



LOCAL PAY STRUCTURES 2020/21

This document contains Northamptonshire Fire and Rescue Service (NFRS) local pay structures for Fire Staff, effective 01 April 2020.

Grade	SCP	Basic pay (£)	Hourly rate (£)
A	7	16,823	8.72
B	7	16,823	8.72
	8	16,823	8.72
C	8	16,823	8.72
	9	16,823	8.72
	10	16,823	8.72
D	10	16,823	8.72
	11	16,823	8.72
	12	17,027	8.83
E	13	17,310	8.97
	14	17,615	9.13
	15	17,972	9.32
F	16	18,391	9.53
	17	18,813	9.75
	18	19,172	9.94
G	19	19,632	10.18
	20	20,336	10.54
	21	21,065	10.92
	22	21,601	11.20
H	23	22,227	11.52
	24	22,943	11.89
	25	23,659	12.26
	26	24,419	12.66
	27	25,218	13.07

Grade	SCP	Basic pay (£)	Hourly rate (£)
I	28	26,004	13.48
	29	27,021	14.01
	30	27,916	14.47
	31	28,788	14.92
	32	29,630	15.36
J	33	30,492	15.80
	34	31,345	16.25
	35	31,994	16.58
	36	32,835	17.02
	37	33,746	17.49
K	38	34,724	18.00
	39	35,858	18.59
	40	36,790	19.07
	41	37,752	19.57
	42	38,707	20.06
L	43	39,664	20.56
	44	40,632	21.06
	45	41,537	21.53
	46	42,534	22.05
	47	43,502	22.55
M	48	44,462	23.05
	49	45,411	23.54
	50	46,587	24.15
	51	47,797	24.77
	52	48,987	25.39
	53	50,150	25.99

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

Apprenticeship rates	Basic pay (£)	Hourly rate (£)
Year 1 (under 19)	8,007	4.15
Year 1 (over 19)	8,007	4.15
Year 2+ (under 19)	8,007	4.15
Year 2+ (age 19-20)	12,444	6.45
Year 2+ (age 21-24)	15,820	8.20
Year 2+ (age 25+)	16,823	8.72

NMW/NLW rates (non-apprenticeships)	Basic pay (£)	Hourly rate (£)
Age under 18	8,778	4.55
Age 18-20	12,444	6.45
Age 21-24	15,820	8.20
Age 25+	16,823	8.72



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

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM1	1	51,063	26.47
	2	53,778	27.87
	3	56,628	29.35
	4	59,636	30.91
	5	62,804	32.55
SM2	6	70,474	36.53
	7	73,371	38.03
	8	76,381	39.59
	9	79,522	41.22
	10	82,784	42.91
SM3	11	84,661	43.88
	12	87,137	45.17
	13	89,691	46.49
	14	92,320	47.85
	15	95,022	49.25

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM4	16	99,541	51.59
	17	102,727	53.25
	18	106,016	54.95
	19	109,407	56.71
	20	112,908	58.52
SM5	21	117,468	60.89
	22	119,897	62.15
	23	122,375	63.43
	24	124,908	64.74
	25	127,492	66.08
SM6	26	132,277	68.56
	27	135,057	70.00
	28	137,891	71.47
	29	140,787	72.97
	30	143,743	74.51

3. NFRS sleeping-in duty payment

The current rate of sleeping in is £36.05.

4. NFRS first aid allowance

The current first aid allowance is £97.00 per year.

5. NFRS meal expense allowances

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