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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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6 June 2013

**CIRCULAR NJC/06/13**

Dear Sir/Madam

**PAY SETTLEMENT: 2013**

1. The NJC has agreed an increase of 1% with effect from 1 July 2013. 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/7/13 refers).

Yours faithfully

**SIMON PANNELL  
MATT WRACK  
Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	21,583	9.86	14.79
Development	22,481	10.27	15.41
Competent	28,766	13.14	19.71
<b>Crew Manager</b>			
Development	30,574	13.96	20.94
Competent	31,892	14.56	21.84
<b>Watch Manager</b>			
Development	32,582	14.88	22.32
Competent A	33,487	15.29	22.94
Competent B	35,664	16.29	24.44
<b>Station Manager</b>			
Development	37,096	16.94	25.41
Competent A	38,209	17.45	26.18
Competent B	40,915	18.68	28.02
<b>Group Manager</b>			
Development	42,723	19.51	Not Applicable
Competent A	44,005	20.09	“
Competent B	47,361	21.63	“
<b>Area Manager</b>			
Development	50,156	22.90	Not applicable
Competent A	51,660	23.59	“
Competent B	55,018	25.12	“

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2013 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,158	1,079	9.86	3.78
Development	2,248	1,124	10.27	3.78
Competent	2,877	1,438	13.14	3.78
<b>Crew Manager</b>				
Development	3,057	1,529	13.96	3.78
Competent	3,189	1,595	14.56	3.78
<b>Watch Manager</b>				
Development	3,258	1,629	14.88	3.78
Competent A	3,349	1,674	15.29	3.78
Competent B	3,566	1,783	16.29	3.78
<b>Station Manager</b>				
Development	3,710	1,855	16.94	3.78
Competent A	3,821	1,911	17.45	3.78
Competent B	4,092	2,046	18.68	3.78
<b>Group Manager</b>				
Development	4,272	2,136	19.51	3.78
Competent A	4400	2,200	20.09	3.78
Competent B	4,736	2,368	21.63	3.78
<b>Area Manager</b>				
Development	5,016	2,508	22.90	3.78
Competent A	5,166	2,583	23.59	3.78
Competent B	5502	2,751	25.12	3.78

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 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	20,504	9.36	14.04
Development	21,357	9.75	14.63
Competent	27,328	12.48	18.72
<b>Crew Manager (Control)</b>			
Development	29,045	13.26	19.89
Competent	30,297	13.83	20.75
<b>Watch Manager (Control)</b>			
Development	30,953	14.13	21.20
Competent A	31,813	14.53	21.80
Competent B	33,881	15.47	23.21
<b>Station Manager (Control)</b>			
Development	35,241	16.09	24.14
Competent A	36,299	16.57	24.86
Competent B	38,869	17.75	26.63
<b>Group Manager (Control)</b>			
Development	40,587	18.53	<b>Not applicable</b>
Competent A	41,805	19.09	“
Competent B	44,993	20.54	“

## APPENDIX D

### NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2013

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	18,381
After six months and during 2 <sup>nd</sup> year	19,195
During 3 <sup>rd</sup> year	20,108
During 4 <sup>th</sup> year	21,097
During 5 <sup>th</sup> year	22,977
<b>Leading Fire Control Operator equivalent</b>	24606
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	25,238
During 2 <sup>nd</sup> year in rank	26,194

### JUNIOR FIREFIGHTERS - PAY RATES FROM 1st JULY 2013

	£ per annum
Aged 16	9,984
Aged 17	10,729
Aged 18	21,583