

APPENDIX B

The pay rates shown below for 1st July 2004 will be increased on 1st July 2005 and 1st July 2006 in line with the new pay formula.

ASSIMILATION TABLE FOR EMPLOYEES IN POST ON 6th NOVEMBER 2003

Firefighters appointed from 7th November 2003 will be appointed to the Firefighter (Trainee) rate of £18,000 and move onto the Firefighter (Development) rate of £18,750 on completion of initial training.

Current pay point	£	Assimilation on 7th November 2003	£	1st July 2004	£
Firefighter					
<i>Aged 18 years</i>					
1st six months	17619	See note 1	18852		Deleted 6th May 2004
After six months	18435	See note 1	19725	20553	Deleted 6th November 2004
<i>Aged 19 or over</i>					
1st six months	17895	See note 1	19148		Deleted 6th May 2004
After six months and 2nd year	18702	See note 1	20011	20851	Deleted 6th November 2005
3rd year	19596	See note 1	20968	21849	Deleted 6th November 2006
4th year	20568	See note 1	22008	22932	Deleted 6th November 2007
5th year	22392	Firefighter (Competent)	23959	25000	See note 6
Leading Firefighter	23976	Crew Manager (Competent)	25654	27061	See note 7
Sub-Officer					
1st year	24588	Watch Manager (Compt A)	27324	28682	See note 7
2nd year	25536	Watch Manager (Compt A)	27324	28682	See note 7

Current pay point		Assimilation on 7th November 2003	1st July 2004
	£	£	£
Station Officer			
<i>Rider Station Officer or specialist not on flexible duty system</i>			
1st year	28524	See note 2	30521 31803 Deleted 6th November 2004
2nd year	29157	See note 2	31198 32508 Deleted 6th November 2005
3rd year	29784	See note 2	31869 33207 Review 1st July 2007
<i>On flexible duty system</i>			
1st year	28524	Station Manager (Compt A)	31869 33207
2nd year	29157	Station Manager (Compt A)	31869 33207
3rd year	29784	Station Manager (Compt A)	31869 33207
Assistant Divisional Officer			
<i>Not responsible for a group of stations</i>			
1st year	30063	Station Manager (Compt B)	34126 35559
2nd year	30972	Station Manager (Compt B)	34126 35559
3rd year	31893	Station Manager (Compt B)	34126 35559
<i>Responsible for a group of stations</i>			
1st year	30063	Group Manager (Compt A)	35878 37671 See note 7
2nd year	30972	Group Manager (Compt A)	35878 37671 See note 7
3rd year	31893	Group Manager (Compt A)	35878 37671 See note 7
Divisional Officer III			
1st year	32199	Group Manager (Compt A)	35878 37671 See note 7
2nd year	32832	Group Manager (Compt A)	35878 37671 See note 7
3rd year	33531	Group Manager (Compt A)	35878 37671 See note 7

Current pay point		Assimilation on 7th November 2003	1st July 2004
	£		£
Divisional Officer II			
1st year	34188	Group Manager (Compt B)	39502 41161
2nd year	35523	Group Manager (Compt B)	39502 41161
3rd year	36918	Group Manager (Compt B)	39502 41161
Divisional Officer I			
1st year	37764	Area Manager (Compt A)	42263 44325 See note 7
2nd year	38640	Area Manager (Compt A)	42263 44325 See note 7
3rd year	39498	Area Manager (Compt A)	42263 44325 See note 7
Senior Divisional Officer			
1st year	40653	Area Manager (Compt B)	45887 47814
2nd year	41772	Area Manager (Compt B)	45887 47814
3rd year	42885	Area Manager (Compt B)	45887 47814

CONTROL-SPECIFIC ROLES

ASSIMILATION TABLE FOR EMPLOYEES IN POST ON 6th NOVEMBER 2003

Firefighters (Control) appointed from 7th November 2003 will be appointed to the Firefighter (Control) (Trainee) rate of £17,100 and move onto the Firefighter (Control) (Development) rate of £17,813 on completion of initial training.

Current pay point (after differential amended to 95%)		Assimilation on 7th November 2003	1st July 2004
	£	£	£
Fire Control Operator			
<i>Aged under 17 years</i>	15210	Firefighter (Cont) (Trainee) Firefighter (Cont) (Devel)	17100 17813 17818 18561
<i>Aged 17 years</i>	15738	Firefighter (Cont) (Trainee) Firefighter (Cont) (Devel)	17100 17813 17818 18561
<i>Aged 18 years</i>			
1st six months	16737	See note 3	17909 Deleted 6th May 2004
After six months	17514	See note 3	19525 Deleted 6th November 2004
<i>Aged 19 or over</i>			
1st six months	17000	See note 3	18191 Deleted 6th May 2004
After six months and 2nd year	17766	See note 3	19010 19808 Deleted 6th November 2005
3rd year	18615	See note 3	19920 20757 Deleted 6th November 2006
4th year	19539	See note 3	20908 21785 Deleted 6th November 2007
5th year	21273	Firefighter (Control) (Compt)	22761 23750 See note 6
Leading Fire Cont Operator	22776	Crew Mgr (Control) (Compt)	24371 25708 See note 7
Senior Fire Cont Operator			
1st year	23358	Watch Mgr (Cont) (Compt A)	25958 27248 See note 7
2nd year	24258		25958 27248 See note 7

Current pay point (after differential amended to 95%)		Assimilation on 7th November 2003	1st July 2004
	£		£
Fire Control Officer			
<i>Not on flexible duty system</i>			
1st year	27099	See note 4	28995 30213 Deleted 6th November 2004
2nd year	27699	See note 4	29638 30883 Deleted 6th November 2005
3rd year	28296	See note 4	30276 31547 Review 1st July 2007
<i>On flexible duty system</i>			
1st year	27099	Station Mgr (Cont) (Compt A)	30276 31547
2nd year	27699	Station Mgr (Cont) (Compt A)	30276 31547
3rd year	28296	Station Mgr (Cont) (Compt A)	30276 31547
Group Fire Control Officer			
1st year	30588	Group Mgr (Cont) (Compt A)	34084 35788 See note 7
2nd year	31191	Group Mgr (Cont) (Compt A)	34084 35788 See note 7
3rd year	31854	Group Mgr (Cont) (Compt A)	34084 35788 See note 7
Principal Fire Control Officer			
1st year	33759	See note 5	36122 37639 Deleted 6th November 2004
2nd year	35082	See note 5	37538 39115 Deleted 6th November 2005
3rd year	35880	See note 5	38392 40004 Review 1st July 2007

Note 1

Employees on these pay points will be assimilated to Firefighter (Development) [or Firefighter (Trainee) for those on initial training] and continue through the protected pay scales on the right. They will be placed on the competent rate after four years' service if they have not already been assessed as competent by an earlier date.

Note 2

Employees on these pay points will be assimilated to Watch Manager (Competent B) and continue through the protected pay scales on the right.

Note 3

Employees on these pay points will be assimilated to Firefighter (Control) (Development) [or Firefighter (Control) (Trainee) for those on initial training] and continue through the protected pay scales on the right. They will be placed on the competent rate after four years' service if they have not already been assessed as competent by an earlier date.

Note 4

Employees on these pay points will be assimilated to Watch Manager (Control) (Competent B) and continue through the protected pay scales on the right.

Note 5

Employees on these pay points will be assimilated to Group Manager (Control) (Competent B) and continue through the protected pay scales on the right.

Note 6

In order to achieve £25,000 for a competent Firefighter [and 95% of this for a competent Firefighter (Control)] by 1st July 2004, the increase on 1st July 2004 will be higher than 4.2%.

Note 7

In order to create appropriate differentials within the pay structure the pay increases for these roles are higher than 4.2% on 1st July 2004 and will be higher than the general pay formula increases on 1st July 2005 and 1st July 2006: