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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**

31 May 2023

PAY AWARDS - 2022 & 2023

1. We write to inform you that the NJC has agreed the following pay awards:
 - 4 % increase on basic pay with effect from 1 January 2022
 - 3.5 % increase on basic pay with effect from 1 January 2023
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 effective from 1 January 2022 & 1 January 2023 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.

Yours faithfully,

**NAOMI COOKE
SIMON SHILTON**
Joint Secretaries

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1 JANUARY 2022**

Population band 1	Up to 500,000
Minimum rate of pay	£109,630*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£109,630*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£123,189
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£135,394
Population band 5	London
Minimum rate of pay	£148,819

*New appointments in accordance with paragraph 4 above

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1 JANUARY 2023**

Population band 1	Up to 500,000
Minimum rate of pay	£117,305*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£117,305*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£127,501
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£140,133
Population band 5	London
Minimum rate of pay	£154,028

*New appointments in accordance with paragraph 4 above