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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

30 May 2025

CIRCULAR NJC/4/25

Dear Colleague,

**CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS:
PAYMENTS BY AUTHORITY**

1. Circular NJC/3/25 contains the revised payments with effect from 1 July 2025. The NJC has also agreed an increase of 3.2% on the above payments **with effect from the 1 July 2025.**
2. **Appendix A** attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £425pa with effect from 1 July 2025. For those on the retained duty system the figure will be £105 pa with the same effective date.

Yours faithfully

**SARAH WARD
STEVE WRIGHT
Joint Secretaries**

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS from 1 JULY 2025

Fire Authority	CPD (£)	Fire Authority	CPD (£)
Avon	950	London	1,181
Bedfordshire	837	Merseyside	900
Buckinghamshire	724	Mid and West Wales	793
Cambridgeshire	742	Norfolk	781
Cheshire	960	Northern Ireland	810
Cleveland	1,223	Northamptonshire	849
Cornwall	385	Northumberland	1,037
Cumbria	667	North Wales	801
Derbyshire	990	North Yorkshire	589
Devon & Somerset	705	Nottinghamshire	1,186
Dorset & Wiltshire	892	Oxfordshire	881
Durham and Darlington	1,081	Royal Berkshire	884
East Sussex	700	Scotland	1,032
Essex	762	Shropshire	873
Gloucestershire	735	South Wales	831
Greater Manchester	1,159	South Yorkshire	1,297
Hampshire & Isle of Wight	827	Staffordshire	893
Hereford & Worcester	869	Suffolk	508
Hertfordshire	925	Surrey	914
Humberside	906	Tyne and Wear	1,250
Kent	813	Warwickshire	747
Lancashire	907	West Midlands	1,206
Leicestershire	846	West Sussex	659
Lincolnshire	495	West Yorkshire	1,102