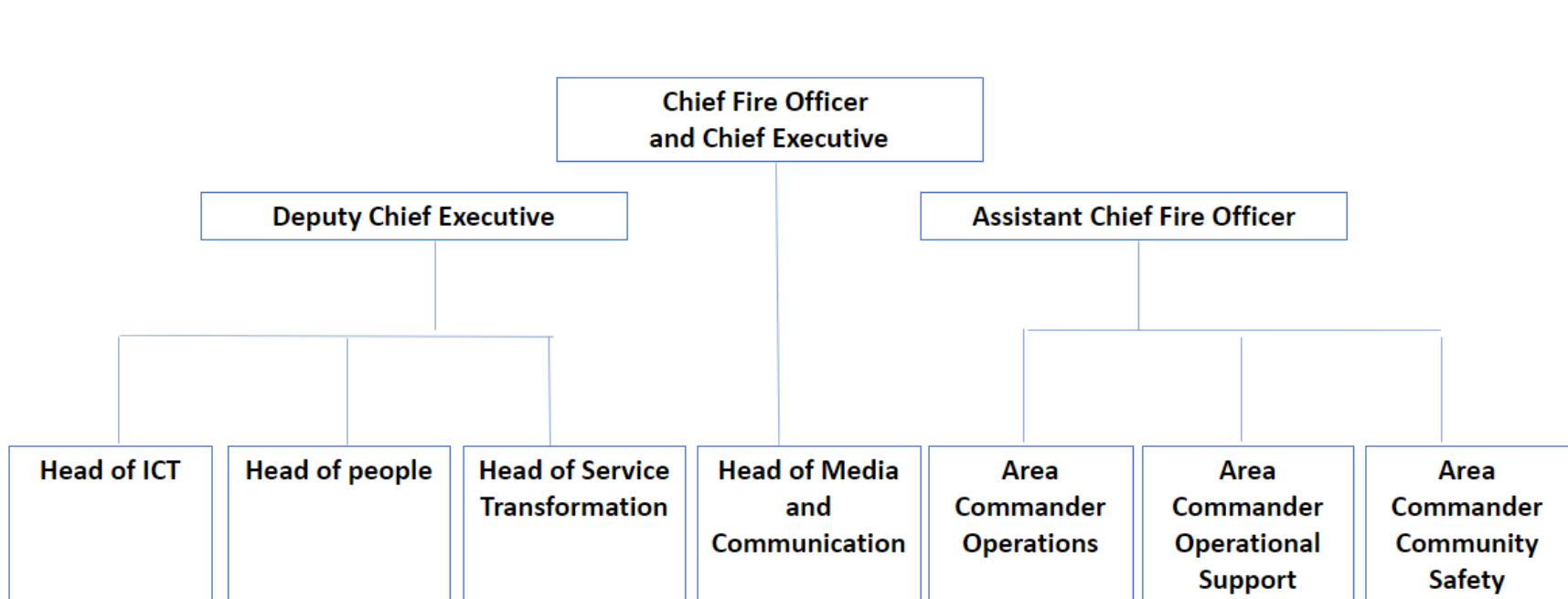


Senior management organisational chart and salaries over £50k 2021/22

Organisational chart showing first three levels of management:



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

Position	Responsible for	Salary	Additional responsibility pay	Performance related bonus	Benefits in kind**
Chief Fire Officer and Chief Executive Chris Strickland	The fire and rescue service in Cambridgeshire, accountable to the Fire Authority	£153,828			£80
Deputy Chief Executive	<ul style="list-style-type: none"> • Treasurer to Fire Authority • People Group • Finance • Commercial • Property 	£134,116			£11,817
Assistant Chief Fire Officer	<ul style="list-style-type: none"> • Operations • Operational Support • Community Fire Safety • Resource management 	£124,845			£80
Area Commander (Operations)	All wholtime and on-call firefighters and supporting station commanders and group commanders	£80,660 (includes 24/7 rota payment)		£3,163.17	£6,220.20
Area Commander (Operational Support)	<ul style="list-style-type: none"> • Operational Support • Health and Safety • Fleet and equipment • Training 	£80,660 (includes 24/7 rota payment)		£1941.94	£5969.06
Area Commander (Community Safety)	<ul style="list-style-type: none"> • Fire prevention • Fire protection • Resilience • Combined Fire Control 	£80,660 (includes 24/7 rota payment)		£2247.24	£5579.58
Head of Media and Communication MB5	<ul style="list-style-type: none"> • Media and Communication • Transparency • Executive Support • Information Governance 	£49,718 (4 day pro rata)	£4417 (24/7 on-call rota payment for year 21/22)	£1959.34	£80

		Salary band ceiling (FT) £67,733			
Head of Service Transformation MB5	<ul style="list-style-type: none"> • System integrations • Business Intelligence and Performance • Programme management and projects 	£61,319 Salary band ceiling £67,733		£2299.20	£80
Head of People MB5	<ul style="list-style-type: none"> • People • Recruitment • Equality and Inclusion • Learning and Organisational Development 	£61,319 Salary band ceiling £67,733		£2237.06	£80
Head of ICT MB5	<ul style="list-style-type: none"> • ICT shared service • Application support 	£61,319 Salary band ceiling £67,733		£2299.20	£80

*This is budget they have direct sign off for. Many manage other people who have direct sign off for department budgets.

** Healthcare contribution and where applicable, car.

In 2021/22 the following numbers of employees had a salary over £50k in addition to the senior management team listed above:

8 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 of £66,027. Performance-related bonuses were awarded up to £2,000.

22 station commanders (B), who provide 24/7 operational rota cover, with a salary of £55,033.

3 additional professional support staff had salaries over £50k but are not in the top three levels of management and are therefore not identified further – 3 with salary band £50,000 to £55,000

1 with salary band £60,000 to £65,000

All received a performance-related bonus between £1,000 and £2,200.

Further information about salaries can be found at Note 23 in the [Draft Statement of Accounts 21/22](#) pages 50-51.