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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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12 September 2012

**CIRCULAR NJC/05/12**

Dear Sir/Madam

**PAY SETTLEMENT: 2012**

1. A pay award of 1.0% will be applied with effect from 1 July 2012. A copy of the revised rates of pay is contained in circular NJC/6/12.
2. No increase will be applied in 2012/13 to Continual Professional Development payments or to allowances set at national level.
3. Both Sides commit to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. Consequently, it has been agreed that the work on all issues the Sides wish to raise will commence immediately, to conclude in time to report to the NJC in June 2013.
4. Furthermore, specifically in response to the Employers' Side belief that current mileage rates are too high, it has been agreed to engage in a joint review to consider the appropriate level for mileage rates in the fire service on a robust and objective basis. This will be based upon factors considered by appropriate bodies such as the HMRC and the AA and take into account actual mileage travelled and costs within the fire and rescue service.

5. A report will be presented to the NJC meeting in October 2012. If a revision to the rates is agreed, it will be implemented with effect from 1 November 2012.

Yours faithfully

**SARAH MESSENGER**  
**MATT WRACK**  
**Joint Secretaries**