager. Reviewed as current.	21/01/2020
Paras. 1.1, 2.2 and Appendix 2	This policy has been reviewed as current with changes made to reflect change in rank title of senior operations manager to senior control commander, and pay upgrade effective from 01/04/2020. Please re-read to familiarise yourself with the content.	15/07/2020
Paras. 1.1, 2.1 and Appendix 1	Reviewed as current with updated pay scales to reflect the 01/07/20 pay settlement up to and including operations manager.	13/10/2020
Page 5	SDIA and HSWIA updated.	14/10/2020
Page 5	EIA updated.	15/10/2020
Paras. 1.1, 2.1 and Appendix 1	Reviewed as current with updated pay scales to reflect the 01/07/21 pay settlement up to and including operations manager.	13/09/2021
Introduction Appendix 2 Para 4 and Appendix 3	Reference to name change SOM to SCC deleted. Reviewed as current with updated pay scales to reflect the 01/07/21 pay settlement for senior control commanders. Claimable control allowances added, following introduction of new fallback allowance.	03/01/2023

Subject list

You can find this policy under the following subjects.

Control room	Pay
Salaries	

Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

Subject

Top Management Group – salary bands 2020

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.01.2020	
	Minimum	Maximum
Directors	144,416	174,476
Assistant Commissioner	115,532	139,066
Deputy Assistant Commissioner	79,653	99,701
TMG Tier A	86,649	119,509
TMG Tier B	79,653	99,701
TMG Tier C	71,672	89,858

Subject

Top Management Group – salary bands 2015

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.10.2015	
	Minimum	Maximum
Commissioner*	153,207.00	216,679.00
Directors	111,622.00	159,773.00
Assistant Commissioner	89,298.00	125,849.00
TMG Tier 1	89,298.00	125,849.00
TMG Tier 2	73,671.00	107,246.00
TMG Tier 3	62,509.00	90,414.00
Deputy Assistant Commissioner	69,391.00	86,197.00
TMG Tier 4	63,843.00	81,600.00

* Commissioner is paid at spot rate of £100,000.

Subject

Top Management Group – salary bands 2016

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.04.2016	
	Minimum	Maximum
Commissioner*	180,000	220,000
Directors	135,000	163,100
Assistant Commissioner	108,000	130,000
Deputy Assistant Commissioner	74,460	93,200
TMG Tier A	81,000	111,717
TMG Tier B	74,460	93,200
TMG Tier C	67,000	84,000

* Commissioner is paid at spot rate of £100,000.

Subject

Top Management Group – salary bands 2017

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.01.2017	
	Minimum	Maximum
Commissioner	183,240	223,960
Directors	137,430	166,036
Assistant Commissioner	109,944	132,340
Deputy Assistant Commissioner	75,800	94,878
TMG Tier A	82,458	113,728
TMG Tier B	75,800	94,878
TMG Tier C	68,206	85,512

Subject

Top Management Group – salary bands 2018

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.01.2018	
	Minimum	Maximum
Commissioner	186,172	227,543
Directors	139,629	168,693
Assistant Commissioner	111,703	134,457
Deputy Assistant Commissioner	77,013	96,396
TMG Tier A	83,777	115,548
TMG Tier B	77,013	96,396
TMG Tier C	69,297	86,880

Subject

Top Management Group – salary bands 2019

Responsible work team

HRM – Policy Team

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.01.2019	
	Minimum	Maximum
Commissioner	186,172	227,543
Directors	141,584	171,055
Assistant Commissioner	113,267	136,339
Deputy Assistant Commissioner	78,091	97,746
TMG Tier A	84,950	117,166
TMG Tier B	78,091	97,746
TMG Tier C	70,267	88,096

Subject

Top Management Group – salary bands 2022

Responsible work team

Culture and Organisational Development

TOP MANAGEMENT GROUP		
Job Title/Band	Salary bands (£) at 01.01.2022	
	Minimum	Maximum
Directors	144,416	174,476
Assistant Commissioner (Competent)	117,264 128,193	141,151
Deputy Assistant Commissioner (Competent)	82,060 84,410	101,196
TMG Tier A	87,948	121,301
TMG Tier B	80,847	101,196
TMG Tier C	72,747	91,205