

Cumbria Fire and Rescue Service
Job Families Pay and Grading Structure - 24 October 2023
(incl 1 April 2023 national pay award and 24 October increase to the UK Living Wage)

Leadership (Directors / Assistant Directors)										
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Job Family					
					Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£79,346	£41.1300			OP19	OS19	PCD19	RT19
	A	61	£76,620	£39.7100						
18	B	54	£65,017	£33.7000				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£62,273	£32.2800						
17	B	47	£55,963	£29.0100		CE17	OP17	OS17		RT17
	A	45	£53,775	£27.8700						
16	B	41	£49,498	£25.6600			OP16	OS16	PCD16	RT16
	A	40	£48,474	£25.1300						
15	B	37	£45,441	£23.5500			OP15	OS15	PCD15	RT15
	A	36	£44,428	£23.0300						
14	B	35	£43,421	£22.5100		CE14		OS14	PCD14	RT14
	A	34	£42,403	£21.9800						
13	B	33	£41,418	£21.4700			OP13		PCD13	RT13
	A	32	£40,221	£20.8500						
12	B	31	£39,186	£20.3100	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
	A	30	£38,223	£19.8100						
11	B	28	£36,648	£19.0000	BS11	CE11	OP11	OS11		RT11
	A	27	£35,745	£18.5300						
10	B	26	£34,834	£18.0600	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
	A	25	£33,945	£17.5900						
9	B	24	£33,024	£17.1200	BS9		OP9i / OP9ii	OS9		RT9
	A	23	£32,076	£16.6300						
8	B	20	£30,296	£15.7000	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
	A	19	£29,777	£15.4300						
7	B	14	£27,334	£14.1700	BS7		OP7i / OP7ii	OS7	PCD7	RT7
	A	12	£26,421	£13.6900						
6	B	8	£24,702	£12.8000	BS6	CE6				RT6
	A	7	£24,294	£12.5900						
5	B	6	£23,893	£12.3800	BS5	CE5	OP5	OS5	PCD5	
	A	6	£23,893	£12.3800						
4	B	5	£23,500	£12.1800	BS4		OP4		PCD4	RT4
	A	5	£23,500	£12.1800						
3	B	4	£23,114	£11.9800	BS3		OP3		PCD3	
	A	3	£22,737	£11.7900						
2	B	2	£22,366	£11.5900		CE2				
	A	2	£22,366	£11.5900						
1	B	2	£22,366	£11.5900	BS1		OP1			

*** Living Wage Foundation Living Wage Rate**

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation 'UK Living Wage' rate of £12.00 per hour, as outlined below.

		Existing Grade		Supplement		UK Living Wage Rate		
		Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £	
3	B	4	£23,114	£11.9800	£37	£0.0200	£23,151	£12.0000
	A	3	£22,737	£11.7900	£414	£0.2100	£23,151	£12.0000
2	B	2	£22,366	£11.5900	£785	£0.4100	£23,151	£12.0000
	A	2	£22,366	£11.5900	£785	£0.4100	£23,151	£12.0000
1	B	2	£22,366	£11.5900	£785	£0.4100	£23,151	£12.0000