

UK Firefighter Pay Scales 2026

National NJC rates from 1 July 2026 (circular NJC/2/26) · every role · firefighterpay.co.uk

Role	Stage	Annual	Hourly	Overtime	On-call full retainer (15%)	Day-crewing retainer (5%)
Firefighter	Development	£31,539	£14.40	£21.60	£4,731	£1,577
	Competent	£40,358	£18.43	£27.65	£6,054	£2,018
Crew Manager	Development	£42,892	£19.59	£29.39	£6,434	£2,145
	Competent	£44,742	£20.43	£30.65	£6,711	£2,237
Watch Manager	Development	£45,711	£20.87	£31.31	£6,857	£2,286
	Competent A	£46,980	£21.45	£32.18	£7,047	£2,349
	Competent B	£50,034	£22.85	£34.28	£7,505	£2,502
Station Manager	Development	£52,040	£23.76	£35.64	£7,806	£2,602
	Competent A	£53,604	£24.48	£36.72	£8,041	£2,680
	Competent B	£57,402	£26.21	£39.32	£8,610	£2,870
Group Manager	Development	£59,937	£27.37	n/a	£8,991	£2,997
	Competent A	£61,736	£28.19	n/a	£9,260	£3,087
	Competent B	£66,445	£30.34	n/a	£9,967	£3,322
Area Manager	Development	£70,368	£32.13	n/a	£10,555	£3,518
	Competent A	£72,476	£33.09	n/a	£10,871	£3,624
	Competent B	£77,186	£35.24	n/a	£11,578	£3,859

Hourly = annual ÷ 52.143 ÷ 42, as in the circular. Overtime is time and a half; no overtime rate is published for group and area managers (n/a). On-call firefighters are paid the hourly rate for work activity on top of the retainer, plus a £5.31 disturbance payment per occasion.

Development and competent

Development pay applies while you build and are assessed as competent in a role, including trainee firefighters. Competent pay follows once competence is confirmed. Watch, station, group and area managers have competent A and B points, set by the post.

What this table does not include

Local allowances, CPD payments, flexi-duty and temporary-promotion pay.
London Fire Brigade, which has its own pay scale.
Tax, National Insurance and pension contributions: take-home is lower than these gross figures.

Turn these rates into your own take-home pay

The free calculator applies 2026/27 tax, National Insurance and your pension band to any role and stage: firefighterpay.co.uk/pay-calculator/

Source: National Joint Council for Local Authority Fire and Rescue Services, circular NJC/2/26 (3.8% on basic pay from 1 July 2026). Illustrative reference only, not an official document. Your contract, service policy and payroll record decide your pay. Full table with notes: firefighterpay.co.uk/pay-scales/