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

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**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**

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24 July 2009

**CIRCULAR NJC/07/09**

Dear Sir/Madam

**PAY SETTLEMENT: 2009**

1. The NJC has agreed an increase of 1.25% with effect from 1 July 2009. 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. Continual Professional Development payments have also been increased by 1.25%. Please see separate NJC circular for the increased payments. (NJC/8/09 refers.)

Yours faithfully

**SARAH MESSENGER  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2009

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	21,157	9.66	14.49
Development	22,038	10.06	15.09
Competent	28,199	12.88	19.32
<b>Crew Manager</b>			
Development	29,971	13.69	20.54
Competent	31,263	14.28	21.42
<b>Watch Manager</b>			
Development	31,940	14.58	21.87
Competent A	32,827	14.99	22.49
Competent B	34,961	15.96	23.94
<b>Station Manager</b>			
Development	36,365	16.60	24.90
Competent A	37,456	17.10	25.65
Competent B	40,109	18.31	27.47
<b>Group Manager</b>			
Development	41,881	19.12	Not Applicable
Competent A	43,138	19.70	“
Competent B	46,428	21.20	“
<b>Area Manager</b>			
Development	49,167	22.45	Not applicable
Competent A	50,642	23.12	“
Competent B	53,934	24.63	“

Protected Pay Point*	Basic annual £	Basic hourly rate £	Overtime rate £
Station Officer/Watch Manager B: Protected Pay Point L	36,752	16.78	25.17

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2009 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,116	1,058	9.66	3.70
Development	2,204	1,103	10.06	3.70
Competent	2,821	1,410	12.88	3.70
<b>Crew Manager</b>				
Development	2,998	1,499	13.69	3.70
Competent	3,127	1,563	14.28	3.70
<b>Watch Manager</b>				
Development	3,193	1,598	14.58	3.70
Competent A	3,284	1,642	14.99	3.70
Competent B	3,496	1,749	15.96	3.70
<b>Station Manager</b>				
Development	3,637	1,818	16.60	3.70
Competent A	3,745	1,872	17.10	3.70
Competent B	4,012	2,005	18.31	3.70
<b>Group Manager</b>				
Development	4,189	2,094	19.12	3.70
Competent A	4,313	2,158	19.70	3.70
Competent B	4,643	2,322	21.20	3.70
<b>Area Manager</b>				
Development	4,917	2,459	22.45	3.70
Competent A	5,065	2,532	23.12	3.70
Competent B	5,394	2,697	24.63	3.70

Column 1 shows the full annual retainer  
 Column 2 shows the retainer for employees on the day crewing duty system  
 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 1st JULY 2009

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	20,099	9.18	13.77
Development	20,935	9.56	14.34
Competent	26,790	12.23	18.35
<b>Crew Manager (Control)</b>			
Development	28,472	13.00	19.50
Competent	29,700	13.56	20.34
<b>Watch Manager (Control)</b>			
Development	30,345	13.86	20.79
Competent A	31,187	14.24	21.36
Competent B	33,211	15.16	22.74
<b>Station Manager (Control)</b>			
Development	34,547	15.77	23.66
Competent A	35,583	16.25	24.38
Competent B	38,104	17.40	26.10
<b>Group Manager (Control)</b>			
Development	39,788	18.17	<b>Not applicable</b>
Competent A	40,980	18.71	“
Competent B	44,108	20.14	“

<b>Protected Pay Points*</b>	Basic annual £	Basic hourly rate £	Overtime rate £
Fire Control Officer: Protected Pay Point L	34,879	15.93	23.90
Principal Fire Control Officer: Protected Pay Point P	44,420	20.28	<b>Not applicable</b>

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2009

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	18,019
After six months and during 2 <sup>nd</sup> year	18,817
During 3 <sup>rd</sup> year	19,712
During 4 <sup>th</sup> year	20,681
During 5 <sup>th</sup> year	22,524
<b>Leading Fire Control Operator equivalent</b>	24,121
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	24,741
During 2 <sup>nd</sup> year in rank	25,678

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2009

	£ per annum
Aged 16	9,787
Aged 17	10,518
Aged 18	21,157