

# Cumbria Fire & Rescue Service

Job Families Pay and Grading Structure - 23 October 2024  
(inc 1 April 2024 national pay award and 23 October increase to the LWF 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	£81,330	£42.1600			OP19	OS19	PCD19	RT19
	A	61	£78,536	£40.7100						
18	B	54	£66,642	£34.5400				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£63,830	£33.0900						
17	B	47	£57,362	£29.7300						
	A	45	£55,119	£28.5700		CE17	OP17	OS17		RT17
16	B	41	£50,788	£26.3200			OP16	OS16	PCD16	RT16
	A	40	£49,764	£25.7900						
15	B	37	£46,731	£24.2200			OP15	OS15	PCD15	RT15
	A	36	£45,718	£23.7000						
14	B	35	£44,711	£23.1700						
	A	34	£43,693	£22.6500		CE14		OS14	PCD14	RT14
13	B	33	£42,708	£22.1400						
	A	32	£41,511	£21.5200			OP13		PCD13	RT13
12	B	31	£40,476	£20.9800						
	A	30	£39,513	£20.4800	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
11	B	28	£37,938	£19.6600						
	A	27	£37,035	£19.2000	BS11	CE11	OP11	OS11		RT11
10	B	26	£36,124	£18.7200						
	A	25	£35,235	£18.2600	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
9	B	24	£34,314	£17.7900						
	A	23	£33,366	£17.2900	BS9		OP9i / OP9ii	OS9		RT9
8	B	20	£31,586	£16.3700						
	A	19	£31,067	£16.1000	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
7	B	14	£28,624	£14.8400						
	A	12	£27,711	£14.3600	BS7		OP7i / OP7ii	OS7	PCD7	RT7
6	B	8	£25,992	£13.4700						
	A	7	£25,584	£13.2600	BS6	CE6				RT6
5	B	6	£25,183	£13.0500						
	A	6	£25,183	£13.0500	BS5	CE5	OP5	OS5	PCD5	
4	B	5	£24,790	£12.8500						
	A	5	£24,790	£12.8500	BS4		OP4		PCD4	RT4
3	B	4	£24,404	£12.6500						
	A	3	£24,027	£12.4500	BS3		OP3		PCD3	
2	B	2	£23,656	£12.2600						
	A	2	£23,656	£12.2600		CE2				
1	B	2	£23,656	£12.2600	BS1		OP1			

## Living Wage Foundation UK 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 £12.60 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	£24,404	£12.6500	N/A	N/A	N/A	
	A	3	£24,027	£12.4500	£282	£0.1500	£24,309	£12.6000
2	B	2	£23,656	£12.2600	£653	£0.3400	£24,309	£12.6000
	A	2	£23,656	£12.2600	£653	£0.3400	£24,309	£12.6000
1	B	2	£23,656	£12.2600	£653	£0.3400	£24,309	£12.6000