

Cumbria Fire & Rescue Service

Job Families Pay and Grading Structure - 1 April 2025 (inc 1 April 2025 national pay award)

Leadership (Directors / Assistant Directors)											
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Employee Pension Contribution Rate (from 01/04/25)	Job Family					
						Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£83,933	£43.5000	9.90%			OP19	OS19	PCD19	RT19
	A	61	£81,049	£42.0100	9.90%						
18	B	54	£68,775	£35.6500	8.50%				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£65,873	£34.1400	8.50%						
17	B	47	£59,198	£30.6800	8.50%		CE17	OP17	OS17		RT17
	A	45	£56,883	£29.4800	6.80%						
16	B	41	£52,413	£27.1700	6.80%			OP16	OS16	PCD16	RT16
	A	40	£51,356	£26.6200	6.80%						
15	B	37	£48,226	£25.0000	6.80%			OP15	OS15	PCD15	RT15
	A	36	£47,181	£24.4600	6.80%						
14	B	35	£46,142	£23.9200	6.80%		CE14		OS14	PCD14	RT14
	A	34	£45,091	£23.3700	6.50%						
13	B	33	£44,075	£22.8500	6.50%			OP13		PCD13	RT13
	A	32	£42,839	£22.2000	6.50%						
12	B	31	£41,771	£21.6500	6.50%	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
	A	30	£40,777	£21.1400	6.50%						
11	B	28	£39,152	£20.2900	6.50%	BS11	CE11	OP11	OS11		RT11
	A	27	£38,220	£19.8100	6.50%						
10	B	26	£37,280	£19.3200	6.50%	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
	A	25	£36,363	£18.8500	6.50%						
9	B	24	£35,412	£18.3500	6.50%	BS9		OP9i / OP9ii	OS9		RT9
	A	23	£34,434	£17.8500	6.50%						
8	B	20	£32,597	£16.9000	6.50%	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
	A	19	£32,061	£16.6200	6.50%						
7	B	14	£29,540	£15.3100	6.50%	BS7		OP7i / OP7ii	OS7	PCD7	RT7
	A	12	£28,598	£14.8200	6.50%						
6	B	8	£26,824	£13.9000	5.80%	BS6	CE6				RT6
	A	7	£26,403	£13.6900	5.80%						
5	B	6	£25,989	£13.4700	5.80%	BS5	CE5	OP5	OS5	PCD5	
	A	6	£25,989	£13.4700	5.80%						
4	B	5	£25,583	£13.2600	5.80%	BS4		OP4		PCD4	RT4
	A	5	£25,583	£13.2600	5.80%						
3	B	4	£25,185	£13.0500	5.80%	BS3		OP3		PCD3	
	A	3	£24,796	£12.8500	5.80%						
2	B	2	£24,413	£12.6500	5.80%		CE2				
	A	2	£24,413	£12.6500	5.80%						
1	B	2	£24,413	£12.6500	5.80%	BS1		OP1			

Making Cumbria a safer place for all

