



## Appendix – Breakdown of roles, staff numbers, and salary bands in Te Ūpoko

The table below shows active staff as of 1 March 2026 in Te Ūpoko, by district, pay band associated with that role.

Roles <sup>1</sup>	Hawke's Bay	Manawatu-Whanganui	Taranaki	Wellington	Te Ūpoko Head Quarters	Grand Total	Pay band <sup>2</sup> (90% and 100% range)
Advisor Community Readiness & Recovery	1	1	1	2		5	\$ 100,379 - \$ 111,533
Advisor Risk Reduction	4	3	3	8		18	\$ 100,379 - \$ 111,533
Business Analyst					1	1	\$ 96,998 - \$ 107,776
Business Operations Manager					1	1	\$ 151,774 - \$ 168,638
Business Services Coordinator	2	4	2	5	2	15	\$ 59,674 - \$ 66,304
Business Services Manager					1	1	\$ 96,998 - \$ 107,776
Community Risk Manager	1	1	1	1		5	\$ 146,344 - \$ 162,604
District Manager	1	1	1	1		5	\$ 160,955 - \$ 178,839
Executive Assistant to Region Manager					1	1	\$ 83,155 - \$ 92,394
Firefighter	4	6	2	39		51	\$ 60,512 - \$ 65,624
Group Manager	5	5	2	8		20	\$ 146,344 - \$ 162,604
Planning And Intelligence Officer					1	1	\$ 96,998 - \$ 107,776
Planning And Performance Manager					1	1	\$ 136,874 - \$152,082
Qualified Firefighter	4	17	5	47		73	\$ 72,614 - \$ 79,296

<sup>1</sup> Excludes staff on leave without pay, parental leave, casual and contractors

<sup>2</sup> All firefighters are paid through a structured salary system that includes various levels of pay based on experience and qualifications. The pay band reflects the minimum and maximum of the current pay range based on the salaries firefighters are actually receiving.

Roles <sup>1</sup>	Hawke's Bay	Manawatu-Whanganui	Taranaki	Wellington	Te Ūpoko Head Quarters	Grand Total	Pay band <sup>2</sup> (90% and 100% range)
Region Manager					1	1	\$ 259,470 - \$ 288,300
Senior Advisor Community Readiness & Recovery	1	1	1	1		4	\$ 119,576 - \$ 132,862
Senior Advisor Risk Reduction	1	1		2		4	\$ 119,576 - \$ 132,862
Senior Firefighter	47	49	24	153		273	\$ 80,683 - \$ 87,364
Senior Station Officer	8	10	4	24		46	\$ 106,996 - \$ 113,608
Station Officer	9	13	5	64		91	\$ 91,865 - \$ 106,043
Team Leader	1	1	1	1		4	\$ 72,709 - \$ 80,788
Volunteer Support Officer	5	5	3	4		17	\$ 97,052 - \$107,836
<b>Total</b>	<b>94</b>	<b>121</b>	<b>55</b>	<b>361</b>	<b>9</b>	<b>640</b>	

The table below shows the role and number of active staff as of 1 March 2026 in Te Ūpoko with personal use Fire and Emergency vehicle and Fringe Benefit Tax (FBT).

Roles	With car entitlements (# of staff)	Paid Fringe Benefit Tax ( number of staff)	FBT accrued Q3 1/1/26 -31/3/26
Community Risk Manager	4	4	\$ 9,100.80
District Manager	4	4	\$ 7,715.56
Group Manager	20	16	\$ 31,821.69
Region Manager	1	1	\$ 1,922.11
<b>Total</b>	<b>29</b>	<b>25</b>	<b>\$ 50,560</b>