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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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03 July 2026

**CIRCULAR NJC/3/26**

Dear Colleague,

**CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS:  
PAYMENTS BY AUTHORITY**

1. Circular NJC/2/26 contains the revised payments with effect from 1 July 2026. The NJC has also agreed an increase of 3.8% on the above payments **with effect from the 1 July 2026.**
2. **Appendix A** attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £441 per annum with effect from 1 July 2026. For those on the retained duty system the figure will be £109 pa with the same effective date.

Yours faithfully

**Joint Secretaries**

## CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS from 1 JULY 2026

| Fire Authority            | CPD (£) | Fire Authority     | CPD (£) |
|---------------------------|---------|--------------------|---------|
| Avon                      | 986     | London             | 1,226   |
| Bedfordshire              | 869     | Merseyside         | 934     |
| Buckinghamshire           | 752     | Mid and West Wales | 823     |
| Cambridgeshire            | 770     | Norfolk            | 811     |
| Cheshire                  | 996     | Northern Ireland   | 841     |
| Cleveland                 | 1,269   | Northamptonshire   | 881     |
| Cornwall                  | 400     | Northumberland     | 1,076   |
| Cumbria                   | 692     | North Wales        | 831     |
| Derbyshire                | 1,028   | North Yorkshire    | 611     |
| Devon & Somerset          | 732     | Nottinghamshire    | 1,231   |
| Dorset & Wiltshire        | 926     | Oxfordshire        | 914     |
| Durham and Darlington     | 1,122   | Royal Berkshire    | 918     |
| East Sussex               | 727     | Scotland           | 1,071   |
| Essex                     | 791     | Shropshire         | 906     |
| Gloucestershire           | 763     | South Wales        | 863     |
| Greater Manchester        | 1,203   | South Yorkshire    | 1,346   |
| Hampshire & Isle of Wight | 858     | Staffordshire      | 927     |
| Hereford & Worcester      | 902     | Suffolk            | 527     |
| Hertfordshire             | 960     | Surrey             | 949     |
| Humberside                | 940     | Tyne and Wear      | 1,298   |
| Kent                      | 844     | Warwickshire       | 775     |
| Lancashire                | 941     | West Midlands      | 1,252   |
| Leicestershire            | 878     | West Sussex        | 684     |
| Lincolnshire              | 514     | West Yorkshire     | 1,144   |