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NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

**To: Chairs of Fire Authorities
Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

03 July 2026

CIRCULAR NJC/2/26

Dear Colleague,

PAY AWARD 2026

1. The NJC has agreed an increase of 3.8% with effect from 1 July 2026. This circular contains the revised rates of pay **from 1 July 2026**:

Appendix A	Pay rates for firefighting roles
Appendix B	Pay rates for the retained duty system
Appendix C	Pay rates for control specific roles
Appendix D	Pay rates for non-operational staff and junior firefighters

2. In all cases annual figures are rounded to the nearest pound first, then 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 also increase by 3.8% **with effect from 1 July 2026**. Please see the separate NJC circular for the increased payments (NJC/3/26 refers).
4. Some pay rates for Fire Control Operator equivalents and Junior Firefighters in Appendix D have been uplifted to comply with the National Minimum /Living Wage.

Yours faithfully,

Joint Secretaries

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2026

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Development	31,539	14.40	21.60
Competent	40,358	18.43	27.65
Crew Manager			
Development	42,892	19.59	29.39
Competent	44,742	20.43	30.65
Watch Manager			
Development	45,711	20.87	31.31
Competent A	46,980	21.45	32.18
Competent B	50,034	22.85	34.28
Station Manager			
Development	52,040	23.76	35.64
Competent A	53,604	24.48	36.72
Competent B	57,402	26.21	39.32
Group Manager			
Development	59,937	27.37	Not applicable
Competent A	61,736	28.19	Not applicable
Competent B	66,445	30.34	Not applicable
Area Manager			
Development	70,368	32.13	Not applicable
Competent A	72,476	33.09	Not applicable
Competent B	77,186	35.24	Not applicable

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2026 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Development	4,731	1,577	14.40	5.31
Competent	6,054	2,018	18.43	5.31
Crew Manager				
Development	6,434	2,145	19.59	5.31
Competent	6,711	2,237	20.43	5.31
Watch Manager				
Development	6,857	2,286	20.87	5.31
Competent A	7,047	2,349	21.45	5.31
Competent B	7,505	2,502	22.85	5.31
Station Manager				
Development	7,806	2,602	23.76	5.31
Competent A	8,041	2,680	24.48	5.31
Competent B	8,610	2,870	26.21	5.31
Group Manager				
Development	8,991	2,997	27.37	5.31
Competent A	9,260	3,087	28.19	5.31
Competent B	9,967	3,322	30.34	5.31
Area Manager				
Development	10,555	3,518	32.13	5.31
Competent A	10,871	3,624	33.09	5.31
Competent B	11,578	3,859	35.24	5.31

Column 1 shows the full annual retainer (15% of the full-time basic annual salary, as set out in Appendix A)

Column 2 shows the annual retainer for employees on the day crewing duty system (5% of the full-time basic annual salary, as set out in Appendix A)

Column 3 shows the hourly rate for work activity

Column 4 shows the disturbance payment per call-out

APPENDIX C

CONTROL SPECIFIC ROLES - PAY RATES FROM 1 JULY 2026

*(95% of the respective firefighting role basic annual salary, as set out in Appendix A)

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Development	29,962	13.68	20.52
Competent	38,340	17.51	26.27
Crew Manager (Control)			
Development	40,747	18.61	27.92
Competent	42,505	19.41	29.12
Watch Manager (Control)			
Development	43,425	19.83	29.75
Competent A	44,631	20.38	30.57
Competent B	47,532	21.70	32.55
Station Manager (Control)			
Development	49,438	22.57	33.86
Competent A	50,924	23.25	34.88
Competent B	54,532	24.90	37.35
Group Manager (Control)			
Development	56,940	26.00	Not applicable
Competent A	58,649	26.78	Not applicable
Competent B	63,123	28.82	Not applicable

NON-OPERATIONAL STAFF - PAY RATES FROM 1 JULY 2026

	£ per annum	
Fire Control Operator equivalent		
During first six months	27,835	*Uprated due to NLW
After six months and during 2 nd year	27,835	*Uprated due to NLW
During 3 rd year	28,210	
During 4 th year	29,596	
During 5 th year	32,236	
Leading Fire Control Operator equivalent	34,523	
Senior Fire Control Operator equivalent		
During 1 st year in rank	35,405	
During 2 nd year in rank	36,748	

JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2026

	£ per annum
Aged 16	27,756
Aged 17	27,756
Aged 18	30,277