

Employers' Secretary,  
18 Smith Square, London, SW1P 3HZ  
Telephone 020 7664 3000  
e-mail: firequeries@local.gov.uk

Employees' Secretary,  
Bradley House, 68 Coombe Rd  
Kingston upon Thames KT2 7AE  
Telephone 020 8541 1765

**NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITY  
FIRE AND RESCUE SERVICES**

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**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**

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20 May 2024

**CIRCULAR NJC/3/24**

Dear Sir/Madam

**PAY AWARD 2024**

1. The NJC has agreed an increase of 4.0% with effect from 1 July 2024. This circular contains the revised rates of pay **from 1 July 2024**:

<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. As part of the 2024 pay agreement, changes will be made to the RDS retainer fee structure. However, these changes **will not come into effect until 1 January 2025**.
4. For the interim period, the usual RDS rates will apply as indicated in Appendix B (note these have been uprated by 4.0% to reflect the pay agreement).
5. Further communications on the new retainer fee structure will be issued in due course by NJC joint circular. Details of the agreed changes to the retainer fee structure can be found at Appendix E.

6. The NJC has agreed that Continual Professional Development payments will also increase by 4.0% **with effect from 1 July 2024**. Please see the separate NJC circular for the increased payments (NJC/4/24 refers).
7. The NJC pay agreement also contains an improvement to the Grey Book occupational maternity provision:
  - **26 weeks at full pay (inclusive of all allowances and CPD).**
  - **followed by 13 weeks at SMP.**
8. An NJC circular will be issued in due course to provide further information about the implementation of this part of the agreement.

Yours faithfully,

**Joint Secretaries**

## APPENDIX A

### FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2024

	Basic annual £	Basic hourly rate £	Overtime rate £
<b>Firefighter</b>			
Trainee	28,265	12.91	19.37
Development	29,442	13.44	20.16
Competent	37,675	17.20	25.80
<b>Crew Manager</b>			
Development	40,041	18.28	27.42
Competent	41,767	19.07	28.61
<b>Watch Manager</b>			
Development	42,672	19.48	29.22
Competent A	43,857	20.03	30.05
Competent B	46,707	21.33	32.00
<b>Station Manager</b>			
Development	48,580	22.18	33.27
Competent A	50,041	22.85	34.28
Competent B	53,586	24.47	36.71
<b>Group Manager</b>			
Development	55,953	25.55	<b>Not applicable</b>
Competent A	57,632	26.32	<b>Not applicable</b>
Competent B	62,028	28.32	<b>Not applicable</b>
<b>Area Manager</b>			
Development	65,690	30.00	<b>Not applicable</b>
Competent A	67,658	30.89	<b>Not applicable</b>
Competent B	72,054	32.90	<b>Not applicable</b>

## APPENDIX B

### FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2024 (RETAINED DUTY SYSTEM)

	(1) £ per Annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
<b>Firefighter</b>				
Trainee	2,827	1,413	12.91	4.96
Development	2,944	1,472	13.44	4.96
Competent	3,768	1,884	17.20	4.96
<b>Crew Manager</b>				
Development	4,004	2,002	18.28	4.96
Competent	4,177	2,088	19.07	4.96
<b>Watch Manager</b>				
Development	4,267	2,134	19.48	4.96
Competent A	4,386	2,193	20.03	4.96
Competent B	4,671	2,335	21.33	4.96
<b>Station Manager</b>				
Development	4,858	2,429	22.18	4.96
Competent A	5,004	2,502	22.85	4.96
Competent B	5,359	2,679	24.47	4.96
<b>Group Manager</b>				
Development	5,595	2,798	25.55	4.96
Competent A	5,763	2,882	26.32	4.96
Competent B	6,203	3,101	28.32	4.96
<b>Area Manager</b>				
Development	6,569	3,285	30.00	4.96
Competent A	6,766	3,383	30.89	4.96
Competent B	7,205	3,603	32.90	4.96

Column 1 shows the full annual retainer (10% of the full-time basic annual salary, as set out in Appendix A)

Column 2 shows the 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 undertaken

Column 4 shows the disturbance payment per call-out

## APPENDIX C

### CONTROL SPECIFIC ROLES - PAY RATES FROM 1 JULY 2024

	Basic annual* £	Basic hourly rate £	Overtime rate £
<b>Firefighter (Control)</b>			
Trainee	26,852	12.26	18.39
Development	27,970	12.77	19.16
Competent	35,791	16.34	24.51
<b>Crew Manager (Control)</b>			
Development	38,039	17.37	26.06
Competent	39,679	18.12	27.18
<b>Watch Manager (Control)</b>			
Development	40,538	18.51	27.77
Competent A	41,664	19.02	28.53
Competent B	44,372	20.26	30.39
<b>Station Manager (Control)</b>			
Development	46,151	21.07	31.61
Competent A	47,539	21.71	32.57
Competent B	50,907	23.25	34.88
<b>Group Manager (Control)</b>			
Development	53,155	24.27	Not applicable
Competent A	54,750	25.00	Not applicable
Competent B	58,927	26.91	Not applicable

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

**NON-OPERATIONAL STAFF - PAY RATES FROM 1 JULY 2024**

	£ per annum
<b>Fire Control Operator equivalent</b>	
During first six months	24,073
After six months and during 2 <sup>nd</sup> year	25,141
During 3 <sup>rd</sup> year	26,334
During 4 <sup>th</sup> year	27,629
During 5 <sup>th</sup> year	30,093
<b>Leading Fire Control Operator equivalent</b>	32,228
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	33,051
During 2 <sup>nd</sup> year in rank	34,305

**JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2024**

	£ per annum
Aged 16	13,076
Aged 17	14,050
Aged 18	28,265

From 1 January 2025:

The annual retainer for an employee providing full cover (which is defined as cover of at least 120 hours per week) is 15% of the appropriate annual basic pay.

Where an employee provides cover for less than 120 hours per week the following bands may be applied:

Up to and including 30 hours per week, 5%

from 31 hours per week and up to and including 60 hours per week, 7.5%

from 61 hours per week and up to and including 90 hours per week, 10%

from 91 hours per week and up to and including 119 hours, 12.5%

It is important to note that existing local agreements that already exist outside of the grey book are unaffected by this amendment.