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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**:

<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 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

**NAOMI COOKE  
 MATT WRACK  
 Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2023

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	27,178	12.41	18.62
Development	28,310	12.93	19.40
Competent	36,226	16.54	24.81
<b>Crew Manager</b>			
Development	38,501	17.58	26.37
Competent	40,161	18.34	27.51
<b>Watch Manager</b>			
Development	41,031	18.74	28.11
Competent A	42,170	19.26	28.89
Competent B	44,911	20.51	30.77
<b>Station Manager</b>			
Development	46,712	21.33	32.00
Competent A	48,116	21.97	32.96
Competent B	51,525	23.53	35.30
<b>Group Manager</b>			
Development	53,801	24.57	Not applicable
Competent A	55,415	25.30	Not applicable
Competent B	59,642	27.23	Not applicable
<b>Area Manager</b>			
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
<b>Firefighter</b>				
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
<b>Crew Manager</b>				
Development	3,850	1,925	17.58	4.77
Competent	4,016	2,008	18.34	4.77
<b>Watch Manager</b>				
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
<b>Station Manager</b>				
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
<b>Group Manager</b>				
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
<b>Area Manager</b>				
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 £
<b>Firefighter (Control)</b>			
Trainee	25,819	11.79	17.69
Development	26,895	12.28	18.42
Competent	34,415	15.71	23.57
<b>Crew Manager (Control)</b>			
Development	36,576	16.70	25.05
Competent	38,153	17.42	26.13
<b>Watch Manager (Control)</b>			
Development	38,979	17.80	26.70
Competent A	40,062	18.29	27.44
Competent B	42,665	19.48	29.22
<b>Station Manager (Control)</b>			
Development	44,376	20.26	30.39
Competent A	45,710	20.87	31.31
Competent B	48,949	22.35	33.53
<b>Group Manager (Control)</b>			
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
<b>Fire Control Operator equivalent</b>	
During first six months	23,147
After six months and during 2 <sup>nd</sup> year	24,174
During 3 <sup>rd</sup> year	25,321
During 4 <sup>th</sup> year	26,566
During 5 <sup>th</sup> year	28,936
<b>Leading Fire Control Operator equivalent</b>	30,988
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	31,780
During 2 <sup>nd</sup> 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