

**Executive
Council
Report**



45

**45TH Annual
Conference
BOURNEMOUTH
May 25-27 1965**

The Pay Settlement

1. AT A MEETING of the Executive Committee of the National Council held in London on Thursday, 6 August, 1964, to which the application by the Employees' Side for a review of pay for the ranks of fireman, leading fireman and sub-officer had been referred with powers to act, a two year pact was agreed incorporating the following features:

- (i) Increases in the rates of pay for the ranks concerned having regard to changes in circumstances since the last pay settlement.
- (ii) Shortening of the incremental length of the scales of pay for the rank of fireman.
- (iii) Relating the abatement of the minimum of the scale for the rank of fireman to entry under the age of 19 instead of, as at present, the age of 21.
- (iv) Higher points of entry to the scale for the rank of fireman for entrants aged 22 and over.
- (v) Separate rates of pay for male control room staffs and watchroom attendants.
- (vi) Provisions for the use under National Council control of higher entry points on the scale for the rank of fireman to assist fire authorities with specially difficult recruitment and retention problems.
- (vii) Consequential increases in pay for firewomen.

2. It is the intention of this agreement to provide stability during the period of its duration and that major matters would only be raised during that period by mutual consent.

Operational Members of Brigades

3. The revised rates of pay which will take effect as from 1 August 1964 and 1 August 1965 respectively, are shown in the table below set alongside the rates currently in operation for the ranks concerned.

		Outside the Metropolitan Police Area		
		Present rates with effect from 1.8.1963	New rates with effect from 1.8.1964	New rates with effect from 1.8.1965
		£	£	£
FIREMAN	...	645	675	700
		680	710	740
		705	740	775
		730	770	805
		755	800	845
		785	830	885
		810	860	930
		835)	900)	
		860)		
	LEADING FIREMAN	895	935	965
SUB-OFFICER	...	930	975	1005
		970	1015	1045
		1005	1050	1080

4. The existing additions applying to members of brigades within the Metropolitan Police area and the London Fire Brigade will continue.

5. Assimilation from the present to the new scales shall be in accordance with the corresponding points principle subject to the succeeding paragraphs relating to the variation of the scale on entry at certain age levels.

Age on Appointment, Entry to Scale and Consequential Adjustments

6. For the purposes of the present scale, there is a reduction of £25 from the minimum where a member is under 21 years of age on appointment. It is agreed to substitute 19 years of age for 21 years of age and that the rate for entrants under the age of 19 years be reduced by £25. In such a case the fireman shall proceed to the minimum of the scale on reaching the age of 19 years and shall thereafter proceed through the scale as though the date on which the minimum rate under the scale became payable was the date of appointment.

Members of brigades who had entered the service prior to 1st August 1964 aged under 21 years shall be assimilated to the new scales as if the arrangements in this paragraph had been operative at the time of their appointment.

7. A member of a brigade who on appointment as a fireman has attained 22 years of age but has not attained 24 years shall enter the fireman's scale at the second point (£710 at 1.8.64) and, subject to satisfactory service, shall proceed to the third point (£740 at 1.8.64) on his 24th birthday.

8. A member of a brigade who on appointment as a fireman has attained 24 years of age shall enter the fireman's scale at the third point (£740 at 1.8.64).

9. In no case of entry at the higher points referred to in paragraphs 7 and 8, however, shall a fireman proceed to the fourth point of the scale (£770 at 1.8.64) before he has completed three years' service in that rank.

10. Serving members of brigades who entered the service on or over the age of 22 shall be assimilated to the new scale as if the arrangements in paragraphs 7, 8 and 9 above had been operative at the time of their appointment.

Non-Operational Members of Brigades

Male Control Room Staffs

11. The current and revised rates of pay for male control room staffs are set out in the table below:

		Outside the Metropolitan Police Area		
	Rank	Present rates with effect from 1.8.1963	New rates with effect from 1.8.1964	New rates with effect from 1.8.1965
		£	£	£
FIREMAN				
	1st year of service	645	660	675
	2nd " " "	680	695	710
	3rd " " "	705	720	735
	4th " " "	730	745	760
	5th " " "	755	770	785
	6th " " "	785	800	815
	7th " " "	810	825	840
	8th " " "	835	850	865
	9th " " "	860	875	890

LEADING FIREMAN	895	910	925
SUB-OFFICER	930	950	970
	970	990	1010
	1005	1025	1045

Watch Room Attendants

12. The present scales for watch room attendance shall be increased by £15 per annum at all points.

Firewomen

13. The current and revised rates of pay are set out in the following table:

	Outside the Metropolitan Police Area		
	Present rates with effect from 1.8.1963	New rates with effect from 1.8.1964	New rates with effect from 1.8.1965
	£	£	£
FIREWOMAN			
Before attaining the of 17 years ...	370	390	405
During 18th year of age	390	410	425
" 19th " " "	410	435	450
" 20th " " "	435	460	475
After age of 20 years:			
During 1st year of service	510	535	555
" 2nd " " "	545	575	595
" 3rd " " "	570	600	620
" 4th " " "	595	625	645
" 5th " " "	625	655	680
" 6th " " "	650	685	710
LEADING FIREWOMAN	680	715	740
SENIOR LEADING FIREWOMAN ...	745	785	805

14. The existing additions applying to members of brigades within the Metropolitan Police area and the London Fire Brigade will continue.

Date of Operation

The foregoing revised rates of pay and consequential arrangements shall take effect from 1st August 1964 and 1 August 1965, respectively.

Exceptional Manpower Problems

15. The National Council is prepared to assist in the case of exceptional problems of recruitment and retention by the use of higher entry points than those referred to in paragraphs 7 and 8 above. An application will require to be made to and approved by the National Council. The initiative in considering an approach of this kind and a decision to apply to the National Council for approval are matters within the exclusive discretion of the fire authority subject to the normal courtesy of consultation with the representatives of the brigade. The general principle in considering such applications is that approval would be limited to those circumstances where it is considered that the exceptional problems involved in the recruitment and wastage position will be materially eased by departure from the normal incremental scale as set out in the foregoing agreement.

3 Officer Ranks – Rates of Pay

ON 8 DECEMBER fire authorities were informed by Joint Council Circular No. 7/64 of agreement on revised scales of pay for officer ranks.

The settlement followed that of ranks up to and including sub officer and of the agreement in respect of chief officers. A common feature in these settlements was that they were both of a long term character.

Towards the end of the discussions, the Employees' Side had to consider the implications of the national economic position and references to the government's incomes policy. Having regard towards the availing circumstances it was agreed to conclude the agreement set out below:

CIRCULAR NO. 7/64

OFFICER RANKS – RATES OF PAY

1. The Officers' Committee of the National Council has reached agreement on revised rates of pay for officer ranks which will take effect from 1 August 1964 and 1 August 1965, as follows:

Outside the Metropolitan Police Area			
(i) 1st August 1964			£ per annum
Divisional Officer Grade I	1720 × 53 (3)	...	1885
Divisional Officer Grade II	1540 × 50 (2)	...	1640
Divisional Officer Grade III	1425 × 45 (2)	...	1515
Assistant Divisional Officer	1305 × 50 (2)	...	1405
Station Officer	1175 × 40 × 45	...	1260
(ii) 1st August 1965			£ per annum
Divisional Officer Grade I	1785 × 55 (3)	...	1950
Divisional Officer Grade II	1595 × 50 (2)	...	1695
Divisional Officer Grade III	1475 × 45 (2)	...	1565
Assistant Divisional Officer	1355 × 50 × 45	...	1450
Station Officer	1215 × 40 × 45	...	1300

1. The existing additions applying to officers within the Metropolitan Police area and the London Fire Brigade will continue.

Assistant Chief Officers and Deputy Chief Officers

CONSEQUENTIAL upon the revised arrangements for determining the salaries of chief officers/firemasters consideration had to be given to the salaries of assistant chief officers/assistant firemasters.

The change over from the system of grades with fixed salaries to ranges of salaries related to population for chief officers/firemasters brought together in some of the ranges fire authorities which were previously in different grades. Arising from this the Joint Secretaries (Officers Committee) are to examine all the implications.

National Joint Council circular No. 6/64 of 3 December 1964 sets out the decisions on assistant chief officers/assistant firemasters salaries.

(1) SALARIES OF ASSISTANT CHIEF OFFICERS*

(a) On 7th October, 1964 fire authorities were informed under Circular No. 1/1964 of the revised arrangements for determining the salaries of chief fire officers.† As a result of this settlement the Officers' Committee of the National Council has considered a claim by the Employees' Side concerning

* In Scotland - Assistant Firemaster

† In Scotland - Firemaster