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Circular: 2025HOC0172SW

Date: 30 May 2025

To: All Members

Dear Brother/Sister,

Pay settlement 2025

Further to the decision of members to accept the employers' pay offer, please find attached the circulars from the National Joint Council (NJC) setting out the new rates of pay and CPD.

Yours in unity,

A handwritten signature in black ink, appearing to be "Steve Wright", written in a cursive style.

Steve Wright
General Secretary

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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

30 May 2025

CIRCULAR NJC/3/25

Dear Colleague,

PAY AWARD 2025

1. The NJC has agreed an increase of 3.2% with effect from 1 July 2025. This circular contains the revised rates of pay **from 1 July 2025**:

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 3.2% **with effect from 1 July 2025**. Please see the separate NJC circular for the increased payments (NJC/4/25 refers).
4. As part of the 2025 pay agreement, the trainee rate of pay for all roles will be deleted from the pay scales effective 1 July 2025. Please note that this agreement effects pay only and the role of a Trainee (as defined in the Grey Book Section 2 'Roles and Responsibilities') remains unaffected.

5. To accommodate that change, Section 2 – Roles and Responsibilities, Paragraph 2 of the seventh edition of the grey book is to be amended by deleting the last sentence as shown below:

For the roles of Firefighter and Firefighter (Control) the training stage is the point at which an employee is in full-time training and is not yet performing the role in its appropriate context.

DELETE: “An employee in this position will receive the trainee rate of pay.”

6. The NJC has also agreed revised wording in relation to notice periods. Appendix E provides new wording to replace Section 6 (Miscellaneous conditions) paragraph 2 of the seventh edition of the grey book. Please note this amendment updates the minimum notice requirements as set out in the Grey Book. It does not replace any local agreements already in place, which may stipulate more generous notice periods.
7. Some pay rates for Fire Control Operator equivalents and Junior Firefighters in Appendix D have been uplifted to comply with the National Minimum Wage.

Yours faithfully,

SARAH WARD
STEVE WRIGHT
Joint Secretaries

APPENDIX A

FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2025

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Development	30,384	13.87	20.81
Competent	38,881	17.75	26.63
Crew Manager			
Development	41,322	18.87	28.31
Competent	43,104	19.68	29.52
Watch Manager			
Development	44,038	20.11	30.17
Competent A	45,260	20.67	31.01
Competent B	48,202	22.01	33.02
Station Manager			
Development	50,135	22.89	34.34
Competent A	51,642	23.58	35.37
Competent B	55,301	25.25	37.88
Group Manager			
Development	57,743	26.37	Not applicable
Competent A	59,476	27.16	Not applicable
Competent B	64,013	29.23	Not applicable
Area Manager			
Development	67,792	30.96	Not applicable
Competent A	69,823	31.88	Not applicable
Competent B	74,360	33.95	Not applicable

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2025 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Development	4,558	1,519	13.87	5.12
Competent	5,832	1,944	17.75	5.12
Crew Manager				
Development	6,198	2,066	18.87	5.12
Competent	6,466	2,155	19.68	5.12
Watch Manager				
Development	6,606	2,202	20.11	5.12
Competent A	6,789	2,263	20.67	5.12
Competent B	7,230	2,410	22.01	5.12
Station Manager				
Development	7,520	2,507	22.89	5.12
Competent A	7,746	2,582	23.58	5.12
Competent B	8,295	2,765	25.25	5.12
Group Manager				
Development	8,662	2,887	26.37	5.12
Competent A	8,921	2,974	27.16	5.12
Competent B	9,602	3,201	29.23	5.12
Area Manager				
Development	10,169	3,390	30.96	5.12
Competent A	10,473	3,491	31.88	5.12
Competent B	11,154	3,718	33.95	5.12

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 2025

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Development	28,865	13.18	19.77
Competent	36,937	16.87	25.31
Crew Manager (Control)			
Development	39,256	17.93	26.90
Competent	40,949	18.70	28.05
Watch Manager (Control)			
Development	41,836	19.10	28.65
Competent A	42,997	19.63	29.45
Competent B	45,792	20.91	31.37
Station Manager (Control)			
Development	47,628	21.75	32.63
Competent A	49,060	22.40	33.60
Competent B	52,536	23.99	35.99
Group Manager (Control)			
Development	54,856	25.05	Not applicable
Competent A	56,502	25.80	Not applicable
Competent B	60,812	27.77	Not applicable

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

APPENDIX D

NON-OPERATIONAL STAFF - PAY RATES FROM 1 JULY 2025

	£ per annum	
Fire Control Operator equivalent		
During first six months	26,740	*Uprated due to NLW
After six months and during 2 nd year	26,740	*Uprated due to NLW
During 3 rd year	27,177	
During 4 th year	28,513	
During 5 th year	31,056	
Leading Fire Control Operator equivalent	33,259	
Senior Fire Control Operator equivalent		
During 1 st year in rank	34,109	
During 2 nd year in rank	35,403	

JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2025

	£ per annum	
Aged 16	16,535	*Uprated due to NLW
Aged 17	16,535	*Uprated due to NLW
Aged 18	29,169	

Notice of termination of employment

2. Should an employee wish to resign from their employment they are required to give a minimum amount of notice to their employer. The minimum amount of notice they are required to give depends on their length of service and, unless a local contractual agreement for longer notice periods is in place, is outlined in the following table:

Length of employment	Minimum requirement to give notice (local contracts may state longer periods)
Up to one month	Notice is in line with the Employment Rights Act 1996.
After one month up to three months	One weeks' written notice
After three months onwards	Four weeks' written notice

Employees are entitled to receive the following minimum notice from their employer*:

Length of employment	Minimum entitlement to receive notice (local contracts may state longer periods)
Up to one month	Notice is in line with the Employment Rights Act 1996.
After one month up to three months	One weeks' written notice
After three months up to 4 years	Four weeks' written notice
5 years onwards	One week of notice for each complete year of employment up to a maximum of 12 weeks.

*These minimum notice periods may be supplemented or enhanced by local agreement.

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

**To: Chief Fire Officers
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Chairs of Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

30 May 2025

CIRCULAR NJC/4/25

Dear Colleague,

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

1. Circular NJC/3/25 contains the revised payments with effect from 1 July 2025. The NJC has also agreed an increase of 3.2% on the above payments **with effect from the 1 July 2025.**
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 £425pa with effect from 1 July 2025. For those on the retained duty system the figure will be £105 pa with the same effective date.

Yours faithfully

**SARAH WARD
STEVE WRIGHT
Joint Secretaries**

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS from 1 JULY 2025

Fire Authority	CPD (£)	Fire Authority	CPD (£)
Avon	950	London	1,181
Bedfordshire	837	Merseyside	900
Buckinghamshire	724	Mid and West Wales	793
Cambridgeshire	742	Norfolk	781
Cheshire	960	Northern Ireland	810
Cleveland	1,223	Northamptonshire	849
Cornwall	385	Northumberland	1,037
Cumbria	667	North Wales	801
Derbyshire	990	North Yorkshire	589
Devon & Somerset	705	Nottinghamshire	1,186
Dorset & Wiltshire	892	Oxfordshire	881
Durham and Darlington	1,081	Royal Berkshire	884
East Sussex	700	Scotland	1,032
Essex	762	Shropshire	873
Gloucestershire	735	South Wales	831
Greater Manchester	1,159	South Yorkshire	1,297
Hampshire & Isle of Wight	827	Staffordshire	893
Hereford & Worcester	869	Suffolk	508
Hertfordshire	925	Surrey	914
Humberside	906	Tyne and Wear	1,250
Kent	813	Warwickshire	747
Lancashire	907	West Midlands	1,206
Leicestershire	846	West Sussex	659
Lincolnshire	495	West Yorkshire	1,102