

**Avon Fire & Rescue Service**  
**Non-Uniformed Staff Salary Scales with HAY Grades**  
**With effect from 1 April 2025**

RLW = Real Living Wage NB to be implemented by 1 May 2025

		2025	2025
	SCP	£ PER ANNUM	£ PER HOUR
H14	1 - deleted by NJC		
H13	2	£24,309-RLW £24,413	£12.60-RLW £12.65
H12	3	£24,309- £24,796	£12.60-£12.85
	4	£25,185	£13.05
H11	5	£25,583	£13.26
	6	£25,989	£13.47
H10	7	£26,403	£13.69
	8	£26,824	£13.90
	9	£27,254	£14.13
	10	£27,694	£14.35
H9	11	£28,142	£14.59
	12	£28,598	£14.82
	13	£29,064	£15.06
	14	£29,540	£15.31
	15	£30,024	£15.56
	16	£30,518	£15.82
	17	£31,022	£16.08
	18	£31,537	£16.35
	19	£32,061	£16.62
H8	20	£32,597	£16.90
	21	£33,143	£17.18
	22	£33,699	£17.47
	23	£34,434	£17.85
	24	£35,412	£18.35
H7	25	£36,363	£18.85
	26	£37,280	£19.32
	27	£38,220	£19.81
	28	£39,152	£20.29
H6	29	£39,862	£20.66
	30	£40,777	£21.14
	31	£41,771	£21.65
	32	£42,839	£22.20
H5	33	£44,075	£22.85
	34	£45,091	£23.37
	35	£46,142	£23.92
	36	£47,181	£24.46
H4	37	£48,226	£25.00
	38	£49,282	£25.54
	39	£50,269	£26.06
	40	£51,356	£26.62
H3	41	£52,413	£27.17
	42	£53,460	£27.71
	43	£54,495	£28.25
	44	£55,526	£28.77
	45	£56,706	£29.38
H2	46	£58,502	£30.31
	47	£59,906	£31.04
	48	£61,334	£31.78
	49	£62,819	£32.55
H1	50	£64,331	£33.33
	51	£65,880	£34.13
	52	£67,468	£34.95
	53	£69,094	£35.80
	54	£70,763	£36.66

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).