

Freedom of Information request: Reference number FOI2026/00817

Date of request: 15th July

Request:

1. FRS Salary Scale Information
Please provide the current salary range for each salary scale in the FRS B to G pay scale, including the minimum/bottom threshold and the maximum threshold.
2. New Starter Starting Salaries
For the last 5 complete financial/calendar years, please provide the following for each FRS salary scale:
 - The total number of new starters who started above the bottom of the starting salary (i.e., above the minimum point of the band).
 - The total cash value of these starting salaries compared to the bottom of the band (as an average and total for each band).
 - The percentage above the minimum starting salary that each new starter was paid.
3. FRS Existing Employee Pay Progression
For the last 5 complete financial/calendar year and current year to date, please provide the following for each FRS salary scale:
 - The number of existing employees who progressed higher up the salary scale over and above the annual agreed, company-wide pay rise (e.g., through spine point progression).
 - The cash value of this additional progression (how much cash was awarded above the standard annual rise).
 - The percentage increase this represents relative to the employee's original position within the salary band over and above the annual agreement.

Response:

I refer to your request for information, that we received on 15 July 2026, and has been processed as a Freedom of Information request.

Please find attached three spreadsheets which together address all three parts of your request:

Table 1 provides the current minimum and maximum salary for each FRS pay band from B to G.

Table 2 provides, for each of the last five completed financial years and for each FRS pay band, the number of new starters appointed above the minimum salary of the relevant pay band, together with the total and average cash value of the amount paid above the band minimum. Please note that it was not possible to extract all of the data for FRS D. The figures provided for this grade are based on the data that could be extracted and have been extrapolated to the total population.

Table 3 provides, for each of the last five completed financial years and the current financial year to date, the number of employees in each FRS pay band who received salary progression in addition to the standard annual pay award, together with the value of that progression and the percentage increase awarded. Please note that no data is available for 2021, as the structure of the pay award for that year does not allow the standard pay award to be distinguished from salary progression. In addition, it was not possible to extract all of the data for FRS D. The figures provided for this grade are based on the data that could be extracted and have been extrapolated to the total population.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>

2021		
	Minimum (£)	Maximum (£)
FRS B	26,310	31,034
FRS C	31,034	37,256
FRS D	36,877	42,221
FRS E	39,669	47,384
FRS F	47,384	61,529
FRS G	62,952	78,193

2022		
	Minimum (£)	Maximum (£)
FRS B	27,626	32,586
FRS C	32,586	39,119
FRS D	38,721	44,333
FRS E	41,653	49,754
FRS F	49,754	64,606
FRS G	66,100	82,103

2023		
	Minimum (£)	Maximum (£)
FRS B	29,007	34,215
FRS C	34,215	41,075
FRS D	40,657	46,550
FRS E	43,736	52,242
FRS F	52,242	67,836
FRS G	69,405	86,208

2024		
	Minimum (£)	Maximum (£)
FRS B	30,167	35,584
FRS C	35,584	42,718
FRS D	42,283	48,412
FRS E	45,485	54,332
FRS F	54,332	70,549
FRS G	72,181	89,656

2025		
	Minimum (£)	Maximum (£)
FRS B	31,132	36,723
FRS C	36,723	44,085
FRS D	43,636	49,961
FRS E	46,941	56,071
FRS F	56,071	72,807
FRS G	74,491	92,525

New Starters	Financial Year											
	2021	2021	2021	2021	2022	2022	2022	2022	2023	2023	2023	2023
Grade	Count over minimum salary	Average amount over minimum (£)	Average % over minimum	Count at minimum salary	Count over minimum salary	Average amount over minimum (£)	Average % over minimum	Count at minimum salary	Count over minimum salary	Average amount over minimum (£)	Average % over minimum	Count at minimum salary
FRS B	57	5437	12.2	20	44	3800	7.3	26	33	5930	8.6	28
FRS C	11	4914	13.6		12	4599	12.0	0	9	5467	2.8	33
FRS D	8	2424	6.2		6	863	2.2	0	10	1758	1.5	18
FRS E	10	6180	13.4		3	4703	10.1	0	12	5899	11.7	0
FRS F	7	9680	16.6		11	15044	20.2	0	12	9817	15.4	0
FRS G	5	12873	16.4		8	37059	26.6	1	12	20882	15.1	4
Grand Total	94	6038	12.7	20	81	8655	10.7	27	83	8348	7.8	74

	2024	2024	2024	2024	2025	2025	2025	2025
Grade	Count over minimum salary	Average amount over minimum (£)	Average % over minimum	Count at minimum salary	Count over minimum salary	Average amount over minimum (£)	Average % over minimum	Count at minimum salary
FRS B	63	4820	9.8	24	9	4561	4.1	16
FRS C	15	4933	12.1	0	7	5408	12.8	0
FRS D	20	2565	5.7	0	6	1849	4.1	0
FRS E	9	6380	12.2	0	10	6097	11.4	0
FRS F	12	14882	20.5	0	14	10929	16.0	0
FRS G	12	31637	26.9	0	7	15118	12.9	2
Grand Total	121	8421	12.2	24	50	8085	9.7	18

Progression Financial
Year

	2022	2022	2022	2022	2022	2023	2023	2023	2023	2023
Grade	total nos	Progression count	Average salary (£)	Progression (%)	Progression value (£)	total nos	Progression count	Average salary (£)	Progression (%)	Progression value (£)
FRS B	345	248	32265	1.0	323	304	219	34297	1.0	343
FRS C	398	287	37172	1.0	372	425	306	36052	1.0	361
FRS D	316	228	40417	1.0	404	245	176	41559	1.0	416
FRS E	236	170	48066	1.0	481	323	233	49195	1.0	492
FRS F	230	166	60351	1.0	604	157	113	62243	1.0	622
FRS G	146	105	80950	1.0	810	185	133	81443	1.0	814

	2024	2024	2024	2024	2024	2025	2025	2025	2025	2025
Grade	total nos	Progression count	Average salary (£)	Progression (%)	Progression value (£)	total nos	Progression count	Average salary (£)	Progression (%)	Progression value (£)
FRS B	359	258	35779	2.0	716	255	184	36288	1.0	363
FRS C	216	156	38552	2.0	771	157	113	40122	1.0	401
FRS D	316	228	43764	2.0	875	186	134	45650	1.0	457
FRS E	250	180	51474	2.0	1029	88	63	54635	1.0	546
FRS F	129	93	67103	2.0	1342	142	102	68036	1.0	680
FRS G	106	76	94036	2.0	1881	94	68	94272	1.0	943