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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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7 December 2017

**CIRCULAR NJC/14/17**

Dear Sir/Madam

**PAY AWARD**

1. Further to circular NJC/13/17, the NJC has agreed an increase of 1% with effect from 1 July 2017. 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 1.0%. Please see separate NJC circular for the increased payments. (NJC/15/17 refers).

Yours faithfully

**SIMON PANNELL  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2017

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	22,459	10.26	15.39
Development	23,394	10.68	16.02
Competent	29,934	13.67	20.51
<b>Crew Manager</b>			
Development	31,816	14.53	21.80
Competent	33,187	15.15	22.73
<b>Watch Manager</b>			
Development	33,905	15.48	23.22
Competent A	34,847	15.91	23.87
Competent B	37,112	16.95	25.43
<b>Station Manager</b>			
Development	38,602	17.63	26.45
Competent A	39,761	18.16	27.24
Competent B	42,576	19.44	29.16
<b>Group Manager</b>			
Development	44,458	20.30	Not Applicable
Competent A	45,791	20.91	“
Competent B	49,284	22.50	“
<b>Area Manager</b>			
Development	52,194	23.83	Not applicable
Competent A	53,758	24.55	“
Competent B	57,252	26.14	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2017 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,246	1,123	10.26	3.94
Development	2,339	1,170	10.68	3.94
Competent	2,993	1,497	13.67	3.94
<b>Crew Manager</b>				
Development	3,182	1,591	14.53	3.94
Competent	3,319	1,659	15.15	3.94
<b>Watch Manager</b>				
Development	3,391	1,695	15.48	3.94
Competent A	3,485	1,742	15.91	3.94
Competent B	3,711	1,856	16.95	3.94
<b>Station Manager</b>				
Development	3,860	1,930	17.63	3.94
Competent A	3,976	1,988	18.16	3.94
Competent B	4,258	2,129	19.44	3.94
<b>Group Manager</b>				
Development	4,446	2,223	20.30	3.94
Competent A	4,579	2,290	20.91	3.94
Competent B	4,928	2,464	22.50	3.94
<b>Area Manager</b>				
Development	5,219	2,610	23.83	3.94
Competent A	5,376	2,688	24.55	3.94
Competent B	5,725	2,863	26.14	3.94

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 1st JULY 2017

	Basic annual* £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	21,336	9.74	14.61
Development	22,224	10.15	15.23
Competent	28,437	12.99	19.49
<b>Crew Manager (Control)</b>			
Development	30,225	13.80	20.70
Competent	31,528	14.40	21.60
<b>Watch Manager (Control)</b>			
Development	32,210	14.71	22.07
Competent A	33,105	15.12	22.68
Competent B	35,256	16.10	24.15
<b>Station Manager (Control)</b>			
Development	36,672	16.75	25.13
Competent A	37,773	17.25	25.88
Competent B	40,447	18.47	27.71
<b>Group Manager (Control)</b>			
Development	42,235	19.29	<b>Not applicable</b>
Competent A	43,501	19.86	“
Competent B	46,820	21.38	“

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

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2017

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	19,128
After six months and during 2 <sup>nd</sup> year	19,975
During 3 <sup>rd</sup> year	20,924
During 4 <sup>th</sup> year	21,953
During 5 <sup>th</sup> year	23,910
<b>Leading Fire Control Operator equivalent</b>	25,606
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	26,262
During 2 <sup>nd</sup> year in rank	27,258

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2017

	£ per annum
Aged 16	10,390
Aged 17	11,164
Aged 18	22,459