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

Employees' Secretary, Matt Wrack  
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Telephone 020 8541 1765

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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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20 July 2016

**CIRCULAR NJC/7/16**

Dear Sir/Madam

**PAY SETTLEMENT: 2016**

1. The NJC has agreed an increase of 1% with effect from 1 July 2016. 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 1.0%. Please see separate NJC circular for the increased payments. (NJC/8/16 refers).

Yours faithfully

**SIMON PANNELL  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2016

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	22,237	10.15	15.23
Development	23,162	10.58	15.87
Competent	29,638	13.53	20.30
<b>Crew Manager</b>			
Development	31,501	14.38	21.57
Competent	32,858	15.00	22.50
<b>Watch Manager</b>			
Development	33,569	15.33	23.00
Competent A	34,502	15.75	23.63
Competent B	36,745	16.78	25.17
<b>Station Manager</b>			
Development	38,220	17.45	26.18
Competent A	39,367	17.98	26.97
Competent B	42,154	19.25	28.88
<b>Group Manager</b>			
Development	44,018	20.10	Not Applicable
Competent A	45,338	20.70	“
Competent B	48,796	22.28	“
<b>Area Manager</b>			
Development	51,677	23.60	Not applicable
Competent A	53,226	24.30	“
Competent B	56,685	25.88	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2016 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,224	1,112	10.15	3.90
Development	2,316	1,158	10.58	3.90
Competent	2,964	1,482	13.53	3.90
<b>Crew Manager</b>				
Development	3,150	1,575	14.38	3.90
Competent	3,286	1,643	15.00	3.90
<b>Watch Manager</b>				
Development	3,357	1,678	15.33	3.90
Competent A	3,450	1,725	15.75	3.90
Competent B	3,675	1,837	16.78	3.90
<b>Station Manager</b>				
Development	3,822	1,911	17.45	3.90
Competent A	3,937	1,968	17.98	3.90
Competent B	4,215	2,108	19.25	3.90
<b>Group Manager</b>				
Development	4,402	2,201	20.10	3.90
Competent A	4,534	2,267	20.70	3.90
Competent B	4,880	2,440	22.28	3.90
<b>Area Manager</b>				
Development	5,168	2,584	23.60	3.90
Competent A	5,323	2,661	24.30	3.90
Competent B	5,669	2,834	25.88	3.90

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 2016

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	21,125	9.65	14.48
Development	22,004	10.05	15.08
Competent	28,156	12.86	19.29
<b>Crew Manager (Control)</b>			
Development	29,926	13.66	20.49
Competent	31,215	14.25	21.38
<b>Watch Manager (Control)</b>			
Development	31,891	14.56	21.84
Competent A	32,777	14.97	22.46
Competent B	34,908	15.94	23.91
<b>Station Manager (Control)</b>			
Development	36,309	16.58	24.87
Competent A	37,399	17.08	25.62
Competent B	40,046	18.29	27.44
<b>Group Manager (Control)</b>			
Development	41,817	19.09	<b>Not applicable</b>
Competent A	43,071	19.67	“
Competent B	46,356	21.17	“

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2016

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	18,939
After six months and during 2 <sup>nd</sup> year	19,777
During 3 <sup>rd</sup> year	20,717
During 4 <sup>th</sup> year	21,736
During 5 <sup>th</sup> year	23,673
<b>Leading Fire Control Operator equivalent</b>	25,352
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	26,002
During 2 <sup>nd</sup> year in rank	26,988

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2016

	£ per annum
Aged 16	10,287
Aged 17	11,053
Aged 18	22,237