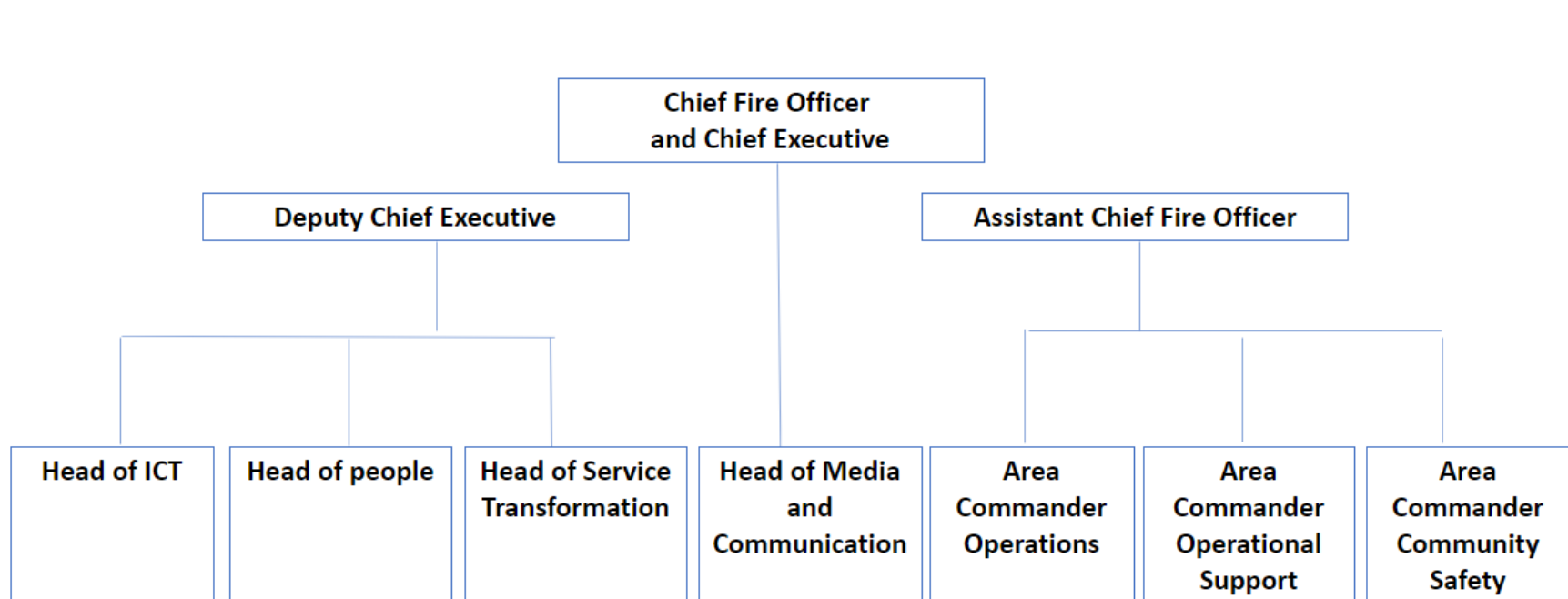


2023/24

Senior management organisational chart and salaries over £50k

Organisational chart showing first three levels of management as of March 31, 2024:



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

Position	Responsible for	Salary for 2023/24	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	£174,260.38			£83.70
Deputy Chief Executive Matthew Warren	<ul style="list-style-type: none"> • Treasurer to Fire Authority • People Group • Finance • Commercial • Property 	£151,033.52			£7582.70
Assistant Chief Fire Officer Jon Anderson	<ul style="list-style-type: none"> • Operations • Operational Support • Community Fire Safety • Resource management 	£140,945.67			£83.70
Area Commander (Operations)	All wholetime and on-call firefighters and supporting station commanders and group commanders	£90,226.65 (includes 24/7 rota payment)		£3395.81	£8840.18
Area Commander (Operational Support)	<ul style="list-style-type: none"> • Operational Support • Health and Safety • Fleet and equipment • Training 	£90,226.65 (includes 24/7 rota payment)		£3395.81	£10391.21
Area Commander (Community Safety)	<ul style="list-style-type: none"> • Fire prevention • Fire protection • Resilience • Combined Fire Control 	£89,543.94 (includes 24/7 rota payment)		£3395.81	£7897.92
Head of Media and Communication MB5	<ul style="list-style-type: none"> • Media and Communication • Transparency • Executive Support • Information Governance 	£68,622.48	£5,258.11 (24/7 on- call rota payment for year 23/24)	£2088.16	£83.70

		Salary band ceiling £74,676			
Head of Service Transformation MB5	<ul style="list-style-type: none"> • System integrations • Business Intelligence and Performance • Programme management and projects 	£68,622.48 Salary band ceiling £74,676		£2,575.40	£83.70
Head of People MB5	<ul style="list-style-type: none"> • People • Recruitment • Equality and Inclusion • Learning and Organisational Development 	£68,622.48 Salary band ceiling £74,676		£2,322.93	£83.70
Head of ICT MB5	<ul style="list-style-type: none"> • ICT shared service • Application support 	£69,781.23 Salary band ceiling £74,676		£2,575.40	£83.70

** 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:

- 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 £71,570 which includes a payment for providing 24/7 operational rota cover. Performance-related bonuses were awarded up to £2,100.
- 24 station commanders with a salary of £51,525. 20 of the 24 also received a payment of £10,305 for providing 24/7 operational rota cover.
- 8 professional support colleagues had earnings over £50k (including performance related bonus) but are not in the top three levels of management and are therefore not identified further –
 - 2 with salary band £45,000 to £50,000
 - 1 with salary band £50,001 to £55,000

- 2 with salary band £55,001 - £60,000
- 3 with salary band £60,001 to £65,000

All received a performance-related bonus between £1,400 and £2,100.

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.

