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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 HR (Fire Authorities)**

**Members of the National Joint Council**

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5th September 2019

**CIRCULAR NJC/3/19**

Dear Sir/Madam

**PAY AWARD**

1. The NJC has agreed an increase of 2% with effect from 1 July 2019. The following appendices contain the revised rates of pay.

<b>Appendix A</b>	<b>Pay rates for firefighting roles</b>
<b>Appendix B</b>	<b>Pay rates for the retained duty system</b>
<b>Appendix C</b>	<b>Pay rates for control specific roles</b>
<b>Appendix D</b>	<b>Pay rates for non-operational staff and junior firefighters</b>

2. In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).
3. The NJC has agreed that Continual Professional Development payments have also been increased by 2.0%. Please see separate NJC circular for the increased payments. (NJC/4/19 refers).

Yours faithfully

**SIMON PANNELL  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2019

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	23,366	10.67	16.01
Development	24,339	11.11	16.67
Competent	31,144	14.22	21.33
<b>Crew Manager</b>			
Development	33,101	15.11	22.67
Competent	34,528	15.77	23.66
<b>Watch Manager</b>			
Development	35,275	16.11	24.17
Competent A	36,255	16.55	24.83
Competent B	38,611	17.63	26.45
<b>Station Manager</b>			
Development	40,161	18.34	27.51
Competent A	41,367	18.89	28.34
Competent B	44,297	20.23	30.35
<b>Group Manager</b>			
Development	46,254	21.12	Not Applicable
Competent A	47,641	21.75	“
Competent B	51,275	23.41	“
<b>Area Manager</b>			
Development	54,303	24.79	Not applicable
Competent A	55,930	25.54	“
Competent B	59,565	27.20	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2019 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,337	1,168	10.67	4.10
Development	2,434	1,217	11.11	4.10
Competent	3,114	1,557	14.22	4.10
<b>Crew Manager</b>				
Development	3,310	1,655	15.11	4.10
Competent	3,453	1,726	15.77	4.10
<b>Watch Manager</b>				
Development	3,528	1,764	16.11	4.10
Competent A	3,626	1,813	16.55	4.10
Competent B	3,861	1,931	17.63	4.10
<b>Station Manager</b>				
Development	4,016	2,008	18.34	4.10
Competent A	4,137	2,068	18.89	4.10
Competent B	4,430	2,215	20.23	4.10
<b>Group Manager</b>				
Development	4,625	2,313	21.12	4.10
Competent A	4,764	2,382	21.75	4.10
Competent B	5,128	2,564	23.41	4.10
<b>Area Manager</b>				
Development	5,430	2,715	24.79	4.10
Competent A	5,593	2,797	25.54	4.10
Competent B	5,957	2,978	27.20	4.10

Column 1 shows the full annual retainer (10% of the full-time basic annual salary, as set out in Appendix A)

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time basic annual salary, as set out in Appendix A)

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

## APPENDIX C

### CONTROL SPECIFIC ROLES - PAY RATES FROM 1 JULY 2019

	Basic annual* £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	22,198	10.14	15.21
Development	23,122	10.56	15.84
Competent	29,587	13.51	20.27
<b>Crew Manager (Control)</b>			
Development	31,446	14.36	21.54
Competent	32,802	14.98	22.47
<b>Watch Manager (Control)</b>			
Development	33,511	15.30	22.95
Competent A	34,442	15.73	23.60
Competent B	36,680	16.75	25.13
<b>Station Manager (Control)</b>			
Development	38,153	17.42	26.13
Competent A	39,299	17.94	26.91
Competent B	42,082	19.22	28.83
<b>Group Manager (Control)</b>			
Development	43,941	20.06	<b>Not applicable</b>
Competent A	45,259	20.67	“
Competent B	48,711	22.24	“

\*(95% of the respective firefighting role basic annual salary, as set out in Appendix A)

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1 JULY 2019

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	19,901
After six months and during 2 <sup>nd</sup> year	20,783
During 3 <sup>rd</sup> year	21,769
During 4 <sup>th</sup> year	22,840
During 5 <sup>th</sup> year	24,876
<b>Leading Fire Control Operator equivalent</b>	26,640
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	27,323
During 2 <sup>nd</sup> year in rank	28,359

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2019

	£ per annum
Aged 16	10,810
Aged 17	11,615
Aged 18	23,366