



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

(see Note 1)

Role	Grade	Directorate	Annual Salary as at June 2022 payroll	Role/ Contract type	Full time equivalent (FTE)
<b>Service Leadership Board (SLB) (Note 2)</b>					
Chief Fire Officer / Chief Executive	Brigade Manager	Chief Executive Office	148,238	Permanent	1
Assistant Chief Fire Officer / Director	Brigade Manager	Service Delivery	111,179	Permanent	1
Director	Principal Officer	Corporate Services	96,355	Permanent	1
<b>Flexi Duty Officers/ Operational (uniformed) Managers (Note 3)</b>					
Area Manager Prevention & Protection	Area Manager	Service Delivery	61,667	Temporary Promotion	1
Area Manager Response	Area Manager	Service Delivery	61,667	Temporary Promotion	1
Area Manager Service Delivery Support	Area Manager	Service Delivery Support	61,667	Permanent	1
Area Manager Risk Management	Area Manager	Service Delivery Support	61,667	Permanent	1
Area Manager for Transformation	Area Manager	N/A	61,667	Permanent	1
Group Manager Risk Management	Group Manager	Service Delivery Support	53,086	Temporary Promotion	1
Group Manager B&NES & South Gloucestershire	Group Manager	Service Delivery	53,086	Permanent	1
Group Manager B&NES & South Gloucestershire	Group Manager	Service Delivery	53,086	Permanent	1
Group Manager Assurance	Group Manager	Service Delivery Support	53,086	Permanent	1
Group Manager Training Delivery	Group Manager	Service Delivery Support	53,086	Permanent	1
Group Manager Bristol & North Somerset	Group Manager	Service Delivery	53,086	Permanent	1
Group Manager On Call Management	Group Manager	Service Delivery	53,086	Temporary Promotion	1
Group Manager Assurance & Incident Command	Group Manager	Service Delivery Support	53,086	Temporary Promotion	1
<b>Fire Service Control</b>					
Group Manager Fire Control & Communications	Group Manager Control	Service Delivery	50,432	Permanent	1
<b>Statutory Officers (note 2)</b>					
Clerk, Monitoring Officer and Provision of Legal Services	Statutory Officer	Fire Authority	57,813	Permanent	0.6
Treasurer	Statutory Officer	Fire Authority	57,813	Permanent	0.6
<b>Corporate Staff (note 4)</b>					
	<b>Grade</b>		<b>Pay Band</b>		
Deputy Director	Hay Grade* 1 (SCP 50-54)	Corporate Services	£56,618.79 - £62,472.47	Permanent	1
Head of Finance	Hay Grade* 2 (SCP 46-49)	Corporate Services	£51,313.54 - £55,243.13	Permanent	1
Director of Joint Training Centre (JTC)	Director - (note 5)	Service Delivery Support / Severn Park Training Centre	£55,000 - £60,000	Permanent	1

### Note 1 - all data

All figures stated are basic annual salary amounts based on the AF&RS June 2022 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.

### Note 2 - SLB

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 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

As at June 2022 payroll the role for ACFO Service Delivery Support was filled on a temporary basis and therefore the member of staff in post would not be paid the full annual amount

### 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 is known as the 'Grey Book'. Salaries as per National Joint Council (NJC) Pay Award document 2021.

There is no salary band for this group of staff as it is stated per role

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'. The Hay Job Evaluation Scheme and Grading Structure 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.

\*SCP Scales for Corporate Staff Salary as at June 2022 remains the same rate as April 2021

#### **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

\* Bath and North East Somerset (B&NES)

#### **Further Information**

For departments which fall under the responsibility of the above roles, and the top 3 tiers of Service Management please refer to our AF&RS Organisational Chart on our website <https://www.avonfire.gov.uk/transparency-code/organisational-charts>

You may wish to refer to our other pay documents on our website such as the Annual Pay Policy Statement, NJC Pay Awards, Hay Grade salary bands and Staff number by Directorate. <https://www.avonfire.gov.uk/transparency-code/senior-salaries-and-pay-multiple>

Contact details for staff as per the Avon Fire & Rescue Service website <https://www.avonfire.gov.uk/contact-us>

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