

Employers' Secretary, Naomi Cooke  
18 Smith Square, London, SW1P 3HZ  
Telephone 020 7664 3000  
e-mail: firequeries@local.gov.uk

Employees' Secretary, Matt Wrack  
Bradley House, 68 Coombe Rd  
Kingston upon Thames KT2 7AE  
Telephone 020 8541 1765

**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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4 September 2020

**CIRCULAR NJC/5/20**

Dear Sir/Madam

**PAY AWARD 2020**

1. The NJC has agreed an increase of 2% with effect from 1 July 2020. 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/6/20 refers).

Yours faithfully

**NAOMI COOKE  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2020

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	23,833	10.88	16.32
Development	24,826	11.34	17.01
Competent	31,767	14.51	21.77
<b>Crew Manager</b>			
Development	33,763	15.42	23.13
Competent	35,219	16.08	24.12
<b>Watch Manager</b>			
Development	35,981	16.43	24.65
Competent A	36,980	16.89	25.34
Competent B	39,383	17.98	26.97
<b>Station Manager</b>			
Development	40,964	18.71	28.07
Competent A	42,194	19.27	28.91
Competent B	45,183	20.63	30.95
<b>Group Manager</b>			
Development	47,179	21.54	Not Applicable
Competent A	48,594	22.19	“
Competent B	52,301	23.88	“
<b>Area Manager</b>			
Development	55,389	25.29	Not applicable
Competent A	57,049	26.05	“
Competent B	60,756	27.74	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2020 (RETAINED DUTY SYSTEM)

	(1) £ per Annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,383	1,192	10.88	4.18
Development	2,483	1,241	11.34	4.18
Competent	3,177	1,588	14.51	4.18
<b>Crew Manager</b>				
Development	3,376	1,688	15.42	4.18
Competent	3,522	1,761	16.08	4.18
<b>Watch Manager</b>				
Development	3,598	1,799	16.43	4.18
Competent A	3,698	1,849	16.89	4.18
Competent B	3,938	1,969	17.98	4.18
<b>Station Manager</b>				
Development	4,096	2,048	18.71	4.18
Competent A	4,219	2,110	19.27	4.18
Competent B	4,518	2,259	20.63	4.18
<b>Group Manager</b>				
Development	4,718	2,359	21.54	4.18
Competent A	4,859	2,430	22.19	4.18
Competent B	5,230	2,615	23.88	4.18
<b>Area Manager</b>				
Development	5,539	2,769	25.29	4.18
Competent A	5,705	2,852	26.05	4.18
Competent B	6,076	3,038	27.74	4.18

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 2020

	Basic annual* £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	22,641	10.34	15.51
Development	23,585	10.77	16.16
Competent	30,179	13.78	20.67
<b>Crew Manager (Control)</b>			
Development	32,075	14.65	21.98
Competent	33,458	15.28	22.92
<b>Watch Manager (Control)</b>			
Development	34,182	15.61	23.42
Competent A	35,131	16.04	24.06
Competent B	37,414	17.08	25.62
<b>Station Manager (Control)</b>			
Development	38,916	17.77	26.66
Competent A	40,084	18.30	27.45
Competent B	42,924	19.60	29.40
<b>Group Manager (Control)</b>			
Development	44,820	20.47	<b>Not applicable</b>
Competent A	46,164	21.08	“
Competent B	49,686	22.69	“

\*(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 2020

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	20,299
After six months and during 2 <sup>nd</sup> year	21,199
During 3 <sup>rd</sup> year	22,204
During 4 <sup>th</sup> year	23,297
During 5 <sup>th</sup> year	25,374
<b>Leading Fire Control Operator equivalent</b>	27,173
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	27,869
During 2 <sup>nd</sup> year in rank	28,926

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2020

	£ per annum
Aged 16	11,026
Aged 17	11,847
Aged 18	23,833