

Employers' Secretary, Sarah Messenger  
Local Government House, Smith Square,  
London, SW1P 3HZ  
Telephone 020 7187 7335  
e-mail: firequeries@lge.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

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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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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.

<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 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 £
<b>Firefighter</b>			
Trainee	21,369	9.76	14.64
Development	22,258	10.16	15.24
Competent	28,481	13.00	19.50
<b>Crew Manager</b>			
Development	30,271	13.82	20.73
Competent	31,576	14.42	21.63
<b>Watch Manager</b>			
Development	32,259	14.73	22.10
Competent A	33,155	15.14	22.71
Competent B	35,311	16.12	24.18
<b>Station Manager</b>			
Development	36,729	16.77	25.16
Competent A	37,831	17.27	25.91
Competent B	40,510	18.50	27.75
<b>Group Manager</b>			
Development	42,300	19.32	Not Applicable
Competent A	43,569	19.89	“
Competent B	46,892	21.41	“
<b>Area Manager</b>			
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
<b>Firefighter</b>				
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
<b>Crew Manager</b>				
Development	3,027	1,514	13.82	3.74
Competent	3,158	1,579	14.42	3.74
<b>Watch Manager</b>				
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
<b>Station Manager</b>				
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
<b>Group Manager</b>				
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
<b>Area Manager</b>				
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 £
<b>Firefighter (Control)</b>			
Trainee	20,301	9.27	13.91
Development	21,145	9.66	14.49
Competent	27,057	12.35	18.53
<b>Crew Manager (Control)</b>			
Development	28,757	13.13	19.70
Competent	29,997	13.70	20.55
<b>Watch Manager (Control)</b>			
Development	30,646	13.99	20.99
Competent A	31,497	14.38	21.57
Competent B	33,545	15.32	22.98
<b>Station Manager (Control)</b>			
Development	34,893	15.93	23.90
Competent A	35,939	16.41	24.62
Competent B	38,485	17.57	26.36
<b>Group Manager (Control)</b>			
Development	40,185	18.35	<b>Not applicable</b>
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
<b>Fire Control Operator equivalent</b>	
During first six months	18,199
After six months and during 2 <sup>nd</sup> year	19,005
During 3 <sup>rd</sup> year	19,909
During 4 <sup>th</sup> year	20,888
During 5 <sup>th</sup> year	22,749
<b>Leading Fire Control Operator equivalent</b>	24,362
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	24,988
During 2 <sup>nd</sup> 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