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**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

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**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of Human Resources at Fire Authorities**

Members of the National Joint Council

9 November 2010

CIRCULAR NJC/07/10

Dear Sir/Madam

PROTECTED PAY

1. Authorities will recall that there is an existing agreement contained in circular NJC/2/08 in respect of protected pay points at Station Officer, Fire Control Officer, and Principal Fire Control Officer level that arose from the assimilation of ranks to roles on introduction of the current pay structure. A copy of the agreement is attached.
2. The agreement at Watch Manager B (Station and Fire Control Officer) level provided for:
 - "Application of the pay award minus £350 each year for the next 3 years (2008 – 2010)
 - Those remaining in one of the above protected posts on 1 July 2011 to receive a lump sum, non-pensionable, payment of £1050 and to be assimilated to the Watch Manager 'B'/Watch Manager 'B' (control) pay rate at that time. "
3. There have been a number of approaches from local management and union representatives to their respective Secretariats seeking clarification of the impact on this group given the pay award situation this year. Hence discussion took place at Joint Secretary level in order to endeavour to identify a position for consideration by members of the National Joint Council.

4. We write to advise you that at the most recent meeting of the NJC members agreed the following:
- (a) that no reduction in pay levels should be applied for 2010 to the protected Watch Manager 'B'/Watch Manager 'B' (control) employees covered by this agreement;
 - (b) in recognition of this, the lump sum payment for the group referred to in (a) above, due under the agreement on 1 July 2011, will be £700;
 - (c) assimilation arrangements for the group referred to in (a) above remain unchanged i.e. those employees remaining in one of these protected posts on 1 July 2011 will be assimilated to the Watch Manager 'B'/Watch Manager 'B' (control) pay rate at that time;
5. Authorities are reminded that the position of protected employees covered by this agreement in Group Manager 'B' control posts (previously Principal Fire Control Officer) is as follows:
- "Assimilation to the Group Manager 'B' pay rate on 1 July 2010
 - Those remaining in a Group Manager 'B' post on 1 July 2010 to receive a lump sum, non-pensionable, payment of £700."

Yours faithfully

SARAH MESSENGER

MATT WRACK

Joint Secretaries

PROTECTED PAY POINTS AGREEMENT

This agreement covers the following pay points:

- Watch Manager 'B'/protected pay point L
- Watch Manager 'B' (control)/protected pay point L
- Group Manager 'B' (control)/protected pay point P

Watch Manager 'B' protected pay point L

Watch Manager 'B' (control)/protected pay point L

- Application of the pay award minus £350 each year for the next 3 years (2008 – 2010)
- Those remaining in one of the above protected posts on 1 July 2011 to receive a lump sum, non-pensionable, payment of £1050 and to be assimilated to the Watch Manager 'B'/Watch Manager 'B' (control) pay rate at that time.

Group Manager 'B' (control)/protected pay point P

- Application of the pay award minus £350 each year for the next 2 years (2008 – 2009)
- Assimilation to the Group Manager 'B' rate on 1 July 2010
- Those remaining in a Group Manager 'B' post on 1 July 2010 to receive a lump sum, non-pensionable, payment of £700

Additional issues

- It is recognised that this is a national agreement which may be supplemented or improved upon by local agreement
- Where there are already local agreements specifically on this matter in place, these shall remain extant
- Authorities are encouraged to identify those employees receiving pay protection under these circumstances and are encouraged to make such arrangements as necessary in order to reduce the numbers of those staff eligible for pay protection. Whilst not an exhaustive list these arrangements may include: targeted development; rewarding utilisation of specific skills.
- An individual shall no longer be covered by this agreement where he/she is placed on a salary above their protected level.
- The application of these pay protection arrangements will not result in any individual's salary being reduced until such time as the pay protection arrangements finish. At that point individuals will move on to the substantive role-based salary applicable at that time.