

**Avon Fire & Rescue Service**  
**Non-Uniformed Staff Salary Scales with HAY Grades**  
**With effect from 1 April 2024**

RLW = Real Living Wage (takes effect from 1 November 2024)

	SCP	£ PER ANNUM	£ PER HOUR
H14	1 - deleted by NJC		
H13	2	£23,656 RLW £24,309	£12.26 RLW £12.60
H12	3	£24,027 RLW £24.309	£12.45 RLW £12.60
	4	£24,404	£12.65
H11	5	£24,790	£12.85
	6	£25,183	£13.05
H10	7	£25,584	£13.26
	8	£25,992	£13.47
	9	£26,409	£13.69
	10	£26,835	£13.91
H 9	11	£27,269	£14.13
	12	£27,711	£14.36
	13	£28,163	£14.60
	14	£28,624	£14.84
	15	£29,093	£15.08
	16	£29,572	£15.33
	17	£30,060	£15.58
	18	£30,559	£15.84
	19	£31,067	£16.10
H 8	20	£31,586	£16.37
	21	£32,115	£16.65
	22	£32,654	£16.93
	23	£33,366	£17.29
	24	£34,314	£17.79
H 7	25	£35,235	£18.26
	26	£36,124	£18.72
	27	£37,035	£19.20
	28	£37,938	£19.66
H 6	29	£38,626	£20.02
	30	£39,513	£20.48
	31	£40,476	£20.98
	32	£41,511	£21.52
H 5	33	£42,708	£22.14
	34	£43,693	£22.65
	35	£44,711	£23.17
	36	£45,718	£23.70
H 4	37	£46,731	£24.22
	38	£47,754	£24.75
	39	£48,710	£25.25
	40	£49,764	£25.79
H 3	41	£50,788	£26.32
	42	£51,802	£26.85
	43	£52,805	£27.37
	44	£53,804	£27.89
	45	£54,948	£28.48
H 2	46	£56,688	£29.38
	47	£58,048	£30.09
	48	£59,442	£30.81
	49	£60,871	£31.55
H 1	50	£62,336	£32.31
	51	£63,837	£33.09
	52	£65,376	£33.89
	53	£66,952	£34.70
	54	£68,569	£35.54

Hourly rate calculated by dividing annual salary by 52.143 weeks (ie 365 days divided by 7) and then divided by 37 hrs (the standard working week).