

Control staff pay rates

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Owner:	Head of HR Operations and Systems, People Services
Responsible work team:	Policy, Pay and Reward

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1 Introduction

- 1.1 This policy sets out the pay rates and arrangements applying to control staff.
 - The agreed increase of 3.8% for all grades up to control commander with effect from 1 July 2026.
- 1.2 The arrangements for payment of your salary are set out in Policy number 398 - Payment of salary.

2 Implementation

- 2.1 Implementation and payment of the revised rates of pay up to control commander is in July 2026 salaries. The salary structure for these grades is detailed at Appendix 1 of this policy, which covers the posts within the scope of the Joint committee for control staff.
- 2.2 The rates of pay for senior control commander are detailed at Appendix 2 of this policy and determined under separate arrangements.

3 Salary progression increase (SPI)

- 3.1 This applies to those staff detailed in Appendix 1 only. With effect from 1 April 2010, progression through the salary scale (other than the control officer probationer rate), is via a salary progression increase implemented on 1 July each year.
- 3.2 You will not receive a SPI or the full SPI, if you are at the maximum of your scale or if the full SPI would take you above your salary maximum. No employee will receive payment above the relevant salary maximum.
- 3.3 Eligibility for a SPI for employees taking up positions (including temporary positions) within the preceding 12 months are as follows:
 - (a) 100% for an eligible employee taking up post on or before 31 December.
 - (b) 50% for an eligible employee taking up post between 1 January and 31 March.
 - (c) Eligible employees taking up post between 1 April and 30 June are not eligible for a payment until the following year.

4 Allowances

- 4.1 Control staff allowances are detailed in Appendix 3.

5 Records

- 5.1 Please send records by email to RecordsServices@london-fire.gov.uk. Records will be kept on your electronic personal record file (e-PRF) and retained in accordance with Policy number 788 - Electronic personal record files (e-PRF). Personal data shall be managed in accordance with Policy number 351 – Data protection and privacy policy.

6 Help and support

- 6.1 Please contact the HR Helpdesk on extension 89100 option 3 and by email to IT.HR@london-fire.gov.uk or Payroll by email to payforms@london-fire.gov.uk.

- 6.2 This policy may also be available on request in other accessible alternative formats as set out in Policy number 290 – Guidance note on translation and interpretation. Please contact Communications on extension 30753 and by email to communications.team@london-fire.gov.uk.
- 6.3 The Brigade invites your engagement so that it can learn so if you have a suggestion that can improve this policy then please submit your idea via the Staff Suggestion Scheme on Hotwire as set out in Policy number 887 – Staff suggestion scheme. Any changes do need to go through the agreed engagement, consultation, negotiation or governance requirements.

Appendix 1 - Control salary bands

Grade	Basic	Shift Allow 20%	Hourly rate (Basic plus shift divide by 1945)	Total Pay
Control Officer (CO)				
Probationer	33,233.88	6,646.78	20.50	39,880.66
Qual min	34,028.17	6,805.63	20.99	40,833.80
Qual max	42,275.93	8,455.19	26.08	50,731.12
Assistant Control Commander (ACC)				
Min	38,876.81	7,775.36	23.99	46,652.17
Max	48,989.34	9,797.87	30.22	58,787.21
Control Commander (CC)				
Min	47,492.21	9,498.44	29.30	56,990.65
Max	54,698.10	10,939.62	33.75	65,637.72

Appendix 2 - Control staff pay (Senior Control Commander)

Control Grade	Basic	Callout allowance 10%	Hourly rate	Total pay
Senior control commander				
Minimum	74,491	7449.10	44.92	81,940.10
Maximum	92,525	9252.50	55.80	101,777.50

Notes: (1) The senior control commander salary range is aligned to the FRS G salary range. The above rate is effective from 01 April 2025.

Appendix 3 – Control staff allowances

Role	Reason	Allowance
All staff	Fallback initiated to Primary, Secondary or Tertiary Control (per occasion)	48.35 Planned 39.06 Unplanned ⁽²⁾
(£48.35 - travel element £22.34, non-travel element £26.01) (£39.06 - travel element £13.05, non-travel element £26.01)		
All staff	Temporary Acting Permit (CO to ACC) Temporary Acting Permit (ACC to CC) Temporary Acting Permit (CC/TSM to SCC)	CO £35.16 ACC £42.25 ⁽⁵⁾ CC/TSM £34.67
All staff	Joint role First-Aider and Fire Warden as Designated by DAC Control	377.08 PA ⁽³⁾
All staff	Mess off the run (planned or unplanned)	4.14 ⁽⁴⁾
Mess Manager	Performs the duty of mess manager (only one person per watch/department may claim for each week)	1 hour LILO
All Staff	Spoiled meals. Can be claimed by any staff member that during their meal break is recalled to duty for more than 10 minutes, or are recalled more than two times within their meal break period for any length of time.	use form FN/PC7

Notes:

(2) - Fall back allowances have two revised rate of pay triggers. The travel element is increased by the published average TFL fare increase for that year for March. The non-travel element is increased in line with the NJC pay settlement from 1st July.

(3) - The revised rates of pay will be in line with FRS pay increases from the 1st of April each year

(4) - The revised rates of pay will be in line with PN354

(5) – The revised rates of pay for Temporary Acting Permit will be in line with the NJC pay settlement from 1st of July each year

Document history

Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA	23/04/24	SDIA	L – 03/03/26	HSWIA	03/03/26	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
Throughout Page 2, para 5.1 Page 3, para 6.2 and 6.3 Throughout	Trainee rate removed wef 01/06/24. Records Services and data protection details added. Access to alternative policy format and Staff Suggestion Scheme access details added. Job titles updated.	31/05/2024
Throughout	New rates added to reflect 2024 NJC pay rise with effect from 01/07/24	01/07/2024
Throughout	New rates added to reflect 2025 NJC pay rise with effect from 01/07/25.	21/07/2025
Page 7	SDIA and HSWIA updated.	06/03/2026
Page 5 Throughout	New rates updated to reflect 2025 SCC pay rise with effect from 01/04/25. Policy reviewed against out-dated Staff Code Section A provisions with Staff Code Section A provisions removed.	08/04/2026
Throughout	New rates added to reflect 2026 NJC pay rise with effect from 01/07/26.	24/07/2026

Subject list

You can find this policy under the following subjects.

Control room	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