**LOCAL PAY STRUCTURES 2022/23**

This document contains Northamptonshire Fire and Rescue Service (NFRS) local pay structures for Fire Staff, effective 01 April 2022.

| Grade | SCP | Basic pay (£) | Hourly rate (£) |  | Grade | SCP | Basic pay (£) | Hourly rate (£) |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| E | 15 | 18,350 | 9.51 |  | J | 33 | 31,133 | 16.14 |
| F | 16 | 18,778 | 9.73 |  | 34 | 32,004 | 16.59 |
| 17 | 19,209 | 9.96 |  | 35 | 32,666 | 16.93 |
| 18 | 19,575 | 10.15 |  | 36 | 33,525 | 17.32 |
| G | 19 | 20,045 | 10.39 |  | 37 | 34,455 | 17.86 |
| 20 | 20,764 | 10.76 |  | K | 38 | 35,454 | 18.38 |
| 21 | 21,508 | 11.15 |  | 39 | 36,612 | 18.98 |
| 22 | 22,055 | 11.43 |  | 40 | 37,563 | 19.47 |
| H | 23 | 22,694 | 11.76 |  | 41 | 38,545 | 19.98 |
| 24 | 23,425 | 12.14 |  | 42 | 39,520 | 20.49 |
| 25 | 24,156 | 12.52 |  | L | 43 | 40,497 | 20.99 |
| 26 | 24,932 | 12.92 |  | 44 | 41,486 | 21.50 |
| 27 | 25,748 | 13.35 |  | 45 | 42,410 | 21.98 |
| I | 28 | 26,551 | 13.76 |  | 46 | 43,428 | 22.51 |
| 29 | 27,589 | 14.30 |  | 47 | 44,416 | 23.02 |
| 30 | 28,503 | 14.77 |  | M | 48 | 45,396 | 23.53 |
| 31 | 29,393 | 15.24 |  | 49 | 46,365 | 24.03 |
| 32 | 30,253 | 15.68 |  | 50 | 47,566 | 24.66 |
|  |  |  |  |  | 51 | 48,801 | 25.30 |
|  |  |  |  |  | 52 | 50,016 | 25.93 |
|  |  |  |  |  | 53 | 51,204 | 26.54 |

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

| Apprenticeship rates | Basic pay (£) | Hourly rate (£) |
| --- | --- | --- |
| Year 1 (under 19) | 9.280 | 4.81 |
| Year 1 (over 19) | 9,280 | 4.81 |
| Year 2+ (under 19) | 9,280 | 4.81 |
| Year 2+ (age 19-20) | 13,178 | 6.83 |
| Year 2+ (age 20-21) | 17,711 | 9.18 |
| Year 2+ (age 23+) | 18,329 | 9.50 |

| NMW/NLW rates (non-apprenticeships) | Basic pay (£) | Hourly rate (£) |
| --- | --- | --- |
| Age under 18 | 9,280 | 4.81 |
| Age 18-20 | 13,178 | 6.83 |
| Age 21-22 | 17,711 | 9.18 |
| Age 23+ | 18,329 | 9.50 |

| Grade | SCP | Basic pay (£) | Hourly rate (£) |  | Grade | SCP | Basic pay (£) | Hourly rate (£) |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SM1 | 1 | 52,136 | 27.02 |  | SM4 | 16 | 101,632 | 52.68 |
| 2 | 54,908 | 28.46 |  | 17 | 104,885 | 54.37 |
| 3 | 57,818 | 29.97 |  | 18 | 108,243 | 56.11 |
| 4 | 60,889 | 31.56 |  | 19 | 111,705 | 57.90 |
| 5 | 64,123 | 33.24 |  | 20 | 115,280 | 59.76 |
| SM2 | 6 | 71,954 | 37.30 |  | SM5 | 21 | 119,935 | 62.17 |
| 7 | 74,912 | 38.83 |  | 22 | 122,415 | 63.45 |
| 8 | 77,986 | 40.42 |  | 23 | 124,945 | 64.77 |
| 9 | 81,192 | 42.09 |  | 24 | 127,532 | 66.11 |
| 10 | 84,523 | 43.81 |  | 25 | 130,170 | 67.47 |
| SM3 | 11 | 86,439 | 44.81 |  | SM6 | 26 | 135,055 | 70.01 |
| 12 | 88,967 | 46.12 |  | 27 | 137,894 | 71.48 |
| 13 | 91,575 | 47.47 |  | 28 | 140,787 | 72.98 |
| 14 | 94,259 | 48.86 |  | 29 | 143,744 | 74.51 |
| 15 | 97,018 | 50.29 |  | 30 | 146,762 | 76.07 |

1. Fire and Rescue Service local (senior managers) pay scales
2. NFRS sleeping-in duty payment

The current rate of sleeping in is £36.05.

1. NFRS first aid allowance

The current first aid allowance is £97.00 per year.

1. NFRS meal expense allowances

Current rates can be found in policy [A3 – Pay and Allowances](http://fireplace/sis/sis/Administration%20and%20HR%20Policies/A%203%20-%20Pay%20and%20Allowances.pdf).