

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

---

**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.

|                   |  |
|-------------------|--|
| <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<br>£ | Basic hourly rate<br>£ | Overtime rate<br>£ |
|------------------------|-------------------|------------------------|--------------------|
| <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)<br>£ per<br>annum | (2)<br>£ per<br>annum | (3)<br>£ per<br>Hour | (4)<br>£ per<br>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<br>£ | Basic hourly<br>rate<br>£ | Overtime<br>rate<br>£ |
|----------------------------------|-------------------|---------------------------|-----------------------|
| <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

|  | £<br>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

|         | £<br>per annum |
|---------|----------------|
| Aged 16 | 9,885          |
| Aged 17 | 10,623         |
| Aged 18 | 21,369         |