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

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**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**

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28 June 2021

**CIRCULAR NJC/4/21**

Dear Sir/Madam

**PAY AWARD 2021**

1. The NJC has agreed an increase of 1.5% with effect from 1 July 2021. 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 1.5%. Please see separate NJC circular for the increased payments (NJC/5/21 refers).

Yours faithfully

**NAOMI COOKE  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2021

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	24,191	11.05	16.58
Development	25,198	11.51	17.27
Competent	32,244	14.72	22.08
<b>Crew Manager</b>			
Development	34,269	15.65	23.48
Competent	35,747	16.32	24.48
<b>Watch Manager</b>			
Development	36,521	16.68	25.02
Competent A	37,535	17.14	25.71
Competent B	39,974	18.25	27.38
<b>Station Manager</b>			
Development	41,578	18.99	28.49
Competent A	42,827	19.56	29.34
Competent B	45,861	20.94	31.41
<b>Group Manager</b>			
Development	47,887	21.87	Not Applicable
Competent A	49,323	22.52	“
Competent B	53,086	24.24	“
<b>Area Manager</b>			
Development	56,220	25.67	Not applicable
Competent A	57,905	26.44	“
Competent B	61,667	28.16	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2021 (RETAINED DUTY SYSTEM)

	(1) £ per Annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,419	1,210	11.05	4.24
Development	2,520	1,260	11.51	4.24
Competent	3,224	1,612	14.72	4.24
<b>Crew Manager</b>				
Development	3,427	1,713	15.65	4.24
Competent	3,575	1,787	16.32	4.24
<b>Watch Manager</b>				
Development	3,652	1,826	16.68	4.24
Competent A	3,754	1,877	17.14	4.24
Competent B	3,997	1,999	18.25	4.24
<b>Station Manager</b>				
Development	4,158	2,079	18.99	4.24
Competent A	4,283	2,141	19.56	4.24
Competent B	4,586	2,293	20.94	4.24
<b>Group Manager</b>				
Development	4,789	2,394	21.87	4.24
Competent A	4,932	2,466	22.52	4.24
Competent B	5,309	2,654	24.24	4.24
<b>Area Manager</b>				
Development	5,622	2,811	25.67	4.24
Competent A	5,791	2,895	26.44	4.24
Competent B	6,167	3,083	28.16	4.24

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 2021

	Basic annual* £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	22,981	10.49	15.74
Development	23,938	10.93	16.40
Competent	30,632	13.99	20.99
<b>Crew Manager (Control)</b>			
Development	32,556	14.87	22.31
Competent	33,960	15.51	23.27
<b>Watch Manager (Control)</b>			
Development	34,695	15.84	23.76
Competent A	35,658	16.28	24.42
Competent B	37,975	17.34	26.01
<b>Station Manager (Control)</b>			
Development	39,499	18.04	27.06
Competent A	40,686	18.58	27.87
Competent B	43,568	19.89	29.84
<b>Group Manager (Control)</b>			
Development	45,493	20.77	<b>Not applicable</b>
Competent A	46,857	21.40	“
Competent B	50,432	23.03	“

\*(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 2021

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	20,603
After six months and during 2 <sup>nd</sup> year	21,517
During 3 <sup>rd</sup> year	22,537
During 4 <sup>th</sup> year	23,646
During 5 <sup>th</sup> year	25,755
<b>Leading Fire Control Operator equivalent</b>	27,581
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	28,287
During 2 <sup>nd</sup> year in rank	29,360

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2021

	£ per annum
Aged 16	11,191
Aged 17	12,025
Aged 18	24,191