



# Executive Council's ANNUAL REPORT

**Fire Brigades Union  
49<sup>th</sup> Annual Conference  
Scarborough <sup>28</sup>/<sub>30</sub> April 1970**

## NEW BASIC SCALES — OPERATIONAL MEMBERS

	Scotland & Provinces		London Fire Brigade	
	48 hour scale £	Pensionable Element (46 hours) £	48 hour scale £	Pensionable Element (46 hours) £
<b>Fireman</b>				
During 1st year of service	910	840	1020	944
During 2nd year of service	950	880	1060	984
During 3rd year of service	995	925	1105	1029
During 4th year of service	1025	955	1135	1059
During 5th year of service	1075	1005	1185	1109
During 6th year of service	1115	1045	1225	1149
During 7th year of service and subsequently.	1170	1100	1280	1204
<b>Leading Firemen</b>				
On appointment and thereafter	1215	1140	1325	1244
<b>Sub-Officer</b>				
During 1st year in the rank	1265	1185	1380	1289
During 2nd year in the rank	1315	1235	1430	1339
During 3rd year in the rank and subsequently.	1350	1270	1465	1374

### NOTE:

The rates of pay within the Metropolitan Police area but excluding the London Fire Brigade remain under discussion but in the meantime on and from 1st January 1970 such members shall receive the rates of pay payable in Scotland and the Provinces together with the existing weighting of £63 per annum, which is to be taken into account in calculating the 48 hour scale, the extra duty allowance for extended availability (56 hours) and overtime rates.

### WHAT IT REALLY MEANS

The NJC settlement operating from 1st January achieves a number of things. **FIRSTLY**, the principle of equal pay for firewomen with male control room staff, this is to be fulfilled in three phases over two years, **SECONDLY**, a reduction in hours, for the purpose of pay, of four hours in two stages over 15 months, **THIRDLY**, establishes a premium rate of time and a half for overtime based on top increments and carried over to bonus payments and **FOURTHLY**, attracts a pay increase of £45 per annum for firemen while the NJC working party on a fire service pay formula continues with its deliberations. The £45 per annum increase also applies to control room staff.

Let us examine these matters more closely:

### Equal pay

Long overdue on the simple grounds of gross exploitation — the gap between top rate firewomen and top rate control room staff prior to the settlement stands at £3 16s. weekly.

By January 1972, in three instalments, this gap will have been closed; the 1st January 1970 adjustment of £45 per annum, plus any other subsequent pay adjustments for control room staff will have been taken into account and there will be a single rate of pay for CR staff rank for rank.

Whatever else, this in its own right is a most welcome event and should be seen as such.

### The basic increase

The £45 per annum is nothing to shout about, and were this to be the only effect of the settlement on earnings then clearly, even though the NJC working party continues its discussions on a pay formula, £45 would have been totally unacceptable.

There have also been agreed two cuts of two hours each in the basic week for pay purposes down to 46 at 1st January 1970, and down to 44 at 1st April 1971, plus the fact that for the first time in the fire service overtime is to attract a premium rate of time and a half.

The effect of this is clear to all, and taken alongside the Union's policy that whatever else, firemen should be paid from a 40 hour week as other workers, this is undoubtedly a step in the right direction.

At some stage it might be preferable actually to work the reduced hours, but at present the issue is getting the lower basic week recognised for pay purposes.

The employers are willing to make the payments for hours between the basic week and a 48 hour week pensionable as in the case of payment for the bonus shift, but so far as the Executive Council are concerned this must be a matter for Annual Conference to decide upon.

The earnings of men on the standard 48 hour week do not increase as much as men on the bonus shift, and there is a very natural feeling expressed by the 48 hour men that opportunities to increase the price of bonus hours will mitigate against the prospects of increasing basic pay.

However, alongside this argument we must consider that (a) it is wholly wrong to continue to allow men on the bonus shift to drift along on a grossly undercut extra duty payment, and (b) that the aim to make 40 hours duty the starting place for the pay of firemen is just as relevant for the 48 hour men as the bonus shift men. Again, both valid arguments in their own right.

### Working party

Within the settlement it is agreed that discussions continue to find a formula which will ensure an appropriate valuation of the job of a fireman in relation to comparable services in outside industry, and also that the working party should have the benefit of the Holroyd report on their deliberations.