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

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

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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**

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

\*New appointments in accordance with paragraph 4 above

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

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

\*New appointments in accordance with paragraph 4 above