

Senior Salary Pay structure for the Senior Management Team

Job Roles	Grade	SCP	1 July 2025	1 July 2026			
Assistant Director/ Head of Shared Services (These posts are not within the RBFRS structure so are unused at this time)	CO1	CO1	£90,096	£93,520	RBFRS principle Officer spinal column ranges		
		CO2	£93,111	£96,650			
		CO3	£96,132	£99,785			
		CO4	£99,156	£102,924			
		CO5	£105,145	£109,140			
Director	CO2	CO6	£107,434	£111,517	Not currently used Non Uniform Director (JNC for Chief Officers of Local Authorities)	AFCO/ Director GOLD BOOK	DCFO/ Director GOLD BOOK
		CO7	£109,837	£114,011			
		CO8	£112,315	£116,583	CO8		
		CO9	£115,753	£120,152	CO9	CO9	
		CO10	£119,022	£123,545	CO10	CO10	
		CO11	£125,382	£130,146	CO11	CO11	CO11
		CO12	£129,609	£134,534	CO12	CO12	CO12
		CO13	£133,834	£138,919		CO13	CO13
		CO14	£138,060	£143,306			CO14
		CO15	£150,441	£156,158			CO15
Chief Executive/Chief Fire Officer	CO3	CO16	£155,526	£161,436			
		CO17	£160,598	£166,701			
		CO18	£165,683	£171,979			
		CO19	£171,548	£178,066			
		CO20	£177,258	£183,994			
Operational Allowance			£12,538	£13,015			

NB The Operational Allowance for Operational Directors is based on 10% of the ACFO mid point -
The 5 point range for the ACFO is CO9 to CO13
resulting in a mid point of CO11.