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

**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

12 September 2012

CIRCULAR NJC/06/12

Dear Sir/Madam

PAY SETTLEMENT: 2012

1. The NJC has agreed an increase of 1% with effect from 1 July 2012. 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 will not be increased (please see circular NJC/05/12).

Yours faithfully

**SARAH MESSENGER
MATT WRACK
Joint Secretaries**

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2012

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	21,369	9.76	14.64
Development	22,258	10.16	15.24
Competent	28,481	13.00	19.50
Crew Manager			
Development	30,271	13.82	20.73
Competent	31,576	14.42	21.63
Watch Manager			
Development	32,259	14.73	22.10
Competent A	33,155	15.14	22.71
Competent B	35,311	16.12	24.18
Station Manager			
Development	36,729	16.77	25.16
Competent A	37,831	17.27	25.91
Competent B	40,510	18.50	27.75
Group Manager			
Development	42,300	19.32	Not Applicable
Competent A	43,569	19.89	“
Competent B	46,892	21.41	“
Area Manager			
Development	49,659	22.68	Not applicable
Competent A	51,148	23.36	“
Competent B	54,473	24.87	“

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2012 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,137	1,068	9.76	3.74
Development	2,226	1,113	10.16	3.74
Competent	2,848	1,424	13.00	3.74
Crew Manager				
Development	3,027	1,514	13.82	3.74
Competent	3,158	1,579	14.42	3.74
Watch Manager				
Development	3,226	1,613	14.73	3.74
Competent A	3,316	1,658	15.14	3.74
Competent B	3,531	1,766	16.12	3.74
Station Manager				
Development	3,673	1,836	16.77	3.74
Competent A	3,783	1,892	17.27	3.74
Competent B	4,051	2,026	18.50	3.74
Group Manager				
Development	4,230	2,115	19.32	3.74
Competent A	4,357	2,178	19.89	3.74
Competent B	4,689	2,345	21.41	3.74
Area Manager				
Development	4,966	2,483	22.68	3.74
Competent A	5,115	2,557	23.36	3.74
Competent B	5,447	2,724	24.87	3.74

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 2012

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	20,301	9.27	13.91
Development	21,145	9.66	14.49
Competent	27,057	12.35	18.53
Crew Manager (Control)			
Development	28,757	13.13	19.70
Competent	29,997	13.70	20.55
Watch Manager (Control)			
Development	30,646	13.99	20.99
Competent A	31,497	14.38	21.57
Competent B	33,545	15.32	22.98
Station Manager (Control)			
Development	34,893	15.93	23.90
Competent A	35,939	16.41	24.62
Competent B	38,485	17.57	26.36
Group Manager (Control)			
Development	40,185	18.35	Not applicable
Competent A	41,391	18.90	“
Competent B	44,547	20.34	“

APPENDIX D

NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2012

	£ per annum
Fire Control Operator equivalent	
During first six months	18,199
After six months and during 2 nd year	19,005
During 3 rd year	19,909
During 4 th year	20,888
During 5 th year	22,749
Leading Fire Control Operator equivalent	24,362
Senior Fire Control Operator equivalent	
During 1 st year in rank	24,988
During 2 nd year in rank	25,935

JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2012

	£ per annum
Aged 16	9,885
Aged 17	10,623
Aged 18	21,369