

## 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 <sup>1</sup>	Ratio to lowest paid non-operational salary <sup>2</sup>	Ratio to mean average earnings <sup>345</sup>
Chief Fire Officer	142,801	14.50%	37.6%%	4.9	5.6	3.5 3.5 4.0
Deputy Chief Fire Officer	116,744	13.50%	37.6%	4	4.6	2.9 2.8 3.3
Assistant Chief Fire Officer	N/A					
Area Manager (2015 Firefighters Pension Scheme)	84,465	13.50%	37.6%	2.9	3.4	2.1 2.0 2.4

<sup>1</sup> Lowest paid operational salary is based on a Trainee Firefighter at **£29,442**

<sup>2</sup> Lowest paid non-operational salary is a grade 4 role at **£25,584**

<sup>3</sup> Mean average earnings across all staff are **£40,503**

<sup>4</sup> Mean average earnings across all operational staff are **£42,397**

<sup>5</sup> Mean average earnings across all non-operational staff are **£35,857**