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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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2 July 2015

**CIRCULAR NJC/11/15**

Dear Sir/Madam

**PAY SETTLEMENT: 2015**

1. The NJC has agreed an increase of 1% with effect from 1 July 2015. 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/12/15 refers).

Yours faithfully

**SIMON PANNELL  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2015

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	22,017	10.05	15.08
Development	22,933	10.47	15.71
Competent	29,345	13.40	20.10
<b>Crew Manager</b>			
Development	31,189	14.24	21.36
Competent	32,533	14.86	22.28
<b>Watch Manager</b>			
Development	33,237	15.18	22.77
Competent A	34,160	15.60	23.40
Competent B	36,381	16.61	24.92
<b>Station Manager</b>			
Development	37,842	17.28	25.92
Competent A	38,977	17.80	26.70
Competent B	41,737	19.06	28.59
<b>Group Manager</b>			
Development	43,582	19.90	Not Applicable
Competent A	44,889	20.50	“
Competent B	48,313	22.06	“
<b>Area Manager</b>			
Development	51,165	23.36	Not applicable
Competent A	52,699	24.06	“
Competent B	56,124	25.63	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2015 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,202	1,101	10.05	3.86
Development	2,293	1,147	10.47	3.86
Competent	2,935	1,467	13.40	3.86
<b>Crew Manager</b>				
Development	3,119	1,559	14.24	3.86
Competent	3,253	1,627	14.86	3.86
<b>Watch Manager</b>				
Development	3,324	1,662	15.18	3.86
Competent A	3,416	1,708	15.60	3.86
Competent B	3,638	1,819	16.61	3.86
<b>Station Manager</b>				
Development	3,784	1,892	17.28	3.86
Competent A	3,898	1,949	17.80	3.86
Competent B	4,174	2,087	19.06	3.86
<b>Group Manager</b>				
Development	4,358	2,179	19.90	3.86
Competent A	4,489	2,244	20.50	3.86
Competent B	4,831	2,416	22.06	3.86
<b>Area Manager</b>				
Development	5,117	2,558	23.36	3.86
Competent A	5,270	2,635	24.06	3.86
Competent B	5,612	2,806	25.63	3.86

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 2015

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	20,916	9.55	14.33
Development	21,786	9.95	14.92
Competent	27,877	12.73	19.09
<b>Crew Manager (Control)</b>			
Development	29,629	13.53	20.29
Competent	30,906	14.11	21.17
<b>Watch Manager (Control)</b>			
Development	31,575	14.42	21.63
Competent A	32,452	14.82	22.23
Competent B	34,562	15.78	23.67
<b>Station Manager (Control)</b>			
Development	35,950	16.42	24.62
Competent A	37,028	16.91	25.36
Competent B	39,650	18.11	27.16
<b>Group Manager (Control)</b>			
Development	41,403	18.91	<b>Not applicable</b>
Competent A	42,645	19.47	“
Competent B	45,897	20.96	“

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2015

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	18,751
After six months and during 2 <sup>nd</sup> year	19,581
During 3 <sup>rd</sup> year	20,512
During 4 <sup>th</sup> year	21,521
During 5 <sup>th</sup> year	23,439
<b>Leading Fire Control Operator equivalent</b>	25,101
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	25,745
During 2 <sup>nd</sup> year in rank	26,721

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2015

	£ per annum
Aged 16	10,185
Aged 17	10,944
Aged 18	22,017