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**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITIES'
FIRE BRIGADES**

Employees' Secretary, Andy Gilchrist
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**To: Chief Fire Officers/Firemasters
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities**

Members of the National Joint Council

28th November 2003

CIRCULAR NJC/11/03

Dear Sir/Madam

EMERGENCY FIRE CONTROL OPERATOR JOB EVALUATION

1. The pay and conditions agreement of 13th June included the following:

“The NJC will make arrangements for a joint evaluation of the relative job weights of the firefighters’ and emergency fire control operators’ jobs, taking all relevant considerations into account. The results of this evaluation will be reported to the NJC by 31st July 2003. If it is agreed that the existing 92% relationship should be improved, this will be backdated to 7th November 2002.”

2. Each side of the NJC subsequently appointed a job evaluation consultant, who produced a joint report that was considered by the two sides of the NJC ahead of the 31st July deadline. Circular NJC/04/03 informed fire authorities that the consultants required further time to gather additional information before they were able to reach an agreed conclusion on some of the evaluation factors. In the light of their subsequent report the NJC has reached the following agreement:

“Both sides of the National Joint Council fully accept that the Fire Service Pay and Conditions Agreement 2003 includes the work of emergency fire control rooms, in particular the expectations set out in paragraphs 1.3 and 1.4 of the agreement.

Following the joint evaluation of the relative job weights of the firefighters' and emergency fire control operators' jobs, it has been agreed that the existing 92% pay relationship should be improved to 95% with effect from 7th November 2002."

3. Revised rates of pay for the ranks of Fire Control Operator to Principal Fire Control Officer for the period 7th November 2002 to 6th November 2003 inclusive are **attached**. These supersede the rates set out in circular NJC/02/03.
4. Annual salaries for the ranks of Fire Control Officer to Principal Fire Control Officer are exclusive of any entitlement to the 20% flexible duty system supplement.
5. The weekly rates are equivalent to the annual rates divided by 52.167 (rounded down to the nearest penny). The hourly rates are equivalent to the weekly rates divided by 42 (to the nearest penny) except for the ranks of Fire Control Operator to Senior Fire Control Operator where they are equivalent to the 40-hour weekly rates divided by 40.
6. The casual overtime rates for the rank of Fire Control Officer apply only to employees in that rank who are not on the flexible duty system.

Yours faithfully

CHARLES NOLDA

ANDY GILCHRIST

Joint Secretaries

**FIRE CONTROL OPERATOR TO PRINCIPAL FIRE CONTROL OFFICER
REVISED PAY RATES FOR THE PERIOD 7th NOVEMBER 2002 TO 6th
NOVEMBER 2003 INCLUSIVE**

	Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £
Fire Control Operator						
Aged under 17 years	15210	291.56	14148	271.20	6.78	10.17
Aged 17 years	15738	301.68	14640	280.63	7.02	10.53
Aged 18 years during first 6 months	16737	320.83	15570	298.46	7.46	11.19
Aged 18 years after 6 months	17514	335.72	16293	312.32	7.81	11.72
Fire Control Operator (aged 19 or over)						
During first 6 months	17000	325.87	15813	303.12	7.58	11.37
After 6 months and during 2nd year	17766	340.56	16527	316.80	7.92	11.88
During 3rd year	18615	356.83	17316	331.93	8.30	12.45
During 4th year	19539	374.54	18177	348.43	8.71	13.07
During 5th year (subject to appraisal)*	21273	407.78	19788	379.32	9.48	14.22
After 15 years' service	22221	425.95	20670	396.22	9.91	14.87
Leading Fire Control Operator						
After 15 years' service	22776	436.59	21186	406.11	10.15	15.23
	23718	454.65	22062	422.91	10.57	15.86
Senior Fire Control Operator						
During 1st year in rank	23358	447.75	21729	416.52	10.41	15.62
After 15 years' service	24300	465.81	22605	433.31	10.83	16.25
During 2nd year in rank	24258	465.00	22566	432.57	10.81	16.22
After 15 years' service	25197	483.00	23439	449.30	11.23	16.85
Fire Control Officer						
During 1st year in rank	27099	519.46			12.37	18.56
After 15 years' service	28035	537.40			12.80	19.20
During 2nd year in rank	27699	530.96			12.64	18.96
After 15 years' service	28632	548.85			13.07	19.61
During 3rd year in rank	28296	542.41			12.91	19.37
After 15 years' service	29220	560.12			13.34	20.01
Group Fire Control Officer						
During 1st year in rank	30588	586.34				
After 15 years' service	31521	604.23				
During 2nd year in rank	31191	597.90				
After 15 years' service	32133	615.96				
During 3rd year in rank	31854	610.61				
After 15 years' service	32802	628.78				
Principal Fire Control Officer						
During 1st year in rank	33759	647.13				
After 15 years' service	34668	664.55				
During 2nd year in rank	35082	672.49				
After 15 years' service	35994	689.97				
During 3rd year in rank	35880	687.79				
After 15 years' service	36792	705.27				

* See paragraph 2 of circular LRC/7/83