

Uniformed Pay - Wholetime, On Call, and Control

Pay rates for Wholetime

Pay rates from 1 July 2025

Role	Stage	Annual salary (£)	Hourly rate (£)
Firefighter	Development	30,384	13.87
	Competent	38,881	17.75
Crew Commander	Development	41,322	18.87
	Competent	43,104	19.68
Watch Commander	Development	44,038	20.11
	Competent	48,202	22.01
Station Commander	Development	50,135	22.89
	Competent	55,301	25.25
Group Commander	Development	57,743	26.37
	Competent	64,013	29.23
Area Commander	Development	67,792	30.96
	Competent	74,360	33.95
Deputy Assistant Chief Officer (DACO)	Scale point 1	100,363	45.83
	Scale point 2	105,385	48.12
	Scale point 3	110,401	50.41

Additional payment

- The **Continual Professional Development (CPD)** amount from 1 July 2025 is £1,032 p.a.

Pay rates for On Call

The bands of availability and levels of retaining fees adopted by SFRS in line with the NJC requirements are as follows:

	Minimum Hours per week	Maximum Hours per week	Retaining Fee (% of WT Equivalent Salary)
Level 1	0	30	5.0%
Level 2	31	60	7.5%
Level 3	61	90	10.0%
Level 4	91	119	12.5%
Level 5	120	120+	15.0%

Annual retaining fee

The annual Retaining Fee is calculated as a percentage of the annual basic pay of the equivalent Wholetime role, as set out above. The percentage an employee is entitled to is based on their agreed, contracted level of availability and the rates payable from 1 July 2025 are set out below:

Role	Stage	Hourly rate (£)	Level 1 (£)	Level 2 (£)	Level 3 (£)	Level 4 (£)	Level 5 (£)
RDS Firefighter	Development	13.87	1,519	2,279	3,038	3,798	4,558
	Competent	17.75	1,944	2,916	3,888	4,860	5,832
RDS Crew Commander	Development	18.87	2,066	3,099	4,132	5,165	6,198
	Competent	19.68	2,155	3,233	4,310	5,388	6,466
RDS Watch Commander	Development	20.11	2,202	3,303	4,404	5,505	6,606
	Competent	22.01	2,410	3,615	4,820	6,025	7,230

Additional payments

- As of July 2025, the **Scottish Disturbance** payment is £5.63.
- The **Continual Professional Development (CPD)** amount from 1 July 2025 is £258 p.a.

Pay rates for Control

Pay rates from 1 July 2025

Role	Stage	Annual salary (£)	Hourly rate (£)
Firefighter (Control)	Development	28,865	13.18
	Competent	36,937	16.87
Crew Commander (Control)	Development	39,256	17.93
	Competent	40,949	18.70
Watch Commander (Control)	Development	41,836	19.10
	Competent	45,792	20.91
Station Commander (Control)	Development	47,628	21.75
	Competent	52,536	23.99
Group Commander (Control)	Development	54,856	25.05
	Competent	60,812	27.77
Area Commander (Control)	Development	64,402	29.41
	Competent	70,643	32.26

Additional payments

- The **Continual Professional Development (CPD)** amount from 01 July 2025 is £1,032 p.a.