

# FIRE AND SECURITY ENGINEER

## UK SALARY GUIDE 2024

### Scotland

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£40,000

### North West

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£40,000

### North East

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£38,000

### Northern Ireland

Exp.	Low Sal	High Sal
1-4 years	£23,000	£32,000
5+ years	£32,000	£39,000

### Wales

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£36,000

### Yorkshire & Humber

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£37,000

### East Midlands

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£38,000

### West Midlands

Exp.	Low Sal	High Sal
1-4 years	£27,000	£32,000
5+ years	£33,000	£40,000

### East of England

Exp.	Low Sal	High Sal
1-4 years	£25,000	£32,000
5+ years	£32,000	£38,000

### South West

Exp.	Low Sal	High Sal
1-4 years	£27,000	£33,000
5+ years	£34,000	£40,000

### South East

Exp.	Low Sal	High Sal
1-4 years	£28,000	£33,000
5+ years	£34,000	£45,000

### Greater London

Exp.	Low Sal	High Sal
1-4 years	£28,000	£35,000
5+ years	£36,000	£45,000

\*Base salaries only, no OTEs included.  
This information is for guidance purposes only - actual salary ranges may differ.  
For bespoke benchmarking and salary advice, please speak to one of our consultants.



## TRAVEL TIME PAID

LOW	HIGH	AVERAGE
None	Door-to-door at overtime rates	-30 mins each way



## HOLIDAY ALLOWANCES

LOW	HIGH	AVERAGE
20 days*	35 days*	23 days*

\*plus bank holidays



## STANDBY ALLOWANCE

LOW	HIGH	AVERAGE
Zero	£400*	£200

\*per week



## BENEFITS TO ATTRACT THE BEST TALENT

- Commission and bonus structures
- Vehicle choice: e.g. car, pick-up truck, electric vehicle, or car allowance
- Healthcare plan
- Long-term sick pay
- Early finishes on a Friday
- Birthday holiday
- Overtime and call out at competitive rates
- Death in service
- Enhanced pension plan



## STATUTORY REQUIREMENTS

- Company van
- Phone allowance or phone
- Tablet or laptop
- Pension: 3%
- 20 days holiday, plus bank holidays