



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

**FIREFIGHTING ROLES - PAY RATES FROM 1 JULY 2026**

	<b>Basic annual £</b>	<b>Basic hourly rate £</b>	<b>Overtime rate £</b>
<b>Firefighter</b>			
Development	31,539	14.40	21.60
Competent	40,358	18.43	27.65
<b>Crew Manager</b>			
Development	42,892	19.59	29.39
Competent	44,742	20.43	30.65
<b>Watch Manager</b>			
Development	45,711	20.87	31.31
Competent A	46,980	21.45	32.18
Competent B	50,034	22.85	34.28
<b>Station Manager</b>			
Development	52,040	23.76	35.64
Competent A	53,604	24.48	36.72
Competent B	57,402	26.21	39.32
<b>Group Manager</b>			
Development	59,937	27.37	<b>Not applicable</b>
Competent A	61,736	28.19	<b>Not applicable</b>
Competent B	66,445	30.34	<b>Not applicable</b>
<b>Area Manager</b>			
Development	70,368	32.13	<b>Not applicable</b>
Competent A	72,476	33.09	<b>Not applicable</b>
Competent B	77,186	35.24	<b>Not applicable</b>

**FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2024  
(RETAINED DUTY SYSTEM)**

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occassion
<b>Firefighter</b>				
Trainee	2,827	1,413	12.91	4.96
Development	2,944	1,472	13.44	4.96
Competent	3,768	1,884	17.20	4.96
<b>Crew Manager</b>				
Development	4,004	2,002	18.28	4.96
Competent	4,177	2,088	19.07	4.96
<b>Watch Manager</b>				
Development	4,267	2,134	19.48	4.96
Competent A	4,386	2,193	20.03	4.96
Competent B	4,671	2,335	21.33	4.96
<b>Station Manager</b>				
Development	4,858	2,429	22.18	4.96
Competent A	5,004	2,502	22.85	4.96
Competent B	5,359	2,679	24.47	4.96
<b>Group Manager</b>				
Development	5,595	2,798	25.55	4.96
Competent A	5,763	2,882	26.32	4.96
Competent B	6,203	3,101	28.32	4.96
<b>Area Manager</b>				
Development	6,569	3,285	30.00	4.96
Competent A	6,766	3,383	30.89	4.96
Competent B	7,205	3,603	32.90	4.96

Column 1 shows the full annual retainer (10% of the full-time basic annual salary, as set out in Appendix A)

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time basic annual salary, as set out in Appendix A)

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

**CONTROL SPECIFIC ROLES - PAY RATES FROM 1 JULY 2024**

	<b>Basic annual*</b> £	<b>Basic hourly rate</b> £	<b>Overtime rate</b> £
<b>Firefighter (Control)</b>			
Trainee	26,852	12.26	18.39
Development	27,970	12.77	19.16
Competent	35,791	16.34	24.51
<b>Crew Manager (Control)</b>			
Development	38,039	17.37	26.06
Competent	39,679	18.12	27.18
<b>Watch Manager (Control)</b>			
Development	40,538	18.51	27.77
Competent A	41,664	19.02	28.53
Competent B	44,372	20.26	30.39
<b>Station Manager (Control)</b>			
Development	46,151	21.07	31.61
Competent A	47,539	21.71	32.57
Competent B	50,907	23.25	34.88
<b>Group Manager (Control)</b>			
Development	53,155	24.27	<b>Not applicable</b>
Competent A	54,750	25.00	<b>Not applicable</b>
Competent B	58,927	26.91	<b>Not applicable</b>

\*(95% of the respective firefighting role basic annual salary, as set out in Appendix A)

**NON-OPERATIONAL STAFF - PAY RATES FROM 1 JULY 2024**

	<b>£ per annum</b>
<b>Fire Control Operator equivalent</b>	
During first six months	24,073
After six months and during 2 <sup>nd</sup> year	25,141
During 3 <sup>rd</sup> year	26,332
During 4 <sup>th</sup> year	27,629
During 5 <sup>th</sup> year	30,093
<b>Leading Fire Control Operator equivalent</b>	32,228
<b>Senior Fire Control Operator equivalent</b>	
During 1 <sup>st</sup> year in rank	33,051
During 2 <sup>nd</sup> year in rank	34,305

**JUNIOR FIREFIGHTERS - PAY RATES FROM 1 JULY 2024**

	<b>£ per annum</b>
Aged 16	13,076
Aged 17	14,050
Aged 18	28,265