

Appendix: Summary of Annual Remuneration and Multiples for Brigade Manager Roles

Table 1:

Role	Annual salary (£)	Employee pension contribution	Employer pension contribution	Ratio to lowest paid operational salary ¹	Ratio to lowest paid non-operational salary ²	Ratio to mean average earnings ³⁴⁵
Chief Fire Officer	132,666	16.50%	37.30%	5.26	5.93	3.87 3.66 4.52
Deputy Chief Fire Officer	N/A					
Assistant Chief Fire Officer	100,890	13.50%	28.80%	4.00	4.51	2.94 2.78 3.44
Area Manager (2015 Firefighters Pension Scheme)	74,000	13.50%	28.80%	2.94	3.31	2.18 2.04 2.52

¹ Lowest paid operational salary is based on a Trainee Firefighter at **£25,198**.

² Lowest paid non-operational salary is a grade 4 role at **£22,369**.

³ Mean average earnings across all staff are **£34,912.00**.

⁴ Mean average earnings across all operational staff are **£36,000.80**.

⁵ Mean average earnings across all non-operational staff are **£31,674**.