
Fire & Security Salary Survey 2026

UK Market Benchmarks for Employers & Candidates

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What's Inside

- Installation role salary benchmarks by experience level
- Service & maintenance pay ranges
- Management & commercial salaries
- Regional pay variations across the UK
- Benefits & package benchmarks
- 2026 market outlook & key hiring trends

Introduction

The UK fire and security industry is facing one of its most significant talent challenges in years. Demand for qualified engineers — particularly those holding FIA, BAFE, or NSI accreditations — continues to outpace supply, driven by sustained growth across data centres, battery energy storage systems (BESS), rail infrastructure, and critical national infrastructure (CNI).

This survey has been compiled by Finch Talent Solutions using data gathered from live placements, candidate registrations, client briefings, and market intelligence collected throughout 2025 and early 2026. Salary ranges represent typical base pay for England-based candidates. Benefits and regional adjustments are covered in dedicated sections.

Whether you are benchmarking your pay scales as an employer or considering your next move as a candidate, this report gives you a clear, honest picture of where the market sits in 2026.

Key Themes in 2026

Commissioning engineer shortage

Commissioning-qualified engineers remain the hardest roles to fill, commanding a significant premium of 15–25% over installation peers at equivalent experience.

Multi-discipline premium

Engineers competent across fire, intruder, CCTV and access control are attracting 10–20% above single-discipline counterparts.

Data centre & BESS demand

Growth in these sectors is drawing experienced engineers away from maintenance contracts, tightening the service market considerably.

Package expectations rising

Candidates increasingly expect van provision, structured on-call allowances, and funded CPD as standard — not optional extras.

Installation Roles

Salaries below reflect base pay for field-based installation engineers. The majority of roles at this level include a company van or van allowance. Overtime and call-out rates are additional.

Role	Level	Salary Range (Base)	Typical Package
Fire Alarm Engineer	Junior (0–2 yrs)	£24,000 – £30,000	Van + tools
Fire Alarm Engineer	Mid (2–5 yrs)	£30,000 – £38,000	Van + overtime
Fire Alarm Engineer	Senior (5+ yrs)	£36,000 – £44,000	Van + OT + on-call
Fire Alarm Commissioning	Mid (2–5 yrs)	£35,000 – £42,000	Van + bonus
Fire Alarm Commissioning	Senior (5+ yrs)	£42,000 – £52,000	Van + bonus
Intruder Alarm Engineer	Junior (0–2 yrs)	£22,000 – £28,000	Van + tools
Intruder Alarm Engineer	Mid (2–5 yrs)	£28,000 – £35,000	Van + overtime
Intruder Alarm Engineer	Senior (5+ yrs)	£34,000 – £42,000	Van + OT
CCTV Engineer	Junior (0–2 yrs)	£24,000 – £30,000	Van + tools
CCTV Engineer	Mid (2–5 yrs)	£30,000 – £38,000	Van + overtime
CCTV Engineer	Senior (5+ yrs)	£36,000 – £44,000	Van + OT
Access Control Engineer	Mid (2–5 yrs)	£30,000 – £40,000	Van + overtime
Access Control Engineer	Senior (5+ yrs)	£38,000 – £46,000	Van + OT
Multi-Discipline Engineer	Senior (5+ yrs)	£40,000 – £52,000	Van + OT + on-call

Note: Commissioning engineers typically earn 15–25% more than installation peers at equivalent experience, reflecting the ongoing shortage of candidates with this qualification.

Service & Maintenance Roles

Service engineers are in high demand across the UK, particularly those with large commercial portfolio experience or specialist exposure to data centres and critical infrastructure. On-call allowances are increasingly standard and can add £2,000–£6,000 to effective annual earnings.

Role	Level	Salary Range (Base)	Typical Package
Fire Alarm Service Engineer	Junior (0–2 yrs)	£26,000 – £32,000	Van + tools
Fire Alarm Service Engineer	Mid (2–5 yrs)	£32,000 – £40,000	Van + on-call
Fire Alarm Service Engineer	Senior (5+ yrs)	£38,000 – £48,000	Van + on-call + OT
Security Systems Engineer	Junior (0–2 yrs)	£24,000 – £30,000	Van + tools
Security Systems Engineer	Mid (2–5 yrs)	£30,000 – £38,000	Van + on-call
Security Systems Engineer	Senior (5+ yrs)	£36,000 – £46,000	Van + on-call + OT
Intruder Alarm Service	Mid (2–5 yrs)	£28,000 – £36,000	Van + overtime
Intruder Alarm Service	Senior (5+ yrs)	£34,000 – £44,000	Van + OT + on-call
CCTV Service Engineer	Mid (2–5 yrs)	£28,000 – £36,000	Van + overtime
CCTV Service Engineer	Senior (5+ yrs)	£34,000 – £44,000	Van + OT
Multi-Discipline Service	Senior (5+ yrs)	£42,000 – £54,000	Van + on-call + OT

Management & Commercial Roles

Management and commercial salaries vary significantly based on company size, portfolio value, and whether the individual carries P&L responsibility. Figures represent base salary; bonus and OTE structures are common at senior levels.

Role	Salary Range (Base)	OTE / Bonus	Notes
Fire & Security Supervisor	£38,000 – £48,000	Rarely	Some vehicle provision
Project Manager	£45,000 – £60,000	£3k–£8k	Project bonus common
Estimator	£35,000 – £50,000	£2k–£5k	Office-based typically
Technical Sales Engineer	£35,000 – £50,000	+20–40% OTE	Car / allowance typical
BDM / Account Manager	£40,000 – £55,000	+20–40% OTE	Car / allowance
Service Manager	£45,000 – £65,000	£3k–£10k	P&L responsibility
Operations Manager	£55,000 – £75,000	£5k–£15k	Multi-site / division
Contracts Manager	£50,000 – £68,000	£3k–£8k	
MD / Director (SME)	£70,000 – £100,000+	Variable	Often includes equity

Regional Pay Variations

Figures in this report represent national averages for England. Apply the regional adjustments below to benchmark roles in your specific location.

Region	vs. National Average	Commentary
London	+15% to +25%	Highest demand; strongest premium across all levels
South East	+10% to +15%	Strong demand driven by commercial and data centre growth
East of England	+5% to +10%	Growing demand in the Cambridge technology corridor
South West	0% to +5%	Competitive market; moderate premium in Bristol area
Midlands	0% to +5%	Solid market; logistics and industrial driving demand
North West	-5% to +5%	Manchester area approaches national average
Yorkshire	-5% to +5%	Sheffield and Leeds closing gap with national average
North East	-10% to -5%	Lower cost of living reflected in salary expectations
Scotland	-5% to +5%	Edinburgh and Glasgow command near-national rates
Wales	-10% to -5%	Cardiff area approaching Midlands levels
Northern Ireland	-15% to -5%	Significant cost of living differential applies

Benefits & Package Trends

In a candidate-short market, package quality is increasingly the deciding factor between offers. Here is what candidates expect in 2026 — and what progressive employers are offering to secure the best people.

Benefit	Market Standard	Premium Offering
Company Van	Standard across field roles	Van + fuel card + personal use
Fuel / Mileage	Fuel card or HMRC mileage	Fuel card + no business mileage cap
On-Call Allowance	£1,500 – £3,000 p.a.	£3,000 – £6,000 p.a. + call-out rate
Overtime	1.25x – 1.5x standard	1.5x weekday, 2x weekend
Pension	Auto-enrolment (min 3%)	5–8% employer contribution
Annual Leave	25 days + bank holidays	28–30 days + BH + birthday leave
Training / CPD	FIA, IPAF as required	Funded CPD + manufacturer training
Health / Wellbeing	Employee assistance programme	Private medical + dental
Death in Service	2x salary	3–4x salary

Training provision is a key differentiator in 2026. Candidates expect employers to fund ongoing development, particularly for BAFE, NSI, FIA Level 4, and manufacturer-specific training on panels including Notifier, Advanced, Gent, and Hochiki.

2026 Market Outlook

The fire and security sector enters 2026 in a state of structural talent shortage. Years of underinvestment in apprenticeships and technical training have created a demographic squeeze — with a large cohort of experienced engineers approaching retirement and insufficient numbers coming through to replace them.

Growth Drivers

Data Centres

Hyperscale and colocation facility development continues at pace across the UK. These projects demand specialist fire suppression, advanced detection, and integrated security — drawing the most experienced engineers into project work and away from maintenance contracts.

BESS — Battery Energy Storage Systems

The energy transition is creating entirely new demand for fire detection and suppression engineers familiar with lithium-ion hazard management. This is a rapidly emerging specialism with a near-zero qualified talent pool currently available in the UK.

Rail & Transport Infrastructure

Network Rail and HS2 programmes continue to drive demand for engineers with DOSS, PTS, and safety-critical qualifications. Premium pay applies consistently across this sector.

Residential High-Rise (Post-Grenfell)

Ongoing remediation programmes and requirements under the Building Safety Act are sustaining demand for fire alarm and suppression specialists, particularly in London and major cities.

Critical National Infrastructure

Increasing investment in CNI security — utilities, telecoms, transport — is driving demand for experienced security systems engineers, particularly those with SC clearance or above.

Salary Pressure

Expect continued upward pressure on salaries throughout 2026, particularly at senior level. Counteroffers are becoming more common as employers seek to retain key staff. Candidates are increasingly confident in testing the market, and employers who move quickly, offer structured development, and provide transparent progression paths are consistently winning the best people.

About Finch Talent Solutions

Finch Talent Solutions is a specialist recruiter for the built environment, placing engineers, managers, and commercial professionals across facilities management, fire & security, M&E, and hard services.

We work with employers and candidates on a direct, honest basis. If you are hiring or considering your next move, we would love to have a conversation.

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