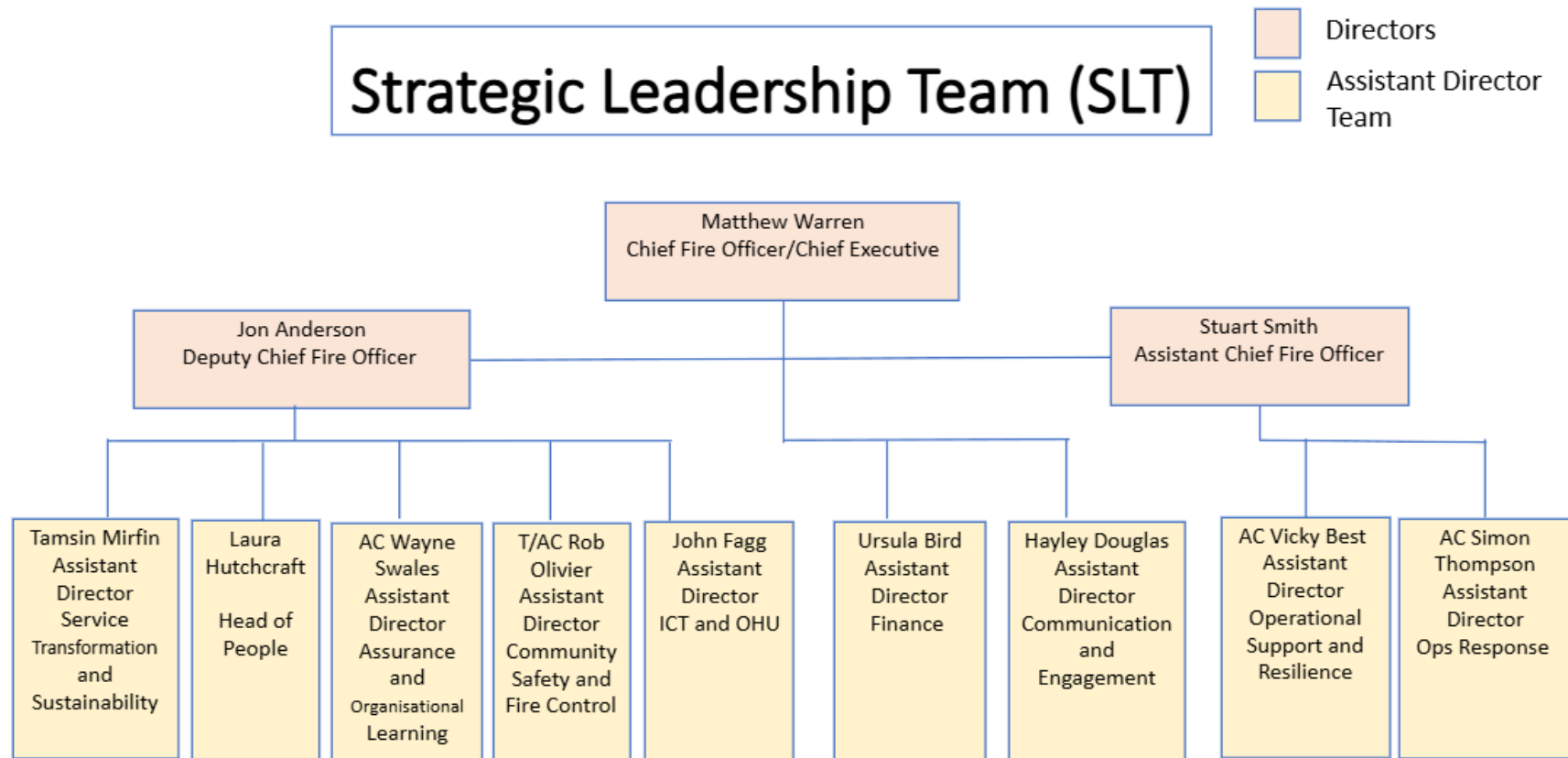


2025/26

Senior management organisational chart and salaries over £50k

Organisational chart showing first three levels of management as of June 2026:



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

Roles and responsibilities as of March 31, 2026

Position	Responsible for	Salary for 2025/26	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: • Communication and Engagement • Finance and Business Support	£186,199.72			£613.13
Deputy Chief Fire Officer Jon Anderson	• People Group • Service Transformation • Organisational Learning and Development • Commercial • Control • Legal • Democratic Services • Community Safety • Fire protection • ICT • Occupational Health	£162,456.87			£102.54
Assistant Chief Fire Officer Stuart Smith	• Operational Response • Resilience • Resource management • Payroll • Property • Operational Support • Fleet • Health and Safety	£151,560.81			£102.54
Area Commander (Operations)	• Wholetime • On-call	£97,516.84 (includes 24/7 rota payment)		£4,207.94	£7047.07

Area Commander (Operational Support)	• Operational Support • Health and Safety • Fleet and equipment • Training • Resilience	£97,245.22 (includes 24/7 rota payment)		£4,724.06	£5684.31
Temp Area Commander (Community Safety)	• Fire prevention • Fire protection • Fire Control	£89,770.62 (includes 24/7 rota payment)		£2,349.53	£5545.54
Assistant Director Communication and Engagement MB5	• Communication and Engagement • Transparency • Executive Support • Information Governance	£74,221.21 Salary band ceiling £80,148	£3,737.26 (24/7 on call rota payment for year 24/25)	£2,868.80	£102.54

Assistant Director Service Transformation MB5	• System integrations • Business Intelligence and Performance • Programme management and projects	£77,428.36 Salary band ceiling £80,148		£2,868.80	£102.54
Assistant Director Finance MB5	• Finance • Treasurer to Fire Authority	£73,993.54 Salary band ceiling £80,148		£2,788.08	£102.54
Assistant Director ICT and Occupational Health MB5	• ICT shared service • Application support • Occupational Health	£75,280.42 Salary band ceiling £80,148		£2,868.80	£102.54
Head of People MB5	• People • Recruitment • Equality and Inclusion	£61,331.10 Salary band ceiling £80,148		£2,363.20	£102.54

** Healthcare contribution and where applicable, provided car and/or cycle scheme.

In 2025/26 the following numbers of employees had a salary over £50k in addition to the strategic 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, all providing 24/7 operational rota cover) with earnings ranging from £70,892.20 to £88,880.51, which includes a payment for providing 24/7 operational rota cover and other additional individual payments (eg for specialist skills). These are all GCs as of March 31, 2026 so may include some who were promoted substantially or temporarily part year. Performance-related bonuses were awarded up to £2,349.53. benefits in kind ranged from £5545.54 to £9,277 including healthcare contributions, provided cars and cycle scheme where relevant.
- 26 station commanders with earnings ranging from £51,751.36 to £75,005.69. This includes everyone with a station

commander role on 31 March 2026, including those on temporary promotion or who had a period of temporary promotion that year. This includes one station commander above establishment on our focused development pathway scheme. Earnings include payments for 24/7 operational rota cover for 20 of the station commanders. Station commanders receive a continual professional development payment annually but do not receive performance related pay (listed here as a bonus). Benefits in kind ranged from 102.54 to 9319.08 including healthcare, a provided car and in one instance a cycle to work scheme.

- Three station commanders in our Combined Fire Control, as of March 31, 2026, who also provide 24/7 rota cover, had earning between £65,000 and £70,000 with bonuses of £3094.11. Benefits in kind ranged from £102.54 to £5649.77 including healthcare and provided car.
- 28 watch commanders earned between £50,000 and £81,000. For some, this includes additional allowances, overtime, and on-call earnings where it is part of the same contract. Four watch commanders in control received bonuses ranging from £1989.52 to £2197.26. Benefits in kind ranged from £102.54 to £274.14 including healthcare and where applicable the cycle to work scheme.
- One crew commander earned between £55,000 and £60,000. This includes overtime and on-call earnings where it is part of the same contract and overtime payments. Benefits in kind include healthcare of £102.54.
- Four firefighters had earnings between £50,000 and £56,000. This includes overtime and on-call earnings where it is part of the same contract and overtime payments. Benefits in kind include healthcare of £102.54.
- 18 professional support colleagues, in addition to the assistant directors, had earnings over £50k (including performance related bonus). The list includes employees who were in a support role on March 31, 2026 but in some instances includes their salary from a previous role held within CFRS during the year 2025/26 and temporary promotions:
 - 2 with salary band £45,000 to £50,000
 - 6 with salary band £50,001 to £55,000
 - 3 with salary band £55,001 - £60,000
 - 4 with salary band £60,001 to £65,000
 - 2 with salary band £65,001 to £70,000
 - 1 with salary band £70,001 to 75,000

Most received a performance-related bonus between £805.46 and £2,874.37

Further information about salaries can be found at Note 23 in the [Draft Statement of Accounts](#) pages 56-57. 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.