



Buckinghamshire & Milton Keynes Fire Authority
MAKING YOU SAFER
 PREVENTING PROTECTING RESPONDING
 WWW.BUCKSFIRE.GOV.UK

Information Asset Owner:

Director: People &
Organisational Development

Protective Marking:

NOT PROTECTED

Page :

1 of 4

Policy Note:

Pay Policy Principles and Statement 2014/15

FIREFIGHTING ROLES - PAY RATES FROM 1st JULY 2013

Basic hourly rate
£

Overtime rate
£

Basic annual
£

Firefighter

Trainee	21,583	9.86	14.79
Development	22,481	10.27	15.41
Competent	28,766	13.14	19.71

Crew Manager

Development	30,574	13.96	20.94
Competent	31,892	14.56	21.84

Watch Manager

Development	32,582	14.88	22.32
Competent A	33,487	15.29	22.94
Competent B	35,664	16.29	24.44

Station Manager

Development	37,096	16.94	25.41
Competent A	38,209	17.45	26.18
Competent B	40,915	18.68	28.02

Group Manager

Development	42,723	19.51	Not Applicable
Competent A	44,005	20.09	"
Competent B	47,361	21.63	"

Area Manager

Development	50,156	22.90	Not applicable
Competent A	51,660	23.59	"
Competent B	55,018	25.12	"

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Author:	Lynne Swift	PIA:	Reviewed annually .Next review June 2014
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Information Asset Owner:	Director: People & Organisational Development
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Page :	2 of 4

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Pay Policy Principles and Statement 2014/15

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2013

(RETAINED DUTY SYSTEM) (1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
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Firefighter

Trainee	2,158	1,079	9.86	3.78
Development	2,248	1,124	10.27	3.78
Competent	2,877	1,438	13.14	3.78

Crew Manager

Development	3,057	1,529	13.96	3.78
Competent	3,189	1,595	14.56	3.78

Watch Manager

Development	3,258	1,629	14.88	3.78
Competent A	3,349	1,674	15.29	3.78
Competent B	3,566	1,783	16.29	3.78

Station Manager

Development	3,710	1,855	16.94	3.78
Competent A	3,821	1,911	17.45	3.78
Competent B	4,092	2,046	18.68	3.78

Group Manager

Development	4,272	2,136	19.51	3.78
Competent A	4,400	2,200	20.09	3.78
Competent B	4,736	2,368	21.63	3.78

Area Manager

Development	5,016	2,508	22.90	3.78
Competent A	5,166	2,583	23.59	3.78
Competent B	5,502	2,751	25.12	3.78

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CONTROL SPECIFIC ROLES - PAY RATES FROM 1st JULY 2013

Basic annual £

Basic hourly rate
£

Overtime rate
£

Firefighter (Control)

Trainee	20,504	9.36	14.04
Development	21,357	9.75	14.63
Competent	27,328	12.48	18.72

Crew Manager (Control)

Development	29,045	13.26	19.89
Competent	30,297	13.83	20.75

Watch Manager (Control)

Development	30,953	14.13	21.20
Competent A	31,813	14.53	21.80
Competent B	33,881	15.47	23.21

Station Manager (Control)

Development	35,241	16.09	24.14
Competent A	36,299	16.57	24.86
Competent B	38,869	17.75	26.63

Group Manager (Control)

Development	40,587	18.53	Not applicable
Competent A	41,805	19.09	"
Competent B	44,993	20.54	"

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 2014/15**

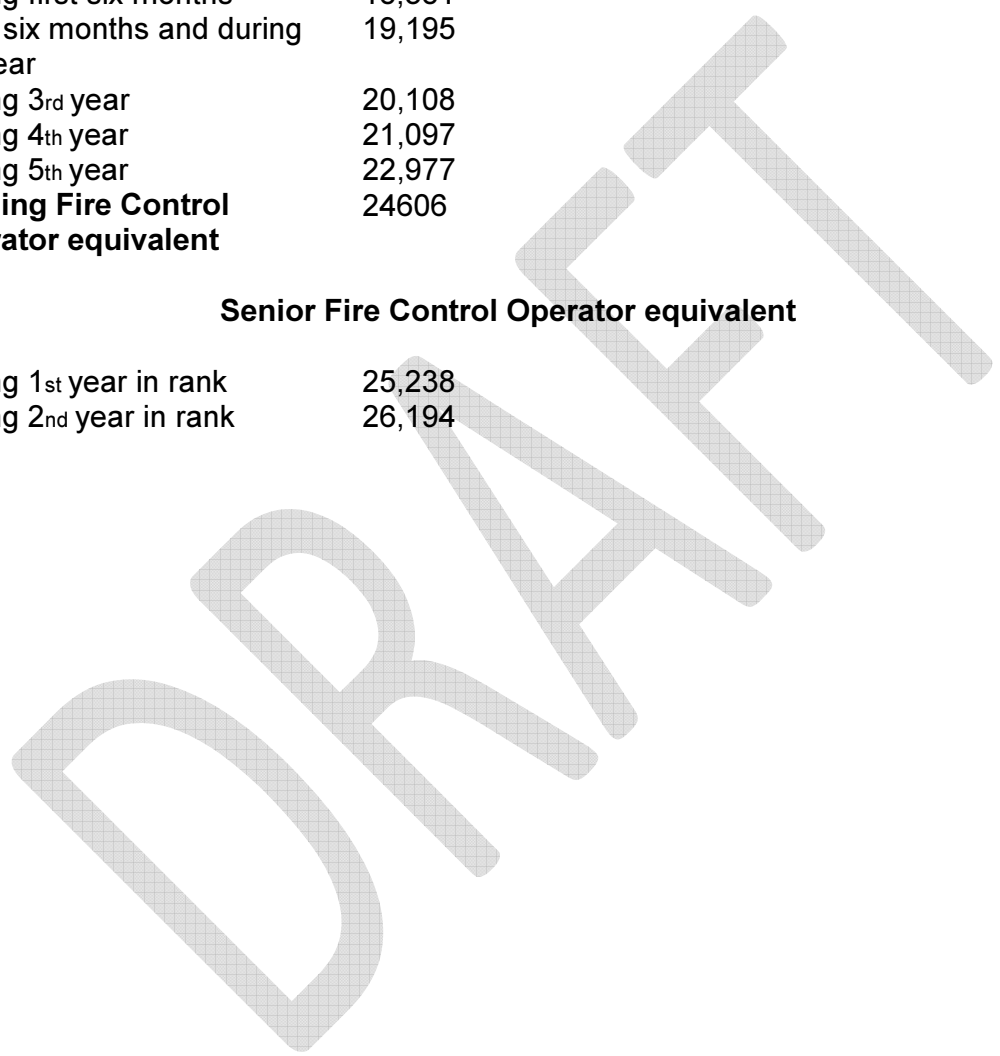
NON-OPERATIONAL STAFF - PAY RATES FROM 1st JULY 2013
 £ per annum

Fire Control Operator equivalent

During first six months	18,381
After six months and during 2 nd year	19,195
During 3 rd year	20,108
During 4 th year	21,097
During 5 th year	22,977
Leading Fire Control Operator equivalent	24606

Senior Fire Control Operator equivalent

During 1 st year in rank	25,238
During 2 nd year in rank	26,194



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