

Senior Salary Pay structure for the Senior Management Team

Job Roles	Grade	SCP	1 January 2025	1 July 2025			
Assistant Director/ Head of Shared Services (These posts are not within the RBFRS structure so are unused at this time)	CO1	CO1	£87,303	£90,096			
		CO2	£90,224	£93,111			
		CO3	£93,151	£96,132			
		CO4	£96,081	£99,156	RBFRS principle Officer spinal column ranges		
		CO5	£101,884	£105,145	Non Uniform Director (JNC for Chief Officers of Local Authorities) ie Director Support Services	AFCO/ Director GOLD BOOK	DCFO/ Director GOLD BOOK
Director	CO2	CO6	£104,103	£107,434			
		CO7	£106,431	£109,837			
		CO8	£108,832	£112,315	CO8		
		CO9	£112,164	£115,753	CO9	CO9	
		CO10	£115,332	£119,022	CO10	CO10	
		CO11	£121,494	£125,382	CO11	CO11	CO11
		CO12	£125,590	£129,609	CO12	CO12	CO12
		CO13	£129,684	£133,834		CO13	CO13
		CO14	£133,779	£138,060			CO14
		CO15	£145,776	£150,441			CO15
Chief Executive/Chief Fire Officer	CO3	CO16	£150,703	£155,526			
		CO17	£155,618	£160,598			
		CO18	£160,545	£165,683			
		CO19	£166,228	£171,548			
		CO20	£171,762	£177,258			
Operational Allowance			£12,149	£12,538			

NB The Operational Allowance for Operational Directors is based on 10% of the ACFO mid point -  
The 5 point range for the ACFO is C09 to C013  
resulting in a mid point of C011.