



## LOCAL PAY STRUCTURES 2023/24

This document contains Northamptonshire Fire and Rescue Service (NFRS) local pay structures for Fire Staff, effective 01 September 2023.

Grade	SCP	Basic pay (£)	Hourly rate (£)
E	15	21,669	11.23
F	16	22,127	11.47
	17	22,588	11.71
G	18	22,979	11.91
	19	23,482	12.17
	20	24,252	12.57
H	21	25,048	12.98
	22	25,633	13.29
	23	26,317	13.64
	24	27,098	14.05
	25	27,881	14.45
I	26	28,711	14.88
	27	29,584	15.33
	28	30,444	15.78
	29	31,554	16.36
J	30	32,532	16.86
	31	33,485	17.36
	32	34,404	17.83

Grade	SCP	Basic pay (£)	Hourly rate (£)
J	33	35,346	18.32
	34	36,278	18.80
	35	36,987	19.17
	36	37,906	19.65
	37	38,901	20.16
K	38	39,970	20.72
	39	41,209	21.36
	40	42,226	21.89
	41	43,277	22.43
L	42	44,320	22.97
	43	45,366	23.51
	44	46,424	24.06
	45	47,413	24.58
	46	48,501	25.14
M	47	49,559	25.69
	48	50,608	26.23
	49	51,645	26.77
	50	52,930	27.43
	51	54,251	28.12
	52	55,551	28.79
	53	56,822	29.45

Local pay structures 2023/24

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

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM1	1	57,820	29.97
	2	60,786	31.51
	3	63,899	33.12
	4	67,185	34.82
	5	70,646	36.62
SM2	6	79,024	40.96
	7	82,190	42.60
	8	85,479	44.31
	9	88,910	46.08
	10	92,474	47.93
SM3	11	94,524	48.99
	12	97,229	50.40
	13	100,019	51.84
	14	102,890	53.33
	15	105,843	54.86

Grade	SCP	Basic pay (£)	Hourly rate (£)
SM4	16	110,780	57.42
	17	114,361	59.22
	18	117,854	61.09
	19	121,558	63.01
	20	125,384	64.99
SM5	21	130,365	67.57
	22	133,018	68.95
	23	135,725	70.35
	24	138,493	71.78
	25	141,316	73.25
SM6	26	146,543	75.96
	27	149,581	77.53
	28	152,676	79.14
	29	155,840	80.78
	30	159,069	82.45



## 2. NFRS meal expense allowances

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

## 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.