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

**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

2 October 2018

CIRCULAR NJC/4/18

Dear Sir/Madam

PAY UPLIFT

1. The NJC has agreed an increase of 2% with effect from 1 July 2018. 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 2.0%. Please see separate NJC circular for the increased payments. (NJC/5/18 refers).

Yours faithfully

**SIMON PANNELL
MATT WRACK
Joint Secretaries**

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2018

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	22,908	10.46	15.69
Development	23,862	10.90	16.35
Competent	30,533	13.94	20.91
Crew Manager			
Development	32,452	14.82	22.23
Competent	33,851	15.46	23.19
Watch Manager			
Development	34,583	15.79	23.69
Competent A	35,544	16.23	24.35
Competent B	37,854	17.29	25.94
Station Manager			
Development	39,374	17.98	26.97
Competent A	40,556	18.52	27.78
Competent B	43,428	19.83	29.75
Group Manager			
Development	45,347	20.71	Not Applicable
Competent A	46,707	21.33	“
Competent B	50,270	22.95	“
Area Manager			
Development	53,238	24.31	Not applicable
Competent A	54,833	25.04	“
Competent B	58,397	26.67	“

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2018 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,291	1,145	10.46	4.02
Development	2,386	1,193	10.90	4.02
Competent	3,053	1,527	13.94	4.02
Crew Manager				
Development	3,245	1,623	14.82	4.02
Competent	3,385	1,693	15.46	4.02
Watch Manager				
Development	3,458	1,729	15.79	4.02
Competent A	3,554	1,777	16.23	4.02
Competent B	3,785	1,893	17.29	4.02
Station Manager				
Development	3,937	1,969	17.98	4.02
Competent A	4,056	2,028	18.52	4.02
Competent B	4,343	2,171	19.83	4.02
Group Manager				
Development	4,535	2,267	20.71	4.02
Competent A	4,671	2,355	21.33	4.02
Competent B	5,027	2,514	22.95	4.02
Area Manager				
Development	5,324	2,662	24.31	4.02
Competent A	5,483	2,742	25.04	4.02
Competent B	5,840	2,920	26.67	4.02

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 2018

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	21,763	9.94	14.91
Development	22,669	10.35	15.53
Competent	29,006	13.25	19.88
Crew Manager (Control)			
Development	30,829	14.08	21.12
Competent	32,158	14.68	22.02
Watch Manager (Control)			
Development	32,854	15.00	22.50
Competent A	33,767	15.42	23.13
Competent B	35,961	16.42	24.63
Station Manager (Control)			
Development	37,405	17.08	25.62
Competent A	38,528	17.59	26.39
Competent B	41,257	18.84	28.26
Group Manager (Control)			
Development	43,080	19.67	Not applicable
Competent A	44,372	20.26	“
Competent B	47,757	21.81	“

*(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 2018

	£ per annum
Fire Control Operator equivalent	
During first six months	19,511
After six months and during 2 nd year	20,375
During 3 rd year	21,342
During 4 th year	22,392
During 5 th year	24,388
Leading Fire Control Operator equivalent	26,118
Senior Fire Control Operator equivalent	
During 1 st year in rank	26,787
During 2 nd year in rank	27,803

JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2018

	£ per annum
Aged 16	10,598
Aged 17	11,387
Aged 18	22,908