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Appendix B

**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<br>£ | Basic hourly rate<br>£ | Overtime rate<br>£ |
|------------------------|-------------------|------------------------|--------------------|
| <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)<br>£ per<br>Annum | (2)<br>£ per<br>annum | (3)<br>£ per<br>Hour | (4)<br>£ per<br>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*<br>£ | Basic hourly<br>rate<br>£ | Overtime rate<br>£    |
|----------------------------------|--------------------|---------------------------|-----------------------|
| <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

|  | £<br>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

|         | £<br>per annum |
|---------|----------------|
| Aged 16 | 11,191         |
| Aged 17 | 12,025         |
| Aged 18 | 24,191         |