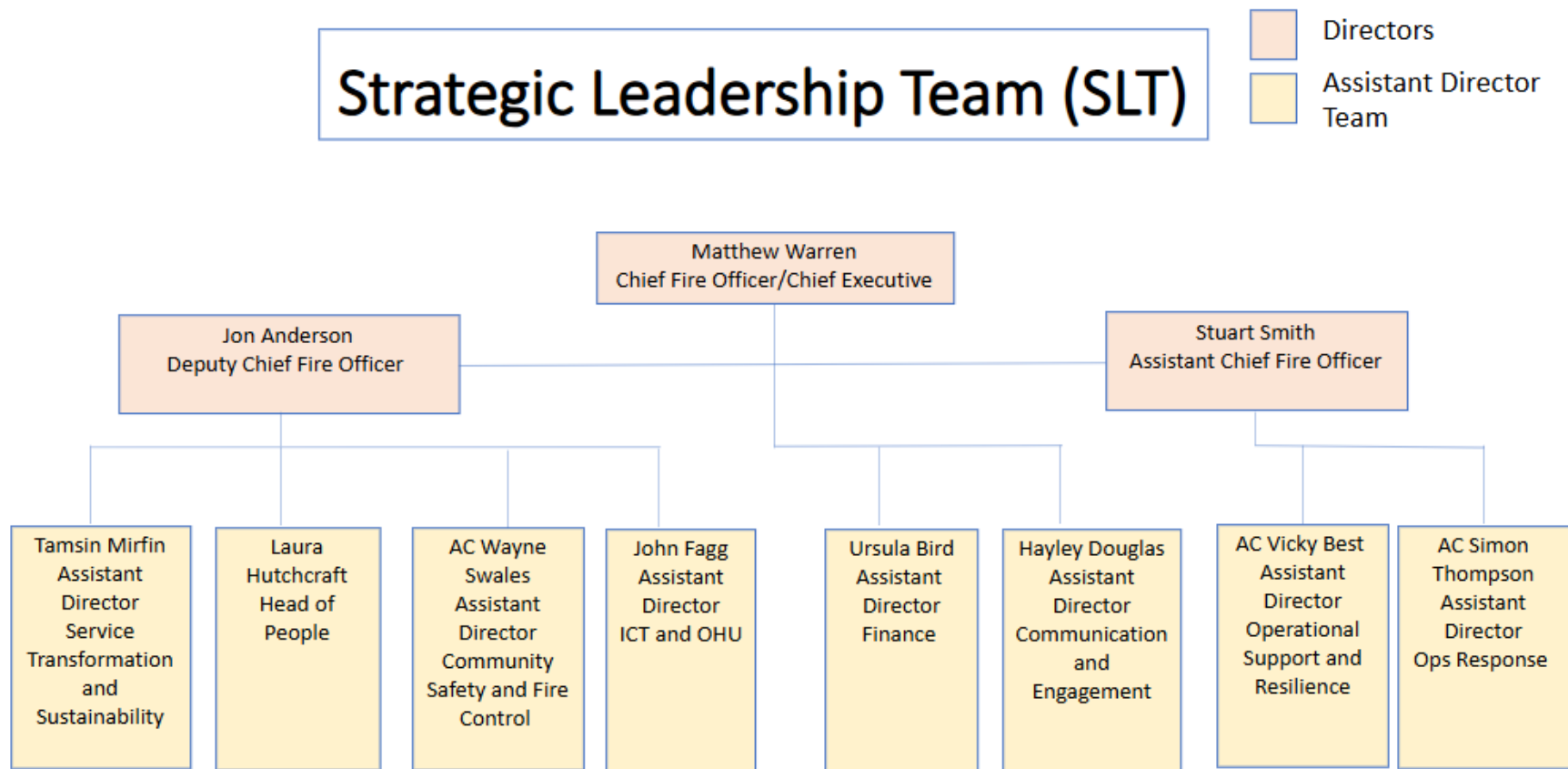


2024/25

Senior management organisational chart and salaries over £50k

Organisational chart showing first three levels of management as of June 2025:



All positions above are permanent and individuals can be contacted on 01480 444500.

Roles and responsibilities as of March 31, 2025

Position	Responsible for	Salary for 2023/24	Additional responsibility Pay	Performance related bonus	Benefits in kind**
Chief Fire Officer and Chief Executive Matthew Warren	The fire and rescue service in Cambridgeshire, accountable to the Fire Authority. Direct line management for: <ul style="list-style-type: none"> • Communication and Engagement • Finance 	£173,980.74			£2501.76
Deputy Chief Fire Officer Jon Anderson	<ul style="list-style-type: none"> • People Group • Service Transformation • Organisational Learning and Development • Commercial • Operational Support • Control • Business Support • Legal • Democratic Services 	£154,709.95			£98.76
Assistant Chief Fire Officer Stuart Smith	<ul style="list-style-type: none"> • Operations • Community Safety • Resilience • Resource management • Payroll • Property • ICT • Occupational Health 	£133,348.11			£2469.62
Area Commander (Operations)	<ul style="list-style-type: none"> • Wholetime • On-call 	£90,303.95 (includes 24/7 rota payment)		£2,198.91	£7818.33

Area Commander (Operational Support)	<ul style="list-style-type: none"> • Operational Support • Health and Safety • Fleet and equipment • Training • Combined Fire Control 	£94,553.03 (includes 24/7 rota payment)		£3,581.76	£4643.01
Area Commander (Community Safety)	<ul style="list-style-type: none"> • Fire prevention • Fire protection • Resilience 	£88,802.30 (includes 24/7 rota payment)		£2,198.91	£5146.79
Assistant Director Communication and Engagement MB5	<ul style="list-style-type: none"> • Communication and Engagement • Transparency • Executive Support • Information Governance 	£71,720 Salary band ceiling £77,663	£6,487.01 (24/7 on call rota payment for year 24/25)	£2,744.90	£98.76

Assistant Director Service Transformation MB5	<ul style="list-style-type: none"> • System integrations • Business Intelligence and Performance • Programme management and projects 	£71,720.04 Salary band ceiling £77,663		£2,744.90	£98.76
Assistant Director Finance (Temp) MB4 + acting up allowance	<ul style="list-style-type: none"> • Finance • Treasurer to Fire Authority 	£69,964.23 Salary band ceiling £77,663		£2,408.22	£98.76
Assistant Director ICT and Occupational Health MB5	<ul style="list-style-type: none"> • ICT shared service • Application support • Occupational Health 	£71,720.04 Salary band ceiling £77,663		£2,744.90	£98.76
Head of People (Temp) MB5	<ul style="list-style-type: none"> • People • Recruitment • Equality and Inclusion 	£59,080.10 Salary band ceiling £77,663		£1987.19	£98.76

** Healthcare contribution and where applicable, provided car.

In 2023/24 the following numbers of employees had a salary over £50k in addition to the senior management team listed above:

- 7 group commanders (heads of groups for training centre, community safety, fire protection, resilience, operational support, on-call service, and wholetime service and one seconded to a key strategic project, all providing 24/7 operational rota cover) with a salary ranging from £79,362 to £81,757 which includes a payment for providing 24/7 operational rota cover and other additional payments. Performance-related bonuses were awarded up to £2198.91.
- 24 station commanders with a salary of £53,586. 20 of the 24 received additional payments for 24/7 operational rota cover making a total salary of up to £70,932.62. An additional station commander role was introduced as a development opportunity at the same salary. As of March 31, 2025, there was an additional station commander listed with the same salary. This is due to temporary moves throughout the year and sickness.

- Three station commanders in our Combined Fire Control, as of March 31, 2025, who also provide 24/7 rota cover, were paid between £63,000 and £65,000 with a bonus of £1780.93.
- 20 watch commanders earned between £50,000 and £63,000. This includes on-call earnings where it is part of the same contract and overtime payments.
- Four crew commanders earned between £50,000 and £57,000. This includes on-call earnings where it is part of the same contract and overtime payments.
- 12 professional support colleagues, in addition to the current assistant directors, had earnings over £50k (including performance related bonus) but are not in the top three levels of management and are therefore not identified further –
 - 1 with salary band £45,000 to £50,000
 - 3 with salary band £50,001 to £55,000
 - 4 with salary band £55,001 - £60,000
 - 3 with salary band £60,001 to £65,000
 - 1 with salary band £70,001 to 75,000

All received a performance-related bonus between £1,078 and £3,582.

These include role changes part year.

Further information about salaries can be found at Note 23 in the [Draft Statement of Accounts](#) pages 58-59. Please note that remuneration figures in the Draft Statement of Account include totals of all columns above and therefore will not tally with the salary total in this document. Role changes in year also impact the above numbers.