

**NJC 2006/07/08/09/13/15/16/17 Pay Scales**

	SCP	1st April 07	1st April 08	1st April 09	1st April '13	1st Jan 2015	1st April 2016	1st April 2017	
		Pay Award 2.475%	2.75%	1%	1%	2.20%	1.00%	1.00%	
Scale 1	6	£11,907	£12,334	£12,489	£12,614	£13,891.00	£14,030.00	£14,170.00	
	7	£12,291	£12,629	£12,787	£12,915	£13,891.00	£14,030.00	£14,170.00	
	8	£12,678	£13,027	£13,189	£13,321	£13,891.00	£14,030.00	£14,170.00	
	9	£13,062	£13,421	£13,589	£13,725	£14,075.00	£14,216.00	£14,358.00	
	10	£13,336	£13,703	£13,874	£14,013	£14,338.00	£14,481.00	£14,626.00	
Scale 2	11	£14,197	£14,587	£14,733	£14,880	£15,207.00	£15,507.00	£15,807.00	
	12	£14,492	£14,891	£15,039	£15,189	£15,523.00	£15,823.00	£16,123.00	
	13	£14,882	£15,291	£15,444	£15,598	£15,941.00	£16,191.00	£16,491.00	
Scale 3	14	£15,153	£15,570	£15,725	£15,882	£16,231.00	£16,481.00	£16,781.00	
	15	£15,470	£15,895	£16,054	£16,215	£16,572.00	£16,772.00	£17,072.00	
	16	£15,842	£16,278	£16,440	£16,604	£16,969.00	£17,169.00	£17,419.00	
	17	£16,217	£16,663	£16,830	£16,998	£17,372.00	£17,547.00	£17,772.00	
Scale 4	18	£16,536	£16,991	£17,161	£17,333	£17,714.00	£17,891.00	£18,070.00	
	19	£17,154	£17,626	£17,802	£17,980	£18,376.00	£18,560.00	£18,746.00	
	20	£17,781	£18,270	£18,453	£18,638	£19,048.00	£19,238.00	£19,430.00	
	21	£18,430	£18,937	£19,126	£19,317	£19,742.00	£19,939.00	£20,138.00	
Scale 5	22	£18,907	£19,427	£19,621	£19,817	£20,253.00	£20,456.00	£20,661.00	
	23	£19,463	£19,998	£20,198	£20,400	£20,849.00	£21,057.00	£21,268.00	
	24	£20,099	£20,652	£20,858	£21,067	£21,530.00	£21,745.00	£21,962.00	
	25	£20,736	£21,306	£21,519	£21,734	£22,212.00	£22,434.00	£22,658.00	
Scale 6	26	£21,412	£22,001	£22,221	£22,443	£22,937.00	£23,166.00	£23,398.00	
	27	£22,122	£22,730	£22,958	£23,188	£23,698.00	£23,935.00	£24,174.00	
	28	£22,845	£23,473	£23,708	£23,945	£24,472.00	£24,717.00	£24,964.00	
SO1	29	£23,749	£24,402	£24,646	£24,892	£25,440.00	£25,694.00	£25,951.00	
	30	£24,545	£25,220	£25,472	£25,727	£26,293.00	£26,556.00	£26,822.00	
	31	£25,320	£26,016	£26,276	£26,539	£27,123.00	£27,394.00	£27,668.00	
SO2	32	£26,067	£26,784	£27,052	£27,323	£27,924.00	£28,203.00	£28,485.00	
	33	£26,835	£27,573	£27,849	£28,127	£28,746.00	£29,033.00	£29,323.00	
	34	£27,594	£28,353	£28,636	£28,922	£29,558.00	£29,854.00	£30,153.00	
PM1	35	£28,172	£28,947	£29,236	£29,528	£30,178.00	£30,480.00	£30,785.00	Not in use
	36	£28,919	£29,714	£30,011	£30,311	£30,978.00	£31,288.00	£31,601.00	Not in use
	37	£29,728	£30,546	£30,851	£31,160	£31,846.00	£32,164.00	£32,486.00	
	38	£30,598	£31,439	£31,754	£32,072	£32,778.00	£33,106.00	£33,437.00	
	39	£31,606	£32,475	£32,800	£33,128	£33,857.00	£34,196.00	£34,538.00	
	40	£32,436	£33,328	£33,661	£33,998	£34,746.00	£35,093.00	£35,444.00	
	41	£33,291	£34,207	£34,549	£34,894	£35,662.00	£36,019.00	£36,379.00	
PM2	42	£34,140	£35,079	£35,430	£35,784	£36,571.00	£36,937.00	£37,306.00	
	43	£34,991	£35,953	£36,313	£36,676	£37,483.00	£37,858.00	£38,237.00	
	44	£35,852	£36,838	£37,206	£37,578	£38,405.00	£38,789.00	£39,177.00	
	45	£36,657	£37,665	£38,042	£38,422	£39,267.00	£39,660.00	£40,057.00	
	46	£37,543	£38,575	£38,961	£39,351	£40,217.00	£40,619.00	£41,025.00	
PM3	47	£38,404	£39,460	£39,855	£40,254	£41,140.00	£41,551.00	£41,967.00	
	48	£39,258	£40,338	£40,741	£41,148	£42,053.00	£42,474.00	£42,899.00	
	49	£40,101	£41,204	£41,616	£42,032	£42,957.00	£43,387.00	£43,821.00	
	50*	£41,163	£42,295	£42,718	£43,145	£44,094.00	£44,535.00	£44,980.00	
	51*	£42,365	£43,530	£43,965	£44,405	£45,382.00	£45,836.00	£46,294.00	
	52*	£43,571	£44,769	£45,217	£45,669	£46,674.00	£47,141.00	£47,612.00	

\* Locally agreed (In line with Green Book pay award)

# W H O L E T I M E

1% WEF 1st July 2016

	CFS SCP Point				Salary	20% Flexi	Total (Including Flexi where applicable)	Monthly rounded to nearest penny	Basic Hourly Rate	Casual O/T
<b>FIREFIGHTER</b>										
		301	FF (T)	TRAINEE	£22,237	£0	£22,237	£1,853.08	£10.15	£15.23
		302	FF (D)	DEVELOPMENT	£23,162	£0	£23,162	£1,930.17	£10.58	£15.87
	7	303	FF (C )	COMPETENT	£29,638	£0	£29,638	£2,469.83	£13.53	£20.30
<b>CREW MANAGER</b>		304	CM (D)	DEVELOPMENT	£31,501	£0	£31,501	£2,625.08	£14.38	£21.57
	10	305	CM (C )	COMPETENT	£32,858	£0	£32,858	£2,738.17	£15.00	£22.50
<b>WATCH MANAGER A</b>										
		306	WMA (D)	DEVELOPMENT	£33,569	£0	£33,569	£2,797.42	£15.33	£23.00
	12	307	WMA (C )	COMPETENT	£34,502		£34,502	£2,875.17	£15.75	£23.63
<b>WATCH MANAGER B</b>										
		306	WMB (D)	DEVELOPMENT	£33,569		£33,569	£2,797.42	£15.33	£23.00
		308	WMB (C )	COMPETENT	£36,745		£36,745	£3,062.08	£16.78	£25.17
<b>STATION MANAGER A</b>										
		309	SM (D)	DEVELOPMENT	£38,220		£38,220	£3,185.00	£17.45	£26.18
	22	310	SMA (C )	COMPETENT	£39,367		£39,367	£3,280.58	£17.98	£26.97
<b>STATION MANAGER B</b>										
		309	SMB (D)	DEVELOPMENT	£38,220	£7,644	£45,864	£3,822.00	£17.45	£26.18
	28	311	SMB (C )	COMPETENT	£42,154	£8,431	£50,585	£4,215.40	£19.25	£28.88
<b>GROUP MANAGER B</b>										
		312	GMB (D)	DEVELOPMENT	£44,018	£8,804	£52,822	£4,401.80	£20.10	N/A
	40	314	GMB (C )	COMPETENT	£48,796	£9,759	£58,555	£4,879.60	£22.28	N/A
<b>AREA MANAGER B</b>										
		315	AMB (D)	DEVELOPMENT	£51,677	£11,111	£62,788	£5,232.30	£23.60	N/A
	52	317	AMB (C )	COMPETENT	£56,685	£12,180	£68,865	£5,738.75	£25.88	N/A

## **Apprentice Scale Rates**

**2017/18**

From 1st April 2017

<b>Grade</b>	<b>Comments</b>	<b>Hourly Rate (National Minimum Wage)</b>	<b>Apprentice Annual Salary</b>
A18	Apprentice in 1st year of apprenticeship or aged 18 or below	<b>£4.41</b>	<b>£8,508.17</b>
A19+	19 or 20 (and beyond 1st year of apprenticeship)	<b>£7.06</b>	<b>£13,620.79</b>
A21+	21 to 24 (and beyond 1st year of apprenticeship)	<b>£8.88</b>	<b>£17,132.10</b>
A25+	25 (and beyond 1st year of apprenticeship)	<b>£9.45</b>	<b>£18,231.80</b>

These scales are based on NMW + 26% and will increase in October each year in line with NMW increases