



Executive Council's ANNUAL REPORT

Fire Brigades Union
48TH Annual Conference
Margate 20/23 May 1969

FIRE SERVICE PAY
STATEMENT BY NATIONAL COUNCIL MEETING WITH VIEW
TO REPLY TO SECRETARIES OF STATE 23rd JANUARY, 1969

1. The departments have advised in response to the representations on behalf of the National Council by letter of 11 October and the arguments advanced by a deputation to Ministers on 21 November that:

(a) the Government accept that some adjustment should be made to fire service pay:

(b) the Government are not prepared to back date this adjustment to 1 July, 1968 as requested but think that any award should take place from a current date, i.e. from 1st January, 1969:

(c) on the basis that at least 12 months should elapse between the operative dates of successive settlements, this means that the next appropriate date for pay review is 1 January, 1970:

(d) the Government recognises that the substitution of a current date could properly entail an adjustment of the National Council's proposal of 3½ per cent which was related to a 12 month period:

(e) the Government accordingly would be prepared to agree to an increase of 5¼ per cent as at 1st January, 1969, the maximum amount permissible within the 3½ per cent annual ceiling for incomes growth:

(f) should the National Council recommend a basic increase of 5¼ per cent from 1 January, 1969 with the next review date not earlier than the 1 January, 1970 such a course would be acceptable to the Government:

2. The National Council acknowledges the Government's recognition of the case for a review of fire service pay. It is desired to point out that not only was there involved a case for an increase but also that the National Council felt and still feel strongly that the fire service should not lag behind other services in local government in the matter of review dates. The rest of the local government service have had under incomes policy the review dates preserved and the fire service should be treated neither more nor less favourably.

3. In the circumstances while the National Council accepts the Government's proposal for a larger increase in pay of 5¼ per cent effective from 1 January, 1969 and the postponement of the review date to 1 January, 1970 it states that on the occasion of the next review and subject to the requirements of the Government's policy operating at that time, the Council propose to take into account in an appropriate way to be then determined the impact of the above mentioned matter.

The immediate short term policy has been settled. Mindful of the pending completion of the Holroyd Committee of Inquiry the Executive are continuing the discussions already initiated with the Employers for a permanent pay formula.

REVISED SCALES OF PAY

Operational ranks below station officer

	Present Scale	New Scale
	£	£
FIREMEN	*755	*795
	795	835
	835	880
	865	910
	910	960
	950	1000
	1000	1055

* If under 19 years of age on appointment, this is reduced by £30.

	Present Scale	New Scale
	£	£
LEADING FIREMEN	1040	1095
SUB OFFICERS	1080	1135
	1125	1185
	1160	1220
BONUS SHIFT—FIREMEN	170	180
LEADING FIREMEN	180	190
SUB OFFICERS	195	205
EXTRA DUTY ALLOWANCE :		
FIREMEN	230	240
LEADING FIREMEN	240	255
SUB OFFICERS	255	270

Officers' Committee NJC

The Employees' Side of the Officers Committee indicated at the November meeting that they would wish to be joined in any application for a 3½% increase in pay from 1 July, 1968.

Prior to the review by the Prices and Incomes Board, an application had been submitted for a comprehensive review of the salaries of fire service officers. The Prices and Incomes Board had acknowledged this and presented their recommendations on officers pay as an interim measure, indication that it would be better to await the outcome of the Holroyd Committee of Inquiry before settling the long term pattern.

After consideration it was agreed that the claim for a comprehensive review be deferred pending examination of the submissions made by the Employees' Side.

In the meantime the 5¼% adjustment from 1 January, 1969 applies to all ranks.

REVISED SCALES

Operational ranks of Station Officer and above

	Present Scale	New Scale
DIVISIONAL OFFICER I	1920	2020
	1980	2085
	2035	2140
	2095	2205
DIVISIONAL OFFICER II	1715	1805
	1770	1865
	1820	1915
DIVISIONAL OFFICER III	1585	1670
	1635	1720
	1680	1770
ASSISTANT DIVISIONAL OFFICER ...	1455	1530
	1510	1590
	1560	1640
STATION OFFICER	1305	1375
	1350	1420
	1400	1475
	Extra duty allowances and flat additions to pay	
	170	180
	230	240

Control Room Operatives and Junior Firemen

Concurrent with the examination by the Joint Council Working Party of the claim in respect of control room staffs (see paragraph 00) the Executive Council were able to preserve the position of control room staff within current wage negotiations. The 5¼% increase from 1 January 1969 includes male control room staff and firewomen and is without prejudice to the discussions and examination that is taking place on the long term position. Junior firemen's rates were also included in the adjustment.

REVISED SCALES OF PAY

Non Operational Members

	Present Scale	New Scale	
	£	£	
CONTROL ROOM STAFF (MEN)			
	FIREMEN	725	765
		765	805
		790	830
		815	860
		845	890
		875	920
		905	955
		930	980
			955
		995	1045
LEADING FIREMEN	1045	1100	
SUB OFFICERS	1085	1140	
	1125	1185	

Present Scale New Scale

WOMEN

	£	£
FIREWOMEN—UNDER 17	435	455
At 17 years of age	455	480
At 18 years of age	485	510
At 19 years of age	510	535

After attaining the age of 20 years:

	£	£
During 1st year of service	595	625
" 2nd " " "	640	675
" 3rd " " "	665	700
" 4th " " "	695	730
" 5th " " "	730	770
" 6th " " "	765	805

LEADING FIREWOMAN 795 835

SENIOR LEADING FIREWOMAN ... 865 910

GROUP OFFICER 1095 1150
1140 1200
1185 1245

ASST. GROUP OFFICER I 990 1040
1030 1085
1075 1130

ASST. GROUP OFFICER II 855 900
900 945
940 990

JUNIOR FIREMEN 325 340
365 385

2 Control room staffs—Pay

WHEN the Union's application for a review of pay and conditions of control room staff was initially examined by the Executive Committee of the Joint Council, agreement was reached on the setting up of a working party, which would in effect be the respective members of the Executive Committee. The agreement is recorded as:—

Resolved (a) That a joint working party be established to examine in detail the pay and conditions of control room staff within the scope of the committee in the light of recommendations of Report No. 32 of the National Board for Prices and Incomes.

(b) That the working party be authorised to call upon the assistance of such advisers as they consider necessary for a proper investigation.

At the invitation of the Employers' Secretary, a senior job evaluation officer of the London Boroughs Management Services Unit was asked to explain to the working party the methods and principles of the technique of job evaluation in the light of the agreement to call for assistance if needed in the interest of a proper investigation.

For the Union, the General Secretary indicated that if there was to be a detailed study as suggested then the Union would be nominating an adviser. It was the Union's view also that it would be necessary to look at the organisation and methods of the service. Having regard to the possible outcome of the Holroyd Committee report the Union was concerned that there should be standard practices adopted for control room members in all brigades. Doubt was also expressed as to the advisability of handing the job of reviewing the pay of control room staffs over to a body unconnected with the NJC. The Employers' representatives were told that the Union wished the whole question of communications in the fire service to be examined for before negotiating new rates of pay, it was necessary to look at the way in which the whole job was done.

After discussion it was agreed that the question of commissioning a job evaluation study, its terms of reference and its cost should be cleared by the Joint Secretaries.

All propositions were cleared by the National Joint Council at its meeting on 24th July and the Employers' Secretary stated in reply to a question from the General Secretary that "in the view of the Employers the enquiries to be made of fire authorities should be directed to a forward and developing situation as well as to the existing position."

It was agreed that the working party job evaluation team would visit control rooms in London, Glasgow, Lancashire, Hampshire, Worcestershire, Liverpool, Cardiff and Newport (Mon.). Area secretaries and control room staffs' representatives were kept informed and reports received following the visits indicated that a good relationship had been established all around.

It should be emphasised here that the job evaluation unit is only interested in comparisons and assessments as between control room staff work and other similar occupation. It will still be the task of the Union's Executive Council to negotiate appropriate salaries for the responsibilities.

The next immediate stage is for the NJC working party to consider the findings of the job evaluation team.

There is an element of long term about this, and in the interim the Executive Council were successful in establishing the increase in pay of 5¼% from 1st January, 1969 for firewomen and male control room staff. Full details are set out in Paragraph 1 of this Report.

3 Overtime

THE POLICY statement accepted by Conference in 1968 formed the basis of the application before the National Joint Council's meeting in July.

Prior to the application and to ensure that difficulties were not created

between the Union and the Trades Union Congress, the following letter was sent to the TUC general secretary, Mr. George Woodcock.

Dear Mr. Woodcock,

The Annual Conference of our Union carried the following resolution on overtime pay:—

- "(1) An enhanced casual overtime rate.
- (2) A higher rate of overtime for pre-arranged overtime for any purpose than the rate applying for casual overtime.
- (3) Pre-arranged overtime at weekend or Bank Holidays, for any purpose, be still further weighted above the level of the new higher rate for pre-arranged overtime.
- (4) To reach agreement that every occasion on which men are detained on duty after the end of a working shift, due to an incident, shall count separately for one hour at the casual overtime rate; any part of a second or subsequent hour, where men are detained on duty after the end of a working shift, shall count separately for a full hour or hours' overtime at the appropriate pre-arranged overtime rate.
- (5) That the right of the men be retained for receiving either payment or compensatory time off in lieu in respect of casual overtime but that the arrangement for calculating casual overtime shall be as in paragraph 4 above and that time in lieu in all cases shall be compensated on a double time basis."

The present arrangement is that all overtime is paid on a flat rate of 9/- an hour, which for top rate firemen is really only time rate. Casual overtime—that is when detained on a job at the end of a shift—is calculated on a monthly aggregate basis, with units of less than 15 minutes not counting at all.

Time in lieu can be taken instead of payment on an hour for hour basis.

Our new proposals are:—

- (i) For an enhanced casual overtime rate. We think being kept on duty without pre-warning which we often are warrants more consideration than around basic time rate. Also we are for the end of the aggregation system—each separate incident of being detained on duty counting for a minimum of one hour's overtime.
- (ii) We are for a pre-arranged overtime rate even higher than the casual overtime rate and further weighted for weekend overtime. This is because with the recent introduction of the bonus shift nearly 90% of firemen are working a 56-hour week. While it is true this has cut out most pre-arranged overtime in the fire service we nevertheless want to do all in our power to limit firemen's hours to no more than 56 weekly. One way is to make hours above that very expensive indeed.