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

**To: Chairs of Fire Authorities
Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

6 March 2023

CIRCULAR NJC/1/23

Dear Sir/Madam

PAY AWARD 2022

1. The NJC has agreed an increase of 7.0% with effect from 1 July 2022. The following appendices contain the revised rates of pay.

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

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 7%. Please see separate NJC circular for the increased payments (NJC/2/23 refers).

Yours faithfully

**NAOMI COOKE
MATT WRACK
Joint Secretaries**

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2022

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	25,884	11.82	17.73
Development	26,962	12.31	18.47
Competent	34,501	15.75	23.63
Crew Manager			
Development	36,668	16.74	25.11
Competent	38,249	17.47	26.21
Watch Manager			
Development	39,077	17.84	26.76
Competent A	40,162	18.34	27.51
Competent B	42,772	19.53	29.30
Station Manager			
Development	44,488	20.31	30.47
Competent A	45,825	20.92	31.38
Competent B	49,071	22.41	33.62
Group Manager			
Development	51,239	23.40	Not applicable
Competent A	52,776	24.10	Not applicable
Competent B	56,802	25.94	Not applicable
Area Manager			
Development	60,155	27.47	Not applicable
Competent A	61,958	28.29	Not applicable
Competent B	65,984	30.13	Not applicable

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2022 (RETAINED DUTY SYSTEM)

	(1) £ per Annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,588	1,294	11.82	4.54
Development	2,696	1,348	12.31	4.54
Competent	3,450	1,725	15.75	4.54
Crew Manager				
Development	3,667	1,833	16.74	4.54
Competent	3,825	1,912	17.47	4.54
Watch Manager				
Development	3,908	1,954	17.84	4.54
Competent A	4,016	2,008	18.34	4.54
Competent B	4,277	2,139	19.53	4.54
Station Manager				
Development	4,449	2,224	20.31	4.54
Competent A	4,583	2,291	20.92	4.54
Competent B	4,907	2,454	22.41	4.54
Group Manager				
Development	5,124	2,562	23.40	4.54
Competent A	5,278	2,639	24.10	4.54
Competent B	5,680	2,840	25.94	4.54
Area Manager				
Development	6,016	3,008	27.47	4.54
Competent A	6,196	3,098	28.29	4.54
Competent B	6,598	3,299	30.13	4.54

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 2022

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	24,590	11.23	16.85
Development	25,614	11.70	17.55
Competent	32,776	14.97	22.46
Crew Manager (Control)			
Development	34,835	15.91	23.87
Competent	36,337	16.59	24.89
Watch Manager (Control)			
Development	37,123	16.95	25.43
Competent A	38,154	17.42	26.13
Competent B	40,633	18.55	27.83
Station Manager (Control)			
Development	42,264	19.30	28.95
Competent A	43,534	19.88	29.82
Competent B	46,617	21.29	31.94
Group Manager (Control)			
Development	48,677	22.23	Not applicable
Competent A	50,137	22.89	Not applicable
Competent B	53,962	24.64	Not applicable

*(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 2022

	£ per annum
Fire Control Operator equivalent	
During first six months	22,045
After six months and during 2 nd year	23,023
During 3 rd year	24,115
During 4 th year	25,301
During 5 th year	27,558
Leading Fire Control Operator equivalent	29,512
Senior Fire Control Operator equivalent	
During 1 st year in rank	30,267
During 2 nd year in rank	31,415

JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2022

	£ per annum
Aged 16	11,974
Aged 17	12,867
Aged 18	25,884