



LONDON FIRE BRIGADE

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**Freedom of Information request reference number:** 7819.1

**Date of response:** 11 September 2023

**Request:**

*Copies of the different [operational staff] salary levels for 2021, 2022 and 2023 and clarification upon how and when the backdating of any pay rises made since 2021 are to be applied.*

**Response:**

Please find attached copies of the 'Uniformed operational staff pay rates' policies that were in force between 2021 and 2022 as well as the current 'Uniformed operational staff pay rates' policy.

Each policy includes an 'implementation' section that shows when and how any increases were applied.

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

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New policy number: **558**  
Old instruction number: **PER:A005:a1**  
Issue date: **18 September 2008**  
Reviewed as current: **3 July 2023**  
Owner: **Assistant Director, People Services**  
Responsible work team: **Culture and Organisational Development**

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## **1 Introduction**

- 1.1 On 6 March 2023 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/1/23 and NJC/3/23.
- 1.2 The revised rates represent:
  - An average increase of 7% in basic pay effective from 1 July 2022 and;
  - An average increase of 5% in basic pay effective from 1 July 2023.
- 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 Under the agreed LFC 0765z report, it was agreed that separate development rates of pay for station commanders and group commanders will not be applied and with effect from 1 January 2023, staff on development in these ranks will be paid at competent rate.
- 1.6 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.
- 1.7 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 2023. 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 2023 rates of pay is in July 2023 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 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 £12.64 with effect from 1 July 2023.

## Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
	£		£	£
Trainee Firefighter	32,280	14.74	22.11	29.48
Firefighter Development	33,571	15.33	23.00	30.66
Firefighter Competent (from PDR sign off date)	43,076	19.67	29.51	39.34
Firefighter Competent Plus (after 5 years from PDR sign off date)	44,182	20.17	30.26	40.34
Leading Firefighter Development (paid at LFF competent rate)	47,010	21.47	32.21	42.94
Leading Firefighter Competent (from PDR sign off date)	47,010	21.47	32.21	42.94
Leading Firefighter Maximum (after 1 year from PDR sign off date)	48,120	21.97	32.96	43.94
Sub Officer Development (paid at SubO competent rate)	49,171	22.45	33.68	44.90
Sub Officer Competent (from PDR sign off date)	49,171	22.45	33.68	44.90
Sub Officer Maximum (after 1 year from PDR sign off date)	50,130	22.89	34.34	45.78
Station Officer Development (paid at StnO competent rate)	51,760	23.63	35.45	47.26
Station Officer Competent (from PDR sign off date)	51,760	23.63	35.45	47.26
Station Officer 1 year (after 1 year from PDR sign off date)	53,086	24.24	36.36	48.48
Station Officer 2 year (after 2 years from PDR sign off date)	54,415	24.85	37.28	49.70
Station Officer Maximum (after 3 years from PDR sign off date)	56,077	25.61	38.42	51.22

### 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	49,328	22.52	33.78	45.04

## Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development (paid at Station Commander B competent rate)	57,975	11,595.00	69570.00	31.77
Station Commander A Competent	54,567	10,913.40	65480.40	29.90
*Station Commander A Competent Plus	55,482	11,096.40	66578.40	30.40
Station Commander B Competent	57,975	11,595.00	69570.00	31.77
*Station Commander B Competent Plus	58,892	11,778.40	70670.40	32.27
Group Commander Development (paid at Group Commander B competent rate)	66,091	13,218.20	79309.20	36.21
Group Commander A Competent	61,865	12,373.00	74238.00	33.90
*Group Commander A Competent Plus	62,785	12,557.00	75342.00	34.40
Group Commander B Competent	66,091	13,218.20	79309.20	36.21
*Group Commander B Competent Plus	67,006	13,401.20	80407.20	36.72
* 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 2023 following pay award are as below. The lower rate corresponds to officers on the B rate, competent; 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"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £238 to £242</li> </ul>
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £457 to £465</li> </ul>
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £272 to £275</li> </ul>
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £521 to £529</li> </ul>

## 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	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
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
Throughout	New rates added to reflect 2022 NJC pay rise wef. 01/07/22.	10/03/2023
Appendix 2	Station Commander and Group Commander development rates updated to reflect paid at competent rate with effect from 01/01/23 as agreed in LFC 0765z report.	02/06/2023
Throughout	New rates added to reflect 2023 NJC pay rise with effect from 01/07/23.	03/07/2023

## 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

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New policy number: **558**  
Old instruction number: **PER:A005:a1**  
Issue date: **18 September 2008**  
Reviewed as current: **2 June 2023**  
Owner: **Assistant Director, People Services**  
Responsible work team: **Culture and Organisational Development**

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 Issue date: **18 September 2008**  
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## 1 Introduction

- 1.1 On 6 March 2023 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/1/23 and NJC/3/23.
- 1.2 The revised rates represent:
  - An average increase of 7 per cent in basic pay effective from 1 July 2022 and;
  - An average increase of 5% per cent in basic pay effective from 1 July 2023.
- 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 2022. 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 2022 rates of pay is in March 2023 salaries, backdated to 1 July 2022..

## 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 £12.04 with effect from 1 July 2022.

CANCELLED

## Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
	£		£	£
Trainee Firefighter	30,742	14.04	21.06	28.08
Firefighter Development	31,972	14.60	21.90	29.20
Firefighter Competent (from PDR sign off date)	41,024	18.73	28.10	37.46
Firefighter Competent Plus (after 5 years from PDR sign off date)	42,078	19.21	28.82	38.42
Leading Firefighter Development (paid at LFF competent rate)	44,771	20.44	30.66	40.88
Leading Firefighter Competent (from PDR sign off date)	44,771	20.44	30.66	40.88
Leading Firefighter Maximum (after 1 year from PDR sign off date)	45,828	20.93	31.40	41.86
Sub Officer Development (paid at SubO competent rate)	46,829	21.38	32.07	42.76
Sub Officer Competent (from PDR sign off date)	46,829	21.38	32.07	42.76
Sub Officer Maximum (after 1 year from PDR sign off date)	47,742	21.80	32.70	43.60
Station Officer Development (paid at StnO competent rate)	49,295	22.51	33.77	45.02
Station Officer Competent (from PDR sign off date)	49,295	22.51	33.77	45.02
Station Officer 1 year (after 1 year from PDR sign off date)	50,558	23.09	34.64	46.18
Station Officer 2 year (after 2 years from PDR sign off date)	51,823	23.66	35.49	47.32
Station Officer Maximum (after 3 years from PDR sign off date)	53,406	24.39	36.59	48.78

### 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	46,979	21.45	32.18	42.90

## Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development	50,633	10,126.60	60,759.60	27.74
Station Commander A Competent	51,968	10,393.60	62,361.60	28.48
*Station Commander A Competent Plus	52,840	10,568	63,408	28.95
Station Commander B Competent	55,214	11,042.80	66,256.80	30.25
*Station Commander B Competent Plus	56,087	11,217.40	67,304.40	30.73
Group Commander Development	57,382	11,476.40	68,858.40	31.44
Group Commander A Competent	58,919	11,783.80	70,702.80	32.28
*Group Commander A Competent Plus	59,795	11,959	71,754	32.76
Group Commander B Competent	62,943	12,588.60	75,531.60	34.49
*Group Commander B Competent Plus	63,815	12,763	76,578	34.97
* 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 2022 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"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £208 to £230</li> </ul>
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £399 to £443</li> </ul>
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £236 to £262</li> </ul>
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £453 to £504</li> </ul>



## 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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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
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## 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:

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## 1 Introduction

- 1.1 On 6 March 2023 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/1/23 and NJC/3/23.
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- 1.5 Under the agreed LFC 0765z report, it was agreed that separate development rates of pay for station commanders and group commanders will not be applied and with effect from 1 January 2023, staff on development in these ranks will be paid at competent rate.
- 1.6 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.
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- 3.1 Implementation and payment of the revised 2022 rates of pay is in March 2023 salaries, backdated to 1 July 2022.

## 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 £12.04 with effect from 1 July 2022.

CANCELLED

## Appendix 1 – Firefighter to station officer

Rank	Basic Salary	Basic hourly	Overtime x 1.5	Overtime PH x 2
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Firefighter Development	31,972	14.60	21.90	29.20
Firefighter Competent (from PDR sign off date)	41,024	18.73	28.10	37.46
Firefighter Competent Plus (after 5 years from PDR sign off date)	42,078	19.21	28.82	38.42
Leading Firefighter Development (paid at LFF competent rate)	44,771	20.44	30.66	40.88
Leading Firefighter Competent (from PDR sign off date)	44,771	20.44	30.66	40.88
Leading Firefighter Maximum (after 1 year from PDR sign off date)	45,828	20.93	31.40	41.86
Sub Officer Development (paid at SubO competent rate)	46,829	21.38	32.07	42.76
Sub Officer Competent (from PDR sign off date)	46,829	21.38	32.07	42.76
Sub Officer Maximum (after 1 year from PDR sign off date)	47,742	21.80	32.70	43.60
Station Officer Development (paid at StnO competent rate)	49,295	22.51	33.77	45.02
Station Officer Competent (from PDR sign off date)	49,295	22.51	33.77	45.02
Station Officer 1 year (after 1 year from PDR sign off date)	50,558	23.09	34.64	46.18
Station Officer 2 year (after 2 years from PDR sign off date)	51,823	23.66	35.49	47.32
Station Officer Maximum (after 3 years from PDR sign off date)	53,406	24.39	36.59	48.78

### 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	46,979	21.45	32.18	42.90

## Appendix 2 – Station commander to group commander

Role	Basic salary	FDS	Total	Hourly Rate
	£	£	£	£
Station Commander Development (paid at Station Commander B competent rate)	55,214	11,042.80	66,256.80	30.25
Station Commander A Competent	51,968	10,393.60	62,361.60	28.48
*Station Commander A Competent Plus	52,840	10,568	63,408	28.95
Station Commander B Competent	55,214	11,042.80	66,256.80	30.25
*Station Commander B Competent Plus	56,087	11,217.40	67,304.40	30.73
Group Commander Development (paid at Group Commander B competent rate)	62,943	12,588.60	75,531.60	34.49
Group Commander A Competent	58,919	11,783.80	70,702.80	32.28
*Group Commander A Competent Plus	59,795	11,959	71,754	32.76
Group Commander B Competent	62,943	12,588.60	75,531.60	34.49
*Group Commander B Competent Plus	63,815	12,763	76,578	34.97
* 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 2022 following pay award are as below. The lower rate corresponds to officers on the B rate, competent; 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"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £227 to £230</li> </ul>
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £436 to £443</li> </ul>
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £259 to £262</li> </ul>
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £497 to £504</li> </ul>

## 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	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
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
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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
Throughout	New rates added to reflect 2022 NJC pay rise wef. 01/07/22.	10/03/2023
Appendix 2	Station Commander and Group Commander development rates updated to reflect paid at competent rate with effect from 01/01/23 as agreed in LFC 0765z report.	02/06/2023

## 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

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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: **Culture and Organisational Development**

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4	Mess manager's allowance .....	2
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# Uniformed operational staff pay rates

New policy number: **558**  
 Old instruction number: **PER:A005:a1**  
 Issue date: **18 September 2008**  
 Reviewed as current: **13 September 2021**  
 Owner: **Assistant Director, People Services**  
 Responsible work team: **HR Employment Policy Team**

## Contents

- 1 Introduction ..... 2
- 2 New rates ..... 2
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- 4 Mess manager's allowance ..... 2
- 5 Standby and related allowances ..... 2
- Appendix 1 – Firefighter to station officer ..... 3
- Appendix 2 – Station commander to group commander ..... 4
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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 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 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"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £194 to £215</li> </ul>
SC(D)/SC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £373 to £414</li> </ul>
GC(D)/GC converting a 9 hr duty to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 9 hr duty as compensatory leave; or</li> <li>• £220 to £245</li> </ul>
GC(D)/GC converting a Rota Leave day to a 24 hr duty, either:	<ul style="list-style-type: none"> <li>• A 24 hr duty as compensatory leave; or</li> <li>• £423 to £471</li> </ul>

## 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.

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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

## 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

## 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.

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- 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.

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- 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
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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
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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
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## 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:

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

## Uniformed operational staff pay rates

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

## 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
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