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**NATIONAL JOINT COUNCIL
FOR BRIGADE MANAGERS OF
LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

**To: Chairs of Fire Authorities
Chief Fire Officers
Clerks to Fire Authorities
Directors of Human Resources
Members of the National Joint Council**

10 June 2025

GOLD BOOK PAY AWARD 2025

1. We write to inform you that the NJC for Brigade Managers has agreed the following pay award:
 - A £1,500 consolidated uplift on all salaries effective from 1 January 2025.
 - A 3.2% uplift on all salaries effective from 1 July 2025.
 - Moving the pay review date from 1 January to 1 July.
2. The pay of all brigade managers covered by the NJC's agreement should therefore be increased (with the £1500 backdated accordingly to 1 Jan).
3. As a result of moving the pay date, the next pay review date for Brigade Managers aligned to NJC gold book salaries will be 1 July 2026.
4. Revised minimum annual rates of pay for chief fire officers effective from 1 July 2025 are **attached**.
5. In each case the minimum salary arrangements for new appointments in population bands 1 and 2 remain as defined in the 2006/2007 pay settlement (issued by circular on 7 December 2006) and will be subject to review in due course.

Yours faithfully,

Joint Secretaries

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1 JULY 2025**

Population band 1	Up to 500,000
Minimum rate of pay	£132,196*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£132,196*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£137,076
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£150,504
Population band 5	London
Minimum rate of pay	£165,274

*New appointments in accordance with paragraph 4 above