

**Avon Fire & Rescue Service**  
**Corporate Staff Salary Scales with HAY Grades**  
**With effect from 1 April 2023**

RLW = Real Living Wage NB This takes effect from 1 November 2023

01-Apr-22	SCP	£ PER ANNUM	£ PER HOUR
H14	1 - deleted by NJC		
H13	2	£22,366 RLW £23,152	£11.59 RLW £12.00
H12	3	£22,737 RLW £23,152	£11.79 RLW £12.00
	4	£23,114 RLW £23,152	£11.98 RLW £12.00
H11	5	£23,500	£12.18
	6	£23,893	£12.38
H10	7	£24,294	£12.59
	8	£24,702	£12.80
	9	£25,119	£13.02
	10	£25,545	£13.24
H 9	11	£25,979	£13.47
	12	£26,421	£13.69
	13	£26,873	£13.93
	14	£27,334	£14.17
	15	£27,803	£14.41
	16	£28,282	£14.66
	17	£28,770	£14.91
	18	£29,269	£15.17
H 8	19	£29,777	£15.43
	20	£30,296	£15.70
	21	£30,825	£15.98
	22	£31,364	£16.26
	23	£32,076	£16.63
	24	£33,024	£17.12
H 7	25	£33,945	£17.59
	26	£34,834	£18.06
	27	£35,745	£18.53
	28	£36,648	£19.00
H 6	29	£37,336	£19.35
	30	£38,223	£19.81
	31	£39,186	£20.31
	32	£40,221	£20.85
H 5	33	£41,418	£21.47
	34	£42,403	£21.98
	35	£43,421	£22.51
	36	£44,428	£23.03
H 4	37	£45,441	£23.55
	38	£46,464	£24.08
	39	£47,420	£24.58
	40	£48,474	£25.13
H 3	41	£49,498	£25.66
	42	£50,512	£26.18
	43	£51,515	£26.70
	44	£52,492	£27.21
	45	£53,608	£27.79
H 2	46	£55,305	£28.67
	47	£56,632	£29.35
	48	£57,992	£30.06
	49	£59,386	£30.78
H 1	50	£60,816	£31.52
	51	£62,280	£32.28
	52	£63,781	£33.06
	53	£65,319	£33.86
	54	£66,897	£34.67

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).