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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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5th September 2019

**CIRCULAR NJC/4/19**

Dear Sir/Madam

**CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS:  
PAYMENTS BY AUTHORITY**

1. Further to circular NJC/3/19, the NJC has agreed an increase of 2% on the above payments effective from the 1 July 2019.
2. **Appendix A** attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £340 pa with effect from 1 July 2019. For those on the retained duty system the figure will be £86 pa with the same effective date.

Yours faithfully

**SIMON PANNELL  
MATT WRACK**  
Joint Secretaries

**CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS from 1 JULY 2019**

<b>Fire Authority</b>	<b>CPD (£)</b>	<b>Fire Authority</b>	<b>CPD (£)</b>
Avon	762	London	946
Bedfordshire & Luton	671	Merseyside	721
Buckinghamshire	580	Mid and West Wales	634
Cambridgeshire	594	Norfolk	625
Cheshire	768	Northern Ireland	649
Cleveland	979	Northamptonshire	680
Cornwall	309	Northumberland	830
Cumbria	533	North Wales	641
Derbyshire	793	North Yorkshire	473
Devon and Somerset	565	Nottinghamshire	949
Dorset and Wiltshire	714	Oxfordshire	706
Durham and Darlington	866	Royal Berkshire	709
East Sussex	560	Scotland	826
Essex	611	Shropshire	698
Gloucestershire	385	South Wales	666
Greater Manchester	929	South Yorkshire	1,039
Hampshire	662	Staffordshire	715
Hereford & Worcester	696	Suffolk	407
Hertfordshire	741	Surrey	732
Humberside	725	Tyne & Wear	1,001
Isle of Wight	329	Warwickshire	599
Kent	652	West Midlands	966
Lancashire	726	West Sussex	528
Leicestershire	677	West Yorkshire	882
Lincolnshire	397		