

Employers' Secretary, Simon Pannell
Local Government House, Smith Square
London, SW1P 3HZ
Telephone 020 7664 3188
e-mail: firequeries@local.gov.uk

Staff Side Secretary, Andy Hopkinson
New Prospect House
8 Leake Street
London
SE1 7NN
email: andrew.hopkinson@bedsfire.gov.uk
Telephone: 07825 402314

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**

27th July 2018

Dear Sir/Madam

Pay Award 2018

1. We write to inform you that the NJC has agreed a two-stage approach in respect of the 2018 pay settlement for this group, which provides a 1.0% increase on 2017 basic salary levels with effect from 1st January 2018, rising to a 2.0% increase on 2017 basic salary levels with effect from 1st July 2018.
2. The pay of all brigade managers covered by the NJC's agreement should therefore be increased and backdated accordingly.
3. Revised minimum annual rates of pay for chief fire officers for 1st January 2018 and 1st July 2018 are **attached**.
4. 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.
5. Members of the Employers' Side also noted the Employees' Side intention to present '*a detailed and well-evidenced business case for the 2019 pay year, based on the three criteria within the Gold book:*
 - *Affordability*
 - *Other relevant pay deals*
 - *Rate of Inflation at the appropriate date*'
6. Further discussion, initially at joint secretariat level, will shortly commence in respect of the approach to negotiations for 2019.

Yours faithfully,
SIMON PANNELL
ANDREW HOPKINSON
Joint Secretaries

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1st JANUARY 2018**

Population band 1	Up to 500,000
Minimum rate of pay	£101,782*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£101,782*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£111,070
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£122,074
Population band 5	London
Minimum rate of pay	£134,177

* New appointments in accordance with paragraph 4 above

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1st JULY 2018**

Population band 1	Up to 500,000
Minimum rate of pay	£101,782*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£101,782*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£112,169
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£123,282
Population band 5	London
Minimum rate of pay	£135,506

* New appointments in accordance with paragraph 4 above