

Employers' Secretary, Simon Pannell
Local Government House, Smith Square,
London, SW1P 3HZ
Telephone 020 7187 7335
e-mail: firequeries@local.gov.uk

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

Employees' Secretary, Matt Wrack
Bradley House, 68 Coombe Rd
Kingston upon Thames KT2 7AE
Telephone 020 8541 1765

**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

6 June 2013

CIRCULAR NJC/06/13

Dear Sir/Madam

PAY SETTLEMENT: 2013

1. The NJC has agreed an increase of 1% with effect from 1 July 2013. The following appendices contain the revised rates of pay.

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 have also been increased by 1.0%. Please see separate NJC circular for the increased payments. (NJC/7/13 refers).

Yours faithfully

**SIMON PANNELL
MATT WRACK
Joint Secretaries**

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	21,583	9.86	14.79
Development	22,481	10.27	15.41
Competent	28,766	13.14	19.71
Crew Manager			
Development	30,574	13.96	20.94
Competent	31,892	14.56	21.84
Watch Manager			
Development	32,582	14.88	22.32
Competent A	33,487	15.29	22.94
Competent B	35,664	16.29	24.44
Station Manager			
Development	37,096	16.94	25.41
Competent A	38,209	17.45	26.18
Competent B	40,915	18.68	28.02
Group Manager			
Development	42,723	19.51	Not Applicable
Competent A	44,005	20.09	“
Competent B	47,361	21.63	“
Area Manager			
Development	50,156	22.90	Not applicable
Competent A	51,660	23.59	“
Competent B	55,018	25.12	“

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2013 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,158	1,079	9.86	3.78
Development	2,248	1,124	10.27	3.78
Competent	2,877	1,438	13.14	3.78
Crew Manager				
Development	3,057	1,529	13.96	3.78
Competent	3,189	1,595	14.56	3.78
Watch Manager				
Development	3,258	1,629	14.88	3.78
Competent A	3,349	1,674	15.29	3.78
Competent B	3,566	1,783	16.29	3.78
Station Manager				
Development	3,710	1,855	16.94	3.78
Competent A	3,821	1,911	17.45	3.78
Competent B	4,092	2,046	18.68	3.78
Group Manager				
Development	4,272	2,136	19.51	3.78
Competent A	4,400	2,200	20.09	3.78
Competent B	4,736	2,368	21.63	3.78
Area Manager				
Development	5,016	2,508	22.90	3.78
Competent A	5,166	2,583	23.59	3.78
Competent B	5,502	2,751	25.12	3.78

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 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	20,504	9.36	14.04
Development	21,357	9.75	14.63
Competent	27,328	12.48	18.72
Crew Manager (Control)			
Development	29,045	13.26	19.89
Competent	30,297	13.83	20.75
Watch Manager (Control)			
Development	30,953	14.13	21.20
Competent A	31,813	14.53	21.80
Competent B	33,881	15.47	23.21
Station Manager (Control)			
Development	35,241	16.09	24.14
Competent A	36,299	16.57	24.86
Competent B	38,869	17.75	26.63
Group Manager (Control)			
Development	40,587	18.53	Not applicable
Competent A	41,805	19.09	“
Competent B	44,993	20.54	“

APPENDIX D

NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2013

	£ per annum
Fire Control Operator equivalent	
During first six months	18,381
After six months and during 2 nd year	19,195
During 3 rd year	20,108
During 4 th year	21,097
During 5 th year	22,977
Leading Fire Control Operator equivalent	24606
Senior Fire Control Operator equivalent	
During 1 st year in rank	25,238
During 2 nd year in rank	26,194

JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2013

	£ per annum
Aged 16	9,984
Aged 17	10,729
Aged 18	21,583