

**States of Jersey - Fire Rescue Services Pay  
Neg Body AC**

Wholetime Firefighters				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift included in Base Pay	Standby included in Base Pay	Other Conditions included in Base Pay*
42	52.18	Y	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay**
		N	N	Y

\*Other conditions include those specific to (e.g. SJFRS Flexi-Duty)  
\*\*Other payments may include overtime etc.

Wholetime Firefighters - Basic Pay							
People Link Grade / Increment	Revised Pay Structure (wef 01/01/24)	2023 Annual Rate Revised Pay Structure (wef 01/10/23)	2023 Hourly Rate Revised Pay Structure (wef 01/10/23)	2024 Annual Rate 8.00% (wef 01/01/24)	2024 Hourly Rate 8.00% (wef 01/01/24)	2025 Annual Rate 4.00% (wef 01/01/25)	2025 Hourly Rate 4.00% (wef 01/01/25)
FRFF 1	Foundation Firefighter	£38,142.89	£17.40	£41,194.32	£18.80	£42,842.09	£19.55
FRFF 2	Intermediate Firefighter	£43,673.61	£19.93	£47,167.49	£21.52	£49,054.19	£22.38
FRFF 3	Qualified Firefighter	£58,522.63	£26.70	£63,204.44	£28.84	£65,732.62	£29.99
FRCC 1	Crew Commander (On Apt.)	£67,840.00	£30.96	£73,267.20	£33.43	£76,197.89	£34.77
FRCC 2	Crew Commander (Fully Comp.)	£73,270.00	£33.43	£79,131.60	£36.11	£82,296.86	£37.55
FRWC 1	Watch Commander (On Apt.)	£75,470.00	£34.44	£81,507.60	£37.19	£84,767.90	£38.68
FRWC 2	Watch Commander (Fully Comp.)	£81,510.00	£37.19	£88,030.80	£40.17	£91,552.03	£41.77

Specialist Firefighter Supplement (Non-Pensionable)				
People Link Pay Element	Detail	2023 Annual Rate Revised Pay Structure (wef 01/10/23)	2024 Annual Rate 8.00% (wef 01/01/24)	2025 Annual Rate 4.00% (wef 01/01/25)
	Specialist Firefighter Supplement	£2,048.29	£2,212.16	£2,300.64

Station Commanders				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift included in Base Pay	Standby included in Base Pay	Other Conditions included in Base Pay
37	52.18	Y	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		N	N	Y

\*Other conditions include those specific to (e.g. SJFRS Flexi-Duty)

Station Commander Basic Pay							
People Link Grade / Increment	Revised Pay Structure (wef 01/10/2023)	2023 Annual Rate Revised Pay Structure (wef 01/10/23)	2023 Hourly Rate Revised Pay Structure (wef 01/10/23)	2024 Annual Rate 8.00% (wef 01/01/24)	2024 Hourly Rate 8.00% (wef 01/01/24)	2025 Annual Rate 4.00% (wef 01/01/25)	2025 Hourly Rate 4.00% (wef 01/01/25)
FRSC 1	Station Commander (On Apt.)	£83,955.00	£43.49	£90,671.40	£46.96	£94,298.26	£48.84
FRSC 2	Station Commander (Fully Comp.)	£90,668.00	£46.96	£97,921.44	£50.72	£101,838.30	£52.75