

**Executive
Council's
ANNUAL
REPORT**



1918-1968

50 YEARS SERVICE TO FIREMEN

**Fire Brigades Union
47th Annual Conference**

**Winter Gardens, Blackpool
28-30 May 1968**

(iv) Overtime rates to be adjusted to 9/- an hour for firemen, 10/- an hour for leading firemen and 11/- an hour for sub officers.

(v) The allowance for day manning and the 24/24 system to be made pensionable and increased to £230 p.a.

New pay scales

Set out below are the new national pay scales for the standard 48-hour week. *The London Allowance of £77 per annum and any of the pensionable extra availability allowances are in addition to these rates of pay.*

PROPOSED NEW NATIONAL RATES OF PAY

	Current National Rate	Proposed New National Rate
Fireman		
(Abated 18 years age entry) ...	£675	£725
1st Year ...	£700	£755
2nd Year ...	£740	£795
3rd Year ...	£775	£835
4th Year ...	£805	£865
5th Year ...	£845	£910
6th Year ...	£885	£950
7th Year ...	£930	£1,000
	Current National Rate	Proposed New National Rate
Leading Fireman ...	£965	£1,040
Sub-Officer		
1st Year ...	£1,005	£1,080
2nd Year ...	£1,045	£1,125
3rd Year ...	£1,080	£1,160
Firewomen		
Under 17 years of age ...	£405	£435
During 18th year of age ...	£425	£455
" 19th " " " ...	£450	£485
" 20th " " " ...	£475	£510
<i>After age of 20 years</i>		
During 1st year of service ...	£555	£595
" 2nd " " " ...	£595	£640
" 3rd " " " ...	£620	£665
" 4th " " " ...	£645	£695
" 5th " " " ...	£680	£730
" 6th " " " ...	£710	£765
Leading Firewoman ...	£740	£795
Senior Leading Firewoan ...	£805	£865

CONTROL ROOM STAFF

Fireman (Control Room)

1st Year ...	£675	£725
2nd Year ...	£710	£765
3rd year ...	£735	£790
4th Year ...	£760	£815
5th Year ...	£785	£845
6th Year ...	£815	£875
7th Year ...	£840	£905
8th Year ...	£865	£930
9th Year ...	£890	£955

Leading Fireman (Control Room) £925 £995

Sub-Officer (Control Room)

1st Year ...	£970	£1,045
2nd Year ...	£1,010	£1,085
3rd Year ...	£1,045	£1,125

Watchroom Attendants

During 1st year of service ...	£655	£705
" 2nd " " " ...	£690	£740
" 3rd " " " ...	£715	£770
" 4th " " " ...	£740	£795
" 5th " " " ...	£765	£820
" 6th " " " ...	£790	£850
" 7th " " " ...	£815	£875
" 8th " " " ...	£840	£905
" 9th " " " ...	£865	£930

Junior Fireman

Age 16 years ...	£300	£325
" 17 " " " ...	£340	£365

(vi) The retaining fee for Whole Time Retained men to be adjusted upwards to the 75% level.

The Employers indicated that if a total settlement on these matters were concluded, the Union would be required to reiterate their previous concurrence with the encouragement for Whole Time Retained duties remaining in the Duty System and to allow systems of variable manning on day and night shift to meet local requirements. The Union's only concern here is with standards of manning, of which there is no intention of reducing. The Employers also indicated that they would be having Employer discussions with those brigades at present paying unapproved plussages.

Delegate conference

The Executive Council is now able to set a date for a National Delegate Conference on the Fire Service Pay report, this is to be held in London on the 30th June.

The amended duty systems agreement if brought into effect will provide for brigades remaining on the straight 48-hour week duty system if that is the decision of their members. It would also provide for those brigades choosing the bonus shift system that it would operate by the latest at the commencement of the next financial year.

As outlined in the Executive Council's supplementary report on pay published a few weeks ago, what has got to be faced up to is the fact made very clear by the Prices and Incomes Board Report, that already over a quarter of the Fire Service are providing extra availability of one form or another which regularly enhances their pay substantially above the level of the pay for the standard 48-hour week, with the difference of course that none of their extra pay is pensionable.

The Executive Council will be recommending to the National Conference that the new rates of pay and the proposed amendment on extra shift availability to the Duty Systems Agreement be approved and that decisions as to actual duty systems worked shall continue to be made by members at brigade level.

When the recommendations of the EC were placed before the conference, there was an overwhelming endorsement of the acceptance of the 7½% increase in pay. On a card vote, the proposal to amend the duty systems agreement to provide for additional availability was carried, the voting being 22,045 for the EC's recommendation and 7,377 against. Agreement on pay and hours was conveyed to the Service in NJC circular No. 3/1967.

NJC CIRCULAR No. 3/1967 PAY AND DUTY SYSTEMS

Introduction

1. Negotiations on proposals and counter proposals on pay and duty systems made respectively by the Employees' and Employers' Sides had almost reached a point of decision when the Prices and Incomes standstill was introduced on 20th July, 1966, and the Home Secretary informed both sides of the Council that the Government intended to refer the question of pay and hours in the Fire Service to the National Board for Prices and Incomes. The reference to the Board was in fact not made until 19th December, 1966. The Board's report (No. 32) was published on 16th May, 1967. Copies have been supplied to fire authorities.

2. The Board's report endorses the Council's approach on pay and duty systems as being on the right lines since, by encouraging firemen to offer longer hours of availability for extra remuneration, it would be possible to reduce the Fire Service's demand for selected and highly trained manpower and create a smaller and more highly paid service. The total agreement referred to hereinafter should be looked at in this light.

3. Consideration was given on 15th June to the terms and recommendations of the report and agreement reached as indicated below.

Date of operation

4. The National Council is prepared to put this agreement into operation with effect from 1st July, subject, so far as a possible earlier date of operation of the revised pay scales and the period of the agreement are concerned, to the result of representations which are to be made to the Secretaries of State (see paragraph 8). Fire authorities will be advised appropriately in early course.

Pay

5. Scales of pay for operational and non-operational members of brigades up to the rank of sub officer, including junior firemen, and for firewomen up to the rank of senior leading firewoman are set out in the appendix to this circular. These have been revised to include the pay increase of 7½ per cent endorsed by the Board.

6. The present scales of pay for watchroom attendants are to be increased by 7½ per cent at all points.

Overtime

7. The overtime allowances are to be increased to the following amounts:

Rank			
Fireman	9s.	an hour	(8s)
Leading Fireman	10s.	an hour	(8s)
Sub-Officer	11s.	an hour	(9/6)
Firewoman	7/6d.	an hour	(6/9)
Leading Firewoman	8/3d.	an hour	(6/9)
Senior Leading Firewoman	9s.	an hour	(8s)

The former amounts are set out in brackets.

Date of operation of pay scales and duration of agreement — Board's recommendations

8. As to the date of operation of the revised pay scales and the duration of the agreement, the Board has recommended that the revised scales should come into operation on 1st July, 1967, and should last for two years (paragraph 44). The Council has renewed the representations already made separately by both sides to the Government and repeated to the Board that since there was a firm commitment to reassess the pay of members of brigades from 1st August, 1966, and also for reasons of equity and in the light of the impact of the incomes standstill on other local government employees, the agreement should operate from 1st February, 1967, and, in any event, the period of review should be related to 1st August, 1966. An interview is being sought with the Secretaries of State.