

YOU AND YOUR PAY

AN FBU GUIDE



Inside

**Full details
of the latest
pay scales**

A small thumbnail image of a pay scale table. The table has multiple columns and rows, with the title 'Pay scales' at the top. The table is partially obscured by the 'Inside' text.

Your pay – now and in the future



WE live in a time of tremendous change in the UK's public services, and the fire and rescue service is no exception. As this New Year starts, some of you to one degree or another may be feeling unsure of the implications for you of the changes occurring now and those on the horizon.

This booklet aims to guide you as to how the June 2003 pay and conditions agreement has impacted on your pay packet and most importantly – as you will all have by now received the Stage 3 (4.2%) increase – how it will impact you in the future.

It provides information on payscales of firefighters working the wholetime and retained duty system, of emergency fire control staff and of managers. In addition, it gives an outline of the other monetary aspects of the agreement as well as changes in working conditions and how we as a Union operate, serving you in the workplace.

The June 2003 agreement the union struck on your behalf and with your consent through our consultation processes has delivered on the first three rises. This year and next, under that agreement, your pay rises will be linked to a new pay formula, linked to the pay rises of the associated professional and technical category of workers. We will be there negotiating with employers the detail.

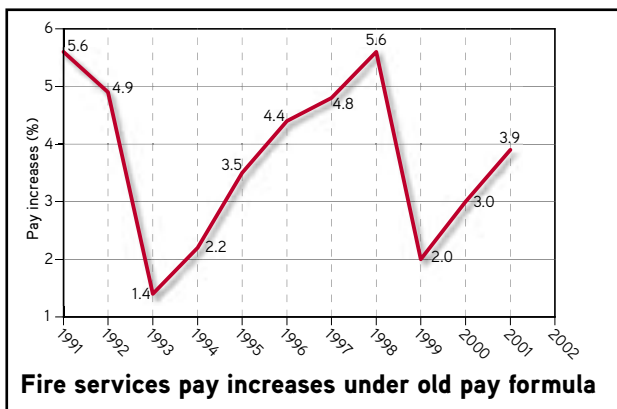
Each and every one of you will make up his/her own mind about the merits of the June 2003 pay agreement, although it is certainly worth putting it into the context of other recent settlements in the public sector (see table on page 4).

Ultimately, only history will tell. When at the end of the 1978 national strike in the fire service a pay settlement, including the old pay formula, was agreed, it was widely criticised by members and activists angry at what they saw as the union leadership "selling them out" to the employers.

But many members eventually changed their minds when they felt the results in practice. Indeed, it turned out to be attractive enough for other public sector unions to bang at the Chancellor's door in an effort to win a pay formula for their members too.

WHY SCRAP THE OLD FORMULA?

It ain't broke so why fix it? I've heard that refrain a number of times over the past year and half in reference to the old pay formula, which was linked to male manual workers' wages (the top 25%, or "upper quartile" in industrial relations jargon, to be exact).



Well, FBU members for the most part fared better financially than other local government manual workers with increases higher than those delivered by collective bargaining in other sectors for some 25 years.

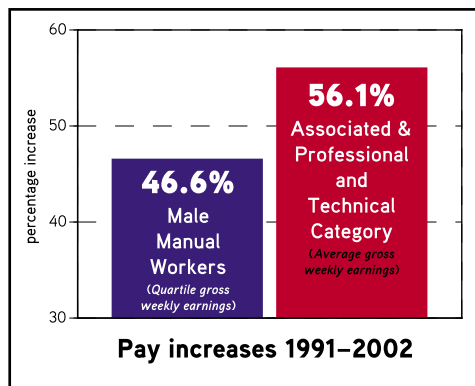
But in the late 1990s changes in the economy saw the wane of manufacturing industry, hitting the pay packets of manual workers. These same changes saw the expansion of the service sector, favouring wages of white collar workers, including those in the Associated Professional and Technical category.

There were other problems with the old pay formula. Regional allowances sometimes resulted in lowering the overall annual increase. If day crewing stations had a busy summer then all members would get a lower pay rise. In fact, just a small percentage of members were paid at the “upper quartile” level of manual workers.

Simultaneously, it had become clear from the draft White Paper shown in 2001 to the FBU by the then Parliamentary Under Secretary of State for the Fire Service, Mike O’Brien, that “modernisation” underway in other public services was not going to bypass the fire service. A greater emphasis on fire safety was highlighted, as was a risk-based approach to fire cover. We, as a union welcomed these changes in principle.

But we also believed that these major changes needed to be rewarded with improved pay. Many members believed that the increasingly skilled nature of both firefighters’ and emergency fire control operators’ jobs coupled with an increasing workload and higher productivity should be reflected in their pay packets. A substantial rise and a new pay formula reflecting the professional nature of FBU members’ jobs emerged as a key goal.

So the 2001 FBU Annual Conference instructed the Executive Council with investigating and reporting back by the 2002 Annual Conference on:



- The change in the firefighter and control staff roles
- The clear potential for further change in these roles
- The need to better reflect in a future pay formula these changes in respect of overall terms and conditions, in relation to appropriate comparators.

At the time, it was made clear by the Executive Council in the statement the FBU annual conference carried unanimously that our employers would seek something “in return” for this, and that the overtime ban, for example, might be one area that employers would target for change.

Armed with a detailed report by Labour Research Department confirming the need

FIRE SERVICE		LOCAL GOVERNMENT (E&W)
Grade	Qualified/ Competent fire fighter	Spine point 32 (min of old Senior Officer 2 scale)
2001	£21,531 (from November)	£21,702 (from April)
2002	4% from November, new salary £22,392	3% from April (more for lowest paid), new salary £22,353; and 1% from October, new salary £22,569
2003	7% from November, new salary £23,959	3.5% from April, (4.5% for lowest paid), new salary £23,358
2004	4.2% (4.34% Competent fire fighter) from July, new salary £25,000	2.75% from April, new salary £24,000
Total 2002 to 2004	16% annual average 5.3%	10.6% annual average 3.5%
	New formula for 2005 and 2006	2.95% from April 2005, new salary £24,708. April 2006 rise may be inflation-linked. 2002/3 deal followed industrial action and involvement of ACAS. 2004/6 deal commits local authorities to progress on grading and equal pay.

for the changes outlined in that EC statement, and following an extensive consultation process with members, your representatives at Annual Conference 2002 launched a pay campaign that would include:

- An improvement in the basic pay for firefighters to £30,000 by November 2002. Existing differentials across rank structures should continue to apply pending the outcome of the rank structure review.
- As a trade union committed to equality and fair treatment for all members and in recognition of their pivotal role, emergency fire control staff to receive the same wages as firefighters of their equivalent rank.

NHS NURSES & MIDWIVES	POLICE	ARMED FORCES
Minimum of scale G (Sister/Charge nurse)	Constable on completion of two years service	Sergeant level 1 lower band
£21,605 (from April)	£21,015 (from September)	£22,926 (from April)
3.6% or £400 whichever greater from April, new salary £22,385	3% from September, new salary £21,645	3.7% from April (4.2% on lowest pay range), new salary £23,772
3.225% from April, new salary £23,110	£402 (1.86%) from April (scale being shortened), new salary £22,047; and 3% from September, new salary £22,707	3.2% from April (3.7% on lowest pay range), new salary £24,532
3.225% from April, new salary £23,860	3% from September, new salary £23,388	2.8% from April (3.2% on lowest pay range), new salary £25,218
10.4% annual average 3.5%	11.3% annual average 3.8%	10% annual average 3.3%
Salaries may rise on transfer to new Agenda for Change pay structure from 1 December 2004. 3.225% from April 2005. Pay review body recommendation or new Pay Negotiating Council from 2006	Future rises unknown but pay formula linked to private sector non-manual pay settlements	Future rises unknown but based on pay review body recommendation <i>Source: Labour Research Department</i>

- Firefighters working the retained and volunteer duty systems can be expected to do the same job as their wholetime counterparts. They should be trained to the same standard and receive the same pay and conditions.
- A modern fire service demands a highly skilled and motivated workforce. FBU members are already committed to these important principles. This should be reflected in a more appropriate and relevant fire service national pay formula.

The rest is history, as they say. We didn't get all we wanted. But that's true for any party in the tug of war of modern industrial relations where pay claims, regardless of any industrial action taken, turn into pay settlements, through negotiation, not imposition.

On the pay front, what we did get was a rise of 16% to £25,000 for qualified firefighters, nearly 20% for emergency fire control operators and 23% for firefighters working the retained duty system. We made important advances on pay equality for emergency fire control staff and retained firefighters. And, in a country where only the police have something remotely similar, we got the pay formula we sought for the years 2005 and 2006.

There were, as predicted and discussed at previous FBU annual conferences, strings attached. Significantly, yes, we lifted our ban on pre-arranged overtime, although it must be remembered that this has only occurred through local negotiation and on the premise that it did not cover for permanent shortfalls in staffing.



And yes, the 15-year long service increment (LSI) is being phased out by 2007, replaced by payments based on the principle of rewarding continual professional development (CPD). This new system is, however, being funded from the same size pot as LSI. A joint working party consisting of national employers and union to negotiate the details of this replacement system, which is to kick in as the LSI is phased out, has recently been set up.

Further, we not only maintained national conditions of service, but we have a thicker Grey Book, including for the first time a section on the crucial issue of health and safety, with a commitment that authorities provide occupational health services. There is also now explicit reference to enhanced trade union facility leave, meaning your official has more time to dedicate to defending you in the workplace.

Crucially the FBU remains today the only recognised trade union in national negotiations in the fire and rescue service through the national joint council. And this, coupled with the unity we have maintained through one of the most difficult times in our history, puts us in a strong position to rise to the challenges facing all public

sector workers today – from attacks on pensions and the private finance initiative to job downsizing.

In this rapidly changing world of ours the constant for us is a union setting the agenda in the fire and rescue service, campaigning for its members, focused on winning for you in your workplace.

The FBU is currently reviewing its structures to ensure we remain as effective in delivering to you as we can be. But as was the case in the national pay campaign, where you showed tremendous commitment and unity, this union's campaigns are ultimately only as strong as the members who are active in them. So, the most important message I'd like to send you this New Year, is to get involved in the FBU. This is your union!

'STRINGS' ATTACHED TO THE AGREEMENT

Nearly every recent pay deal in the public sector these days comes with some degree of "modernisation" or change in working practices. Below are the changes affecting FBU members.

Grey Book

The Union has maintained the Grey Book, which sets out National Conditions of Service for all of our members and which is incorporated into each member's contract of employment.

Some key changes:

- Acting up allowances are now for any employee acting up and will be paid at the full hourly rate for the minimum duration of the entire shift. This will particularly benefit those acting up during the 15-hour night shift as they will be paid for each of those hours.
- Additional responsibility allowances are now included in the Grey Book for the first time and agreed locally.
- Maternity provisions will now comply with, or in several instances exceed all statutory requirements and can be enhanced locally.
- The loss of enhanced payments on the two extra-statutory days (for those rostered to work them). There is no effect on the actual leave – in fact for some it guarantees the leave and flexibility to take it when you wish. This proposal is linked to the proposal on casual overtime.
- On casual overtime, the first hour's payments will remain the same but all following hours will be paid in blocks of 15 minutes as opposed to making up whole hours. As the vast majority of casual overtime is for an hour or less, this will have limited impact



but will of course depend on circumstances.

- For the first time, a section on the crucial issue of health & safety, with a commitment that occupational health services should be provided by authorities
- Enhanced Trade Union facility leave is now explicitly set out for the first time
- A clear commitment to Fairness at Work and equality now underpins the entire Grey Book

Integrated Personal Development System

Since 2001, the union has been involved in the integrated personal development system, which led to the production of role maps for the fire service. IPDS formed part of Stage 2 of the June 2003 pay agreement on which members were balloted. The role maps are part of the Grey Book and therefore any change from this nationally agreed job content is a matter for negotiation and agreement.



Consultation and Negotiating Procedures

There were a number of changes:

- There will be consultation prior to any decisions being made with a view to reaching agreement.
- It clears up the present arrangements and spells out that managers should not make decisions or implement change until the process is exhausted



- Either the national union or the arbitration, conciliation and advisory service (ACAS), can be brought in much more quickly and at earlier stages in the procedure to help resolve disputes
- The last stage of the procedure involves the need for joint agreement to go to binding arbitration. At present either side can make a referral for binding arbitration

National Joint Council

The National Joint Council remained in place to negotiate UK-wide Conditions of Service for those uniformed employees in fire and rescue services.

Key points are:

- The FBU will be the recognised union with seats on the NJC and middle managers negotiating body (MMNB) with a mechanism for other unions to seek seats when they can prove membership figures to independent auditors.
- The MMNB will have authority to negotiate pay and conditions.

Pay scales

RATES

FIREFIGHTERS WHOLE-TIME DUTY SYSTEM

	Basic annual £	Overtime rate £
FIREFIGHTER		
Trainee	18,756	12.84
Development	19,538	13.38
Competent	25,000	17.13
CREW MANAGER		
Development	25,942	17.78
Competent	27,061	18.54
WATCH MANAGER		
Development	27,907	19.11
Competent A	28,682	19.65
Competent B	30,994	21.23
STATION MANAGER		
Development	32,239	22.08
Competent A	33,207	22.74
Competent B	35,559	24.36
GROUP MANAGER		
Development	36,574	N/A
Competent A	37,671	N/A
Competent B	41,161	N/A
AREA MANAGER		
Development	43,034	N/A
Competent A	44,325	N/A
Competent B	47,814	N/A

RATES

FIREFIGHTERS RETAINED DUTY SYSTEM

	1	2	3
	£ per annum	£ per hour	£ per occ
FIREFIGHTER			
Trainee	1,876	8.56	3.28
Development	1,954	8.92	3.28
Competent	2,500	11.42	3.28
CREW MANAGER			
Development	2,594	11.85	3.28
Competent	2,706	12.36	3.28
WATCH MANAGER			
Development	2,791	12.74	3.28
Competent A	2,868	13.10	3.28
Competent B	3,099	14.15	3.28
STATION MANAGER			
Development	3,224	14.72	3.28
Competent A	3,321	15.16	3.28
Competent B	3,556	16.24	3.28
GROUP MANAGER			
Development	3,657	16.70	3.28
Competent A	3,767	17.20	3.28
Competent B	4,116	18.80	3.28
AREA MANAGER			
Development	4,303	19.65	3.28
Competent A	4,433	20.24	3.28
Competent B	4,781	21.83	3.28

Column 1 shows the full annual retainer

Column 2 shows the hourly rate for work undertaken

Column 3 shows the disturbance payment per call out

Note: The retainer for employees on the day crewing duty system is 50% of full retainer in Column 1.

ASSIMILATION

FIREFIGHTING

CURRENT RANK AND PAY POINT	PAY ASSIMILATION POINT
Firefighter (aged 18)	
After 6 months	Firefighter protected point D
Firefighter (19 or over)	
After 6 months and in 2 nd year	Firefighter protected point F
During 3 rd year	Firefighter protected point G
During 4 th year	Firefighter protected point H
During 5 th year (qualified)	Firefighter (competent)
Leading Firefighter	Crew Manager (competent)
Sub Officer	Watch Manager (competent A)
Station Officer	
Rider Station Officer or specialist not on flexible duty system	
During 1 st year in rank	Station Officer protected point J
During 2 nd year in rank	Station Officer protected point K
During 3 rd year in rank	Station Officer protected point L
Station Officer	
(On flexible duty system)	Station Manager (competent A)
Assistant Divisional Officer	
(not responsible for a group of stations)	Station Manager (competent B)
Assistant Divisional Officer	
(responsible for a group of stations)	Group Manager (competent A)
Divisional Officer III	Group Manager (competent A)
Divisional Officer II	Group Manager (competent B)
Divisional Officer I	Area Manager (competent A)
Senior Divisional Officer	Area Manager (competent B)

7 November 2003



RATES

EMERGENCY FIRE CONTROL

	Basic annual £	Overtime rate £
FIREFIGHTER (CONTROL)		
Trainee	17,818	12.21
Development	18,561	12.72
Competent	23,750	16.26
CREW MANAGER (CONTROL)		
Development	24,645	16.88
Competent	25,708	17.61
WATCH MANAGER (CONTROL)		
Development	26,512	18.17
Competent A	27,248	18.66
Competent B	29,444	20.16
STATION MANAGER (CONTROL)		
Development	30,627	20.99
Competent A	31,547	21.60
Competent B	33,781	23.15
GROUP MANAGER (CONTROL)		
Development	34,745	
Competent A	35,787	
Competent B	39,103	

ASSIMILATION

EMERGENCY FIRE CONTROL

CURRENT RANK AND PAY POINT	PAY ASSIMILATION POINT
Fire Control Operator	
Aged under 17	(Firefighter (Control) (trainee) or
Aged 17	(Firefighter (Control) (development)
Aged 18 after 6 months	Firefighter (Control) prot point D
Fire Control Operator (19 or over)	
After 6 months and in 2 nd year	Firefighter (Control) prot point F
During 3 rd year	Firefighter (Control) prot point G
During 4 th year	Firefighter (Control) prot point H
During 5 th year (appraised)	Firefighter (Control) (competent)
Leading Fire Control Operator	Crew Manager (Control) (competent)
Senior Fire Control Operator	Watch Manager (Control) (competent A)
Fire Control Officer (Not on flexible duty system)	
During 1 st year in rank	Fire Control Officer prot point J
During 2 nd year in rank	Fire Control Officer prot point K
During 3 rd year in rank	Fire Control Officer prot point L
Fire Control Officer (On flexible duty system)	Station Manager (Cont) (competent A)
Group Fire Control Officer	Group Manager (Cont) (competent A)
Principal Fire Control Officer	
During 1 st year in rank	Principal Fire Control Off prot point M
During 2 nd year in rank	Principal Fire Control Off prot point N
During 3 rd year in rank	Principal Fire Control Off prot point P



RATES

NON OPERATIONAL STAFF

	£ pa
FIRE CONTROL OPERATOR EQUIVALENT	
During first 6 months	15,975
After 6 months and during 2 nd year	16,683
During 3 rd year	17,476
During 4 th year	18,336
During 5 th year	19,969
LEADING FIRE CONTROL OPERATOR EQUIVALENT	21,384
SENIOR FIRE CONTROL OPERATOR EQUIVALENT	
During 1 st year in rank	21,935
During 2 nd year in rank	22,765

Retained bounty scheme

	Number of years of service					
	10	15	20	25	30	35
Firefighter (competent)	1,100	1,305	1,485	1,719	1,903	2,098
Crew Manager (competent)	1,147	1,335	1,518	1,780	1,977	2,164
Watch Manager (competent A)	1,258	1,465	1,669	1,940	2,154	2,352
Watch Manager (competent B)	1,391	1,603	1,822	2,128	2,358	2,592
Station Manager (competent A)	1,669	1,963	2,225	2,596	2,860	3,124

Additional responsibility allowance

Members may be paid an allowance or allowances to reward additional skills and responsibilities that are applied and maintained outside the requirements of the role but within the job function.

Payments will be based on the requirements of the fire and rescue authority's integrated risk management plan (IRMP) and may include payment for skills shortages where these are

directly applicable to the delivery of the IRMP.

The maximum payable to any individual employee will be determined locally. Additional responsibility payments are temporary and non-pensionable and may be withdrawn following reasonable notice from the fire and rescue authority.

Flexible duty system supplement

Members on the flexible duty system will be paid a pensionable supplement of 20% of basic pay.

PROTECTED POINTS

Due to the assimilation process at 7 November 2003, it was necessary to provide protected salary points for those in the post. These protected points are as follows:

FIREFIGHTER	BASIC ANNUAL	BASIC HOURLY RATE	OVERTIME RATE
D Aged 18 after 6 months	20,552	9.38	14.07
F 19 or over after 6 months/in 2nd year	20,851	9.52	14.28
G 19 or over during 3rd year	21,849	9.98	14.97
H 19 or over during 4th year	22,932	10.47	15.71

STATION OFFICER			
J 1st year in rank	31,803	14.52	21.78
K 2nd year in rank	32,508	14.84	22.26
L 3rd year in rank	33,207	15.16	22.74

FIRE CONTROL OPERATOR			
D Aged 18 after 6 months	19,525	8.92	13.38
F 19 or over after 6 months/in 2nd year	19,808	9.04	13.56
G 19 or over during 3rd year	20,757	9.48	14.22
H 19 or over during 4th year	21,786	9.95	14.93

FIRE CONTROL OFFICER			
J 1st year in rank	30,213	13.80	20.70
K 2nd year in rank	30,883	14.10	21.15
L 3rd year in rank	31,548	14.41	21.62

PRINCIPAL FIRE CONTROL OFFICER			
M 1st year in rank	37,639	17.19	
N 2nd year in rank	39,115	17.86	
P 3rd year in rank	40,004	18.27	



Long service increment & continuous professional development payments

At 7 November 2003 the Long Service Increment was protected at the following rates

Firefighting Roles	£990 per annum
Control Roles	£940 per annum
Non-Operational Staff	£792 per annum

The LSI is being replaced by payments based on the principle of rewarding continual professional development (CPD). The NJC will negotiate them by 1 July 2006. A joint working party consisting of National Employers and Union to negotiate the details of the replacement system for LSI has been set up. These payments will be funded from the net savings resulting from the 15-year long service increment being phased out over the life of the five-stage pay settlement set out in the Fire Service Pay and Conditions Agreement 2003.

These payments would be outside both the Integrated Personal Development System basic pay structure and the provision for additional responsibility payments.

The LSI will continue to count as pensionable pay. The assumption is that the proposed payments for rewarding continual professional development will be covered by the definitions of pensionable pay in the Firefighters' Pension Scheme and Local Government Pension Scheme. All members will have an equal opportunity of access to such payments, which would also be compatible with appropriate guidance published by the Equal Opportunities Commission.

