

## **Senior Management Team Remuneration and Performance Review Appendix 4**

For 2014, firefighters under the National Joint Council NJC for Local Authority Fire and Rescue Services Scheme of Conditions of Service 2004, known as the "Grey Book" received a 1% pay award, effective from 1 July 2014.

For 2014 the national Brigade Managers pay award was 1% on salaries below £100,000 with a flat rate £1000 increase in salaries at or over £100,000.

Details are below:

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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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8 August 2014

Dear Sir/Madam

### **Pay Settlement 2014**

1. The NJC has reached the following agreement in respect of the pay award for 2014:
  - I. An increase of 1.0% on basic salary applicable to brigade managers earning a basic salary of £99,999 or lower (as at 31 December 2013)
  - II. A flat rate increase of £1000 on basic salary applicable to brigade managers earning a basic salary of £100,000 or more (as at 31 December 2013)
2. Each of the approaches above is effective from 1 January 2014. Therefore the pay of all brigade managers covered by the Gold Book should be increased by the amount relevant to an individual (as set out in paragraph 1 above), with effect from that date.
3. Minimum annual rates of pay for chief fire officers are attached. 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), which will be subject to review in due course.

Yours faithfully,

SIMON PANNEL  
STUART ERRINGTON  
Joint Secretaries

**Senior Management Team Remuneration and Performance Review  
Appendix 4**

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS  
FROM 1 JANUARY 2014**

<b>Population band 1</b>	Up to 500,000
<b>Minimum rate of pay</b>	£97,810*
<b>Population band 2</b>	500,001 to 1,000,000
<b>Minimum rate of pay</b>	£97,810*
<b>Population band 3</b>	1,000,001 to 1,500,000
<b>Minimum rate of pay</b>	£106,738
<b>Population band 4</b>	1,500,000 and above (except London)
<b>Minimum rate of pay</b>	£117,310
<b>Population band 5</b>	London
<b>Minimum rate of pay</b>	£128,943

\* New appointments in accordance with paragraph 3 above