



LOCAL PAY STRUCTURES 2019/20

This document contains Northamptonshire Fire and Rescue Service (NFRS) local pay structures for Fire Staff, effective 01 April 2019

Grade	SCP	Basic pay (£)	Hourly rate (£)
A	7	16,157	8.37
B	7	16,157	8.37
	8	16,157	8.37
C	8	16,157	8.37
	9	16,157	8.37
	10	16,157	8.37
D	10	16,157	8.37
	11	16,291	8.44
	12	16,612	8.61
E	13	16,888	8.75
	14	17,185	8.91
	15	17,534	9.09
F	16	17,942	9.30
	17	18,354	9.51
	18	18,704	9.69
G	19	19,153	9.93
	20	19,840	10.28
	21	20,551	10.65
	22	21,074	10.92
H	23	21,685	11.24
	24	22,383	11.60
	25	23,082	11.96
	26	23,823	12.35
	27	24,603	12.75

Grade	SCP	Basic pay (£)	Hourly rate (£)
I	28	25,370	13.15
	29	26,362	13.66
	30	27,235	14.12
	31	28,086	14.56
	32	28,907	14.98
J	33	29,748	15.42
	34	30,580	15.85
	35	31,214	16.18
	36	32,034	16.60
	37	32,923	17.06
K	38	33,877	17.56
	39	34,983	18.13
	40	35,893	18.60
	41	36,831	19.09
	42	37,763	19.57
L	43	38,697	20.06
	44	39,641	20.55
	45	40,524	21.00
	46	41,497	21.51
	47	42,441	22.00
M	48	43,378	22.48
	49	44,303	22.96
	50	45,451	23.56
	51	46,631	24.17
	52	47,792	24.77
	53	48,927	25.36

1. Apprenticeship, National Minimum Wage (NMW) and National Living Wage (NLW) pay rates

Apprenticeship rates	Basic pay (£)	Hourly rate (£)
Year 1 (under 19)	7,525	3.90
Year 1 (over 19)	7,525	3.90
Year 2+ (under 19)	7,525	3.90
Year 2+ (age 19-20)	11,866	6.15
Year 2+ (age 21-24)	14,856	7.70
Year 2+ (age 25+)	15,840	8.21

NMW/NLW rates (non-apprenticeships)	Basic pay (£)	Hourly rate (£)
Age under 18	8,393	4.35
Age 18-20	11,866	6.15
Age 21-24	14,856	7.70
Age 25+	15,840	8.21



2. Fire and Rescue Service local (senior managers) pay scale

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM1	1	49,818	25.82
	2	52,466	27.19
	3	55,247	28.64
	4	58,181	30.16
	5	61,272	31.76
SM2	6	68,755	35.64
	7	71,581	37.10
	8	74,518	38.62
	9	77,582	40.21
	10	80,765	41.86
SM3	11	82,596	42.81
	12	85,012	44.06
	13	87,503	45.35
	14	90,068	46.68
	15	92,704	48.05

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM4	16	97,113	50.34
	17	100,221	51.95
	18	103,430	53.61
	19	106,739	55.33
	20	110,154	57.10
SM5	21	114,603	59.40
	22	116,973	60.63
	23	119,390	61.88
	24	121,861	63.16
	25	124,382	64.47
SM6	26	129,051	66.89
	27	131,763	68.30
	28	134,528	69.73
	29	137,353	71.19
	30	140,237	72.69

3. NFRS sleeping-in duty payment

The current rate of sleeping in is £35.17

4. NFRS first aid allowance

The current first aid allowance is £95.15 per year.

5. NFRS meal expense allowances

Current rates can be found in policy [A3 – Pay and Allowances](#).