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

**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

6 March 2023

CIRCULAR NJC/3/23

Dear Sir/Madam

PAY AWARD 2023

1. NJC/1/23 contains revised pay rates effective from 1 July 2022. The NJC has also agreed an increase of 5.0% with effect from 1 July 2023. This circular contains the revised rates of pay **from 1 July 2023**:

| | |
|-------------------|--|
| 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 will also increase by 5.0% **with effect from 1 July 2023**. Please see the separate NJC circular for the increased payments (NJC/4/23 refers).

Yours faithfully

[REDACTED]
[REDACTED]
Joint Secretaries

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2023

| | Basic annual £ | Basic hourly rate £ | Overtime rate £ |
|------------------------|-------------------|------------------------|--------------------|
| Firefighter | | | |
| Trainee | 27,178 | 12.41 | 18.62 |
| Development | 28,310 | 12.93 | 19.40 |
| Competent | 36,226 | 16.54 | 24.81 |
| | | | |
| Crew Manager | | | |
| Development | 38,501 | 17.58 | 26.37 |
| Competent | 40,161 | 18.34 | 27.51 |
| | | | |
| Watch Manager | | | |
| Development | 41,031 | 18.74 | 28.11 |
| Competent A | 42,170 | 19.26 | 28.89 |
| Competent B | 44,911 | 20.51 | 30.77 |
| | | | |
| Station Manager | | | |
| Development | 46,712 | 21.33 | 32.00 |
| Competent A | 48,116 | 21.97 | 32.96 |
| Competent B | 51,525 | 23.53 | 35.30 |
| | | | |
| Group Manager | | | |
| Development | 53,801 | 24.57 | Not applicable |
| Competent A | 55,415 | 25.30 | Not applicable |
| Competent B | 59,642 | 27.23 | Not applicable |
| | | | |
| Area Manager | | | |
| Development | 63,163 | 28.84 | Not applicable |
| Competent A | 65,056 | 29.71 | Not applicable |
| Competent B | 69,283 | 31.64 | Not applicable |

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2023 (RETAINED DUTY SYSTEM)

| | (1) £ per Annum | (2) £ per annum | (3) £ per Hour | (4) £ per occasion |
|------------------------|-----------------------|-----------------------|----------------------|--------------------------|
| Firefighter | | | | |
| Trainee | 2,718 | 1,359 | 12.41 | 4.77 |
| Development | 2,831 | 1,416 | 12.93 | 4.77 |
| Competent | 3,623 | 1,811 | 16.54 | 4.77 |
| | | | | |
| Crew Manager | | | | |
| Development | 3,850 | 1,925 | 17.58 | 4.77 |
| Competent | 4,016 | 2,008 | 18.34 | 4.77 |
| | | | | |
| Watch Manager | | | | |
| Development | 4,103 | 2,052 | 18.74 | 4.77 |
| Competent A | 4,217 | 2,109 | 19.26 | 4.77 |
| Competent B | 4,491 | 2,246 | 20.51 | 4.77 |
| | | | | |
| Station Manager | | | | |
| Development | 4,671 | 2,336 | 21.33 | 4.77 |
| Competent A | 4,812 | 2,406 | 21.97 | 4.77 |
| Competent B | 5,153 | 2,576 | 23.53 | 4.77 |
| | | | | |
| Group Manager | | | | |
| Development | 5,380 | 2,690 | 24.57 | 4.77 |
| Competent A | 5,542 | 2,771 | 25.30 | 4.77 |
| Competent B | 5,964 | 2,982 | 27.23 | 4.77 |
| | | | | |
| Area Manager | | | | |
| Development | 6,316 | 3,158 | 28.84 | 4.77 |
| Competent A | 6,506 | 3,253 | 29.71 | 4.77 |
| Competent B | 6,928 | 3,464 | 31.64 | 4.77 |

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 2023

| | Basic annual* £ | Basic hourly rate £ | Overtime rate £ |
|----------------------------------|--------------------|---------------------------|--------------------|
| Firefighter (Control) | | | |
| Trainee | 25,819 | 11.79 | 17.69 |
| Development | 26,895 | 12.28 | 18.42 |
| Competent | 34,415 | 15.71 | 23.57 |
| Crew Manager (Control) | | | |
| Development | 36,576 | 16.70 | 25.05 |
| Competent | 38,153 | 17.42 | 26.13 |
| Watch Manager (Control) | | | |
| Development | 38,979 | 17.80 | 26.70 |
| Competent A | 40,062 | 18.29 | 27.44 |
| Competent B | 42,665 | 19.48 | 29.22 |
| Station Manager (Control) | | | |
| Development | 44,376 | 20.26 | 30.39 |
| Competent A | 45,710 | 20.87 | 31.31 |
| Competent B | 48,949 | 22.35 | 33.53 |
| Group Manager (Control) | | | |
| Development | 51,111 | 23.34 | Not applicable |
| Competent A | 52,644 | 24.04 | Not applicable |
| Competent B | 56,660 | 25.87 | Not applicable |

*(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 2023

| | £ per annum |
|--|----------------|
| Fire Control Operator equivalent | |
| During first six months | 23,147 |
| After six months and during 2 nd year | 24,174 |
| During 3 rd year | 25,321 |
| During 4 th year | 26,566 |
| During 5 th year | 28,936 |
| | |
| Leading Fire Control Operator equivalent | 30,988 |
| | |
| Senior Fire Control Operator equivalent | |
| During 1 st year in rank | 31,780 |
| During 2 nd year in rank | 32,986 |

JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2023

| | £ per annum |
|---------|----------------|
| Aged 16 | 12,573 |
| Aged 17 | 13,510 |
| Aged 18 | 27,178 |