Avon Fire & Rescue Service
Non-Uniformed Staff Salary Scales with HAY Grades
With effect from 1 April 2026
RLW = Real Living Wage NB to be implemented by 1 May 2026

		2026	2026
	SCP	£ PER ANNUM	£ PER HOUR
~~H14~~	1 - deleted by NJC		
~~H13~~	2 - deleted by NJC	~~£24,309 RLW £24,413~~	~~£12.60 RLW £12.65~~
H12	3	£25,614	£13.28
	4	£26,016	£13.48
H11	5	£26,427	£13.70
	6	£26,847	£13.92
H10	7	£27,274	£14.14
	8	£27,709	£14.36
	9	£28,153	£14.59
	10	£28,608	£14.83
	11	£29,071	£15.07
H 9	12	£29,542	£15.31
	13	£30,023	£15.56
	14	£30,515	£15.82
	15	£31,015	£16.08
	16	£31,525	£16.34
	17	£32,046	£16.61
	18	£32,578	£16.89
	19	£33,119	£17.17
H 8	20	£33,673	£17.45
	21	£34,237	£17.75
	22	£34,811	£18.04
	23	£35,570	£18.44
	24	£36,581	£18.96
H 7	25	£37,563	£19.47
	26	£38,510	£19.96
	27	£39,481	£20.46
	28	£40,444	£20.96
H 6	29	£41,177	£21.34
	30	£42,123	£21.83
	31	£43,149	£22.37
	32	£44,253	£22.94
H 5	33	£45,529	£23.60
	34	£46,579	£24.14
	35	£47,665	£24.71
	36	£48,738	£25.26
H 4	37	£49,817	£25.82
	38	£50,908	£26.39
	39	£51,928	£26.92
	40	£53,051	£27.50
H 3	41	£54,143	£28.06
	42	£55,224	£28.62
	43	£56,293	£29.18
	44	£57,358	£29.73
	45	£58,577	£30.36
H 2	46	£60,433	£31.32
	47	£61,883	£32.08
	48	£63,368	£32.85
	49	£64,892	£33.64
H 1	50	£66,454	£34.44
	51	£68,054	£35.27
	52	£69,694	£36.12
	53	£71,374	£36.99
	54	£73,098	£37.89

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).