

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