



## Avon Fire & Rescue Service (AF&RS) Employees' salary data for those who earn £50,000 and over per year as at 01 April 2024

(see Note 1)

Role	Grade	Directorate	Basic Annual Salary in brackets of £5,000	Contract type	Full time equivalent (FTE)
<b>Service Leadership Board (SLB) (Note 2)</b>					
Chief Fire Officer / Chief Executive Simon Shilton	Brigade Manager	Principal Management & AFA	£160,000 - £165,000	Permanent	1
Assistant Chief Fire Officer / Director Service Delivery - Support	Brigade Manager	Principal Management & AFA	£120,000 - £125,000	Permanent	1
Assistant Chief Fire Officer / Director Service Delivery	Brigade Manager	Principal Management & AFA	£120,000 - £125,000	Permanent	1
Director of Corporate Services	Principal Officer	Principal Management & AFA	£105,000 - £110,000	Permanent	1
<b>Statutory Officers (Note 2)</b>					
Clerk to the Avon Fire Authority (AFA)	Statutory Officer	Principal Management & AFA	£70,000 - £75,000	Permanent	0.69
Statutory Finance Officer	Statutory Officer	Principal Management & AFA	£70,000 - £75,000	Permanent	0.69
<b>Flexi Duty Officers/ Operational (uniformed) Managers (Note 3)</b>					
Area Manager Prevention & Protection	Area Manager	Service Delivery	£65,000 - £70,000	Temporary Promotion	1
Area Manager Operational Response	Area Manager	Service Delivery	£65,000 - £70,000	Permanent	1
Area Manager (Head of Efficiency Savings)	Area Manager	Corporate Services	£65,000 - £70,000	Permanent	1
Area Manager Service Delivery Support	Area Manager	Service Delivery	£65,000 - £70,000	Permanent	1
Group Manager Operational Assurance (Guidance)	Group Manager	Service Delivery Support	£55,000 - £60,000	Temporary Promotion	1
Group Manager On Call Management	Group Manager	Service Delivery	£55,000 - £60,000	Temporary Promotion	1
Group Manager Learning & Development	Group Manager	Service Delivery Support	£55,000 - £60,000	Permanent	1
Group Manager B&NES* & South Gloucestershire	Group Manager	Service Delivery	£55,000 - £60,000	Permanent	1
Group Manager Bristol & North Somerset	Group Manager	Service Delivery	£55,000 - £60,000	Permanent	1
Group Manager Prevention & Protection	Group Manager	Service Delivery	£55,000 - £60,000	Permanent	1
Group Manager Efficiency & Savings	Group Manager	Corporate Services	£55,000 - £60,000	Permanent	1
Group Manager Operational Assurance and IRMP*	Group Manager	Service Delivery Support	£55,000 - £60,000	Permanent	1
Station Manager (Direct Entry Development Programme)	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager On Call Stations & On Call Support Officers	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager Efficiency & Savings	Station Manager	Corporate Services	£50,000 - £55,000	Permanent	1
Station Manager Risk Management & CRMP* Planning	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager 03 Yate & 04 Patchway	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager Fire Standards	Station Manager	Corporate Services	£50,000 - £55,000	Permanent	1
Station Manager 11 Hicks Gate & Fire Investigation Lead	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager Health & Safety	Station Manager	Service Delivery Support	£50,000 - £55,000	Temporary Promotion	1
Station Manager Project Management Office (PMO) Manager - Digitalisation Project	Station Manager	Transformation	£50,000 - £55,000	Temporary Promotion	1
Station Manager Technical Rescue and National Resilience	Station Manager	Service Delivery Support	£50,000 - £55,000	Temporary Promotion	1
Station Manager 06 Southmead & 09 Temple	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager Learning & Development - Promotions & SWCDC*	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager Trainer Lansdown	Station Manager	Service Delivery Support	£50,000 - £55,000	Temporary Promotion	1
Station Manager Learning & Development - Apprenticeships & FFID*	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager On Call Projects & On Call Support Officers	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager On Call Stations & On Call Support Officers	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager 15 Bedminster & 18 Weston (WT*)	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager National Operational Guidance (NOG)	Station Manager	Service Delivery	£50,000 - £55,000	Temporary Promotion	1
Station Manager Learning & Development - Technical Rescue	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1

Role	Grade	Directorate	Basic Annual Salary in brackets of £5,000	Contract type	Full time equivalent (FTE)
Station Manager On Call Stations & On Call Support Officers	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager Operational Assurance - Learning	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager Hazardous Materials & Malicious Threats	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager Operational Projects & IRMP* Planning	Station Manager	Service Delivery Support	£50,000 - £55,000	Permanent	1
Station Manager 05 Avonmouth & Projects	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
Station Manager 10 Kingswood & 12 Bath	Station Manager	Service Delivery	£50,000 - £55,000	Permanent	1
<b>Fire Service Control (Note 3)</b>					
Group Manager Fire Control & Communications	Group Manager Control	Service Delivery	£55,000 - £60,000	Permanent	1
<b>Corporate Staff (note 4)</b>					
Deputy Director of Corporate Services	FB ADMIN HAY 1 (SCP 50-54)	Corporate Services	£65,000 - £70,000	Permanent	1
Joint Training Centre (JTC) Manager (Note 5)	AF&RS Director of Training & Development	Severn Park Training Centre Manager	£60,000 - £65,000	Permanent	1
Head of Finance	FB ADMIN HAY 2 (SCP 46-49)	Corporate Services	£55,000 - £60,000	Permanent	1
Head of Corporate Assurance, Planning and Continuous Improvement	FB ADMIN HAY 2 (SCP 46-49)	Corporate Services	£50,000 - £55,000	Permanent	0.87
HMICFRS* Liaison Officer	FB ADMIN HAY 3 (SCP 41-45)	Corporate Services	£50,000 - £55,000	Permanent	1
Supplies & Procurement Manager	FB ADMIN HAY 3 (SCP 41-45)	Corporate Services	£50,000 - £55,000	Permanent	1
HR Manager	FB ADMIN HAY 3 (SCP 41-45)	Service Delivery	£50,000 - £55,000	Permanent	1
HR Manager	FB ADMIN HAY 3 (SCP 41-45)	Service Delivery	£50,000 - £55,000	Permanent	1
Head of Corporate Communications	FB ADMIN HAY 3 (SCP 41-45)	Corporate Services	£50,000 - £55,000	Permanent	1
Head of Estates	FB ADMIN HAY 3 (SCP 41-45)	Corporate Services	£50,000 - £55,000	Permanent	1
Head of Transport	FB ADMIN HAY 3 (SCP 41-45)	Service Delivery Support	£50,000 - £55,000	Permanent	1
Head of Service Transformation	FB ADMIN HAY 3 (SCP 41-45)	Transformation	£50,000 - £55,000	Permanent	1

**Note 1 - all data**

All figures stated are basic annual salary amounts based on the AF&RS 01 April 2024 payroll data for a given role, which do include temporary promotions, where applicable. Amounts stated do not include any other allowances, benefits or pensions contributions. AF&RS employees do not receive a bonus.

**Note 2**

The salary structure for the Chief Fire Officer/Chief Executive (CFO), other Principal Officers and the Statutory Officers is determined by the Avon Fire Authority (AFA) and is subject to future salary reviews in accordance with the Constitution and Scheme of Conditions of Service of the National Joint Council for Brigade Managers of Fire and Rescue Services. The CFO and other Brigade Managers' Employment Terms & Conditions are known as the 'Gold Book', whilst the Statutory Officers' and the Corporate Directors' Employment Terms & Conditions are as per the 'Green Book', which is for local government employees. There is no maximum salary point for this salary as it is a single point scale

**Note 3 - Flexi Duty Officers /Operational (uniformed) Managers**

The remuneration levels for these staff members are subject to national negotiation as contained in the Scheme of Conditions of Service of the National Joint Council for Local Authority Fire & Rescue Services, which covers pay rates for Firefighter roles, Retained Duty System (On Call) and Control specific roles. The Employment Terms and Conditions for these staff groups are known as the 'Grey Book'.

These salary amounts do not include any flexi allowance, Continued Personal Development (CPD) of any other allowances/benefits paid as part of annual remuneration, but do include temporary promotion roles, where applicable.

**Note 4 - Corporate Staff**

The Scheme of Conditions of Service for these staff members are set out within the National Joint Council for Local Government Services known as the 'Green Book' Terms and Conditions of Employment. The Hay Job Evaluation Scheme and Grading Structure (National SCP - Spinal Column Point) are approved by the Avon Fire Authority. The National Joint Council negotiates the level of any annual pay increases applicable to all 'Green Book' staff.

**Note 5 - JTC Director**

The JTC is a joint training facility between Gloucestershire County Council, Avon Fire & Rescue Service and Devon & Somerset Fire & Rescue Service, where all parties pay a proportion of the salary for this Director role, which is paid via the AF&RS payroll. The JTC Director role is a single point salary but for data protection reasons, the salary is shown in brackets of £5k

**Key \***

BANES - Bath & North East Somerset

IRMP - Integrated Risk Management Plan

CRMP - Community Risk Management Programme

SWCDC - South West Command Development Centre

WT - Wholetime

FFID - Firefighters in Development

HMICFRS - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services

**Other information - please visit the following pages on our website**

Contact details for staff [www.avonfire.gov.uk/contact/](http://www.avonfire.gov.uk/contact/)

Staff numbers per department [www.avonfire.gov.uk/publications/organisational-structure/](http://www.avonfire.gov.uk/publications/organisational-structure/)

Fire Authority Budgets [www.avonfire.gov.uk/publications/council-tax-budgets/](http://www.avonfire.gov.uk/publications/council-tax-budgets/)

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