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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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23 November 2020

Dear Sir/Madam

**Pay Award 2020**

1. We write to inform you that the NJC has agreed an increase of 2.0% on basic salary levels with effect from 1<sup>st</sup> January 2020.
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 1<sup>st</sup> January 2020 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. The Staff Side has also reiterated its suggestion to '*explore establishing a small working group to discuss the potential impact and implications the ongoing 'Broadening the Role' negotiations may have on Brigade Managers in the future*'. While that negotiation is currently paused, the Employers' Side remains content to consider a working group with the Officers' Side of the NJC once the position going forward is clearer.

Yours faithfully,

NAOMI COOKE  
ANDREW HOPKINSON  
Joint Secretaries

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS  
FROM 1st JANUARY 2020**

<b>Population band 1</b>	Up to 500,000
<b>Minimum rate of pay</b>	£105,894*
<b>Population band 2</b>	500,001 to 1,000,000
<b>Minimum rate of pay</b>	£105,894*
<b>Population band 3</b>	1,000,001 to 1,500,000
<b>Minimum rate of pay</b>	£116,700
<b>Population band 4</b>	1,500,000 and above (except London)
<b>Minimum rate of pay</b>	£128,263
<b>Population band 5</b>	London
<b>Minimum rate of pay</b>	£140,980

\*New appointments in accordance with paragraph 4 above