



Executive Council's ANNUAL REPORT

**Fire Brigades Union
50th Annual Conference
Bournemouth 9/12 May 1972**

Further meetings of the Executive Council and meetings of the Joint Council's Officials followed throughout the remaining days of December during which considerable advance on the Employers' position was gained, the most notable of which were the agreement that the Long Service increment would apply as from 1st April, 1972, and that the Sub-Officers' settlement would not be a two-stage one but an incremental one.

The full agreement is contained in the National Joint Council Circular of 30th December, 1971. The essentials of this agreement are

RATES OF PAY

Without prejudice to future arrangements, and with effect from 1st October 1971, the existing incremental pay scale for firemen will be replaced by a shorter salary scale related to length of service and to the acquisition of certain qualifications as follows, together with revised rates of pay for leading firemen and sub-officers:

| | | |
|------------------------|--|--------------|
| Fireman | | |
| | During 1st year of service: .. | 43p per hour |
| | During 2nd year of service: .. | 46p per hour |
| | During 3rd year of service: .. | 49p per hour |
| | During 4th year of service: .. | 52p per hour |
| | After completion of fourth year of service and subject to satisfactory acquisition of skills to qualify as a fully qualified fireman | 58p per hour |
| | (Failure to obtain "fully qualified fireman" status will result in the rate of 52p per hour continuing to apply after completion of the fourth year of service until the necessary qualifications have been obtained or 54p pending the next settlement for the fireman now in his seventh or subsequent year of service.) | |
| Leading Fireman | | 63p per hour |
| Sub-Officer | | |
| | 1st year of service | 65p per hour |
| | 2nd and subsequent years of service .. | 68p per hour |

Long Service Increment

A fireman (including a fully qualified fireman) who has completed 15 years' service shall receive a long service increment of 3p per hour from 1st April 1972.

Calculation of Pay for Hours Worked in Excess of 40

The existing systems of duty will continue. For pay calculation purposes the rates of pay set out above are the basic rates for the first 40 hours of the working week. Hours regularly worked in excess of 40 per week (as part of the normal duty system) shall be paid for at one and one-third times the basic hourly rate (including long service increment where applicable), such hours to be pensionable up to and including 56 per week. This basis of payment shall, with effect from 1st October 1971, replace all extra duty allowances.

Qualification for the Fully Qualified Fireman's Rate of Pay

These qualifications are identical to those set out in the Cunningham Report. They cover the question of Breathing Apparatus, the Leading Fireman's Practical Examination, H.G.V. driving licence (or an alternative qualification) and basic fire prevention or a commitment to undertake training for the latter. They are however modified in the N.J.C. agreement by the insertion of the following note:

NOTE:

In the case of an established and competent fireman with over four years' service on 1st October 1971 who has shown himself to be capable of carrying out a wide range of skills which are generally equivalent to those required for the leading fireman's practical examination, a fire authority should consider whether the fireman in that position should be deemed to be fully qualified (subject to agreement to take the leading fireman's practical examination within twelve months if required.)

Assimilation

Assimilation to the new scales for firemen shall be by corresponding points in the first four years of service. All leading firemen and sub-officers shall be assimilated to the new rates of pay as appropriate.

NOTE:

Nothing in this agreement shall preclude the later introduction of qualifications related to advancement for firemen with less than four years' service to the incremental points on their scale.)

No member of a brigade holding the rank of fireman, leading fireman or sub-officer shall receive an increase with effect from 1st October 1971 in excess of 14½% above his previous rate of remuneration, rounded up to the next highest 1p per hour calculated on the 40 hour rate, or less than 6%.

Assimilation to the full rates appropriate to individuals in the rank of leading fireman and sub-officer and those firemen qualifying for the longer service increment will be effected on 1st April 1972. Assimilation to the full rates for other members of brigades in the rank of fireman will be effected at 1st October 1972.

(vi) Excess Rates

In accordance with the recommendations of the Cunningham Committee's Report it is agreed that all excess rates paid in certain brigades shall be absorbed into the basic rates of pay with the object of achieving uniform rates of pay outside London, and that both Sides shall take all necessary steps to implement this in the next settlement. In this agreement, the National Joint Council recommend that all excess rates payable to sub-officers, leading firemen and firemen as at 30th September 1971 shall on 1st October 1971 in brigades outside London, be reduced by at least 50 per cent at the operative date of the agreement.

(vii) London Allowance

An allowance of £160 shall be paid to all members of the London Fire Brigade with effect from 1st October 1971, and shall replace the

existing payment of £141 (based on a 56 hour week) and the "undermanning" allowance of £54 per year.

(viii) *Day Manning and Variable Manning*

A member of a brigade (including new recruits) in the rank of sub-officer, leading fireman or fireman (including a fully qualified fireman) who is conditioned to the day manning system of duty (i.e. a member whose usual place of duty is a station which is manned for operational duties for some part only of each day) shall be paid on the basis of a member of an equivalent rank whose normal weekly hours of duty average 56 and, in addition, he shall receive a retaining fee (Section VI, Paragraph 11 of the Scheme) and turn-out fees payable to a full-time member, as appropriate.

(ix) *Control Room Staff*

It is agreed that an approach shall be made to the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services* with a view to the transfer of control room staff to that Council with effect from 1st October 1971.

(*G.L.C. Whitley Council in London).

The hourly weekly and annual rates produced by this agreement are:—

| Hourly | 48 hour Weekly | 56 hour Weekly | 48 hour Annual | 56 hour Annual |
|--------|-------------------|-------------------|-------------------|-------------------|
| 43p | £21.78 | £26.37 | £1,134 | £1,370 |
| 46p | £23.30 | £28.21 | £1,213 | £1,466 |
| 49p | £24.82 | £30.05 | £1,292 | £1,562 |
| 51p | £25.84 | £31.28 | £1,345 | £1,626 |
| 52p | £26.34 | £31.89 | £1,372 | £1,658 |
| 54p | £27.36 | £33.12 | £1,424 | £1,722 |
| 55p | £27.86 | £33.73 | £1,451 | £1,754 |
| 56p | £28.37 | £34.34 | £1,477 | £1,786 |
| 57p | £28.88 | £34.96 | £1,504 | £1,818 |
| 58p | £29.39 | £35.58 | £1,530 | £1,850 |
| 61p | £30.90 | £37.41 | £1,609 | £1,946 |
| 63p | £31.92 | £38.64 | £1,662 | £2,010 |
| 65p | £32.93 | £39.86 | £1,715 | £2,074 |
| 66p | £33.44 | £40.48 | £1,741 | £2,106 |
| 67p | £33.94 | £41.09 | £1,768 | £2,138 |
| 68p | £34.45 | £41.70 | £1,794 | £2,170 |

Other Ranks—Assimilation Arrangements:—

| | 1st Oct. 1971 | | 1st April 1972 | | 1st Oct. 1972 | |
|------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | (56 hr. week) | (48 hr. week) | (56 hr. week) | (48 hr. week) | (56 hr. week) | (48 hr. week) |
| Fireman | | | | | | |
| 1st year | £1,370 | £1,134 | | | | |
| 2nd year | £1,466 | £1,213 | | | | |
| 3rd year | £1,562 | £1,292 | | | | |
| 4th year | £1,626 | £1,345 | | | £1,658 | £1,372 |
| 5th year qualified | £1,722 | £1,424 | | | £1,850 | £1,530 |
| unqualified | £1,658 | £1,372 | | | | |
| 6th year qualified | £1,786 | £1,477 | | | £1,850 | £1,530 |
| unqualified | £1,658 | £1,372 | | | | |
| 7th and subsequent | | | | | | |
| year qualified | £1,850 | £1,530 | | | | |
| unqualified | £1,722 | £1,424 | | | | |
| Long serving fireman | | | | | | |
| qualified | £1,850 | £1,530 | £1,946 | £1,609 | | |
| unqualified | *£1,722 | £1,424 | £1,818 | £1,504 | | |
| Leading Fireman | | | | | | |
| | £1,946 | £1,609 | £2,010 | £1,662 | | |
| Sub-Officer | | | | | | |
| 1st year | £2,010 | £1,662 | £2,074 | £1,715 | | |
| 2nd year | £2,106 | £1,741 | £2,170 | £1,794 | | |
| 3rd and subsequent | | | | | | |
| year | £2,138 | £1,768 | £2,170 | £1,794 | | |

* These figures are a special arrangement for assimilation purposes only.

Calculations for Annual Rates

When the annual rates were calculated in the report of the Cunningham Committee of Inquiry, the factor of 52 times the weekly rate was used. Having finally established and agreed the hourly and weekly rates as published on 30th December and set out earlier in this paragraph, attention was then given to using the calculated fifty-two-and-one-sixth which was introduced when annual rates of pay were introduced to the Service.

The effect of this and the agreement thereon was published by the National Joint Council and provided new annual rates for both the 48 and 56-hour week operatives.

**LOWER RANKS—RATES OF PAY FROM
1st OCTOBER, 1971**

| Hourly | 48 hour | 56 hour | 48 hour | 56 hour |
|--------|-------------|-------------|-------------|-------------|
| | Weekly £ | Weekly £ | Annual £ | Annual £ |
| 43p | 21.78 | 26.37 | 1136 | 1376 |
| 46p | 23.30 | 28.21 | 1215 | 1472 |
| 49p | 24.82 | 30.05 | 1295 | 1568 |
| 51p | 25.84 | 31.28 | 1348 | 1632 |
| 52p | 26.34 | 31.89 | 1374 | 1664 |
| 54p | 27.36 | 33.12 | 1427 | 1728 |
| 55p | 27.86 | 33.73 | 1453 | 1760 |
| 56p | 28.37 | 34.34 | 1480 | 1791 |
| 57p | 28.88 | 34.96 | 1507 | 1824 |
| 58p | 29.39 | 35.58 | 1533 | 1856 |
| 61p | 30.90 | 37.41 | 1612 | 1952 |
| 63p | 31.92 | 38.64 | 1665 | 2016 |
| 65p | 32.93 | 39.86 | 1718 | 2079 |
| 66p | 33.44 | 40.48 | 1744 | 2112 |
| 67p | 33.94 | 41.09 | 1771 | 2144 |
| 68p | 34.45 | 41.70 | 1797 | 2175 |

**2 OFFICERS' PAY
(Conditions of Service Appendix Section V)**

CONSEQUENT upon the settlement for ranks up to Sub-Officer effective from January 1971 and with a second stage at April 1971 agreement was reached on a comparative settlement for officer ranks. This settlement was as was the main settlement for implementation at January 1st and April 1st 1971. Reflected in the new scales was the effect of the reduction of the basic weekly hours for pay calculation purposes to 44 from April 1st 1971.

In this settlement the incremental scales were increased by one point for each rank, creating a four point scale for D.O.I and three point scales for other ranks, down to and including Station Officer.

The maximum for Station Officers and the minimum for A.D.O.'s coincided and arrangements in assimilation had to be made for Station Officers on promotion and for A.D.O.'s in post. A Station Officer on the maximum of his scale would on promotion to A.D.O. enter the scale for the higher rank at the second point and proceed to the final point after 12 months' service in the rank. Assistant Divisional Officers in post on January 1st, 1971 and not having completed 12 months' service in the rank, proceeded from that date to his second increment and to the maximum of the scale in January 1972.

Assistant Chief Officers

Included in the negotiations on pay at this stage was a claim for a review of the scales of pay for Assistant Chief Fire Officers. The practice then

current was, where A.C.O.'s held the post of Deputy Chief Officer, to determine his salary in a ratio of not less than two thirds of the Chief Officer's Annual Salary. It was shown that in some cases this calculation resulted in a salary for Deputy Chief Officers lower than the scale applicable to a Divisional Officer I.

It was finally agreed that as from 1st August 1969 the salaries of those Assistant Chief Officers holding the post of D.C.O. would be of a 75 per cent relationship with the Chief Fire Officer but with a minimum of £2,740 to £2,900. This was on an interim and temporary basis and subject to review following any settlement for Chief Officers on August 1st 1970.

This arrangement for minimum scales was revised in October 1970 with the publication of Circular No. 2 from the National Joint Council which indicated that minimum salary scales would be abolished but that the Officers' Committee would be prepared to consider any individual cases where, after July 1st, 1970 the salary scale of the Deputy Chief Officer may be overlapped by that for a Divisional Officer I.

New Scales Recommended

When the Cunningham Committee made its report it was seen that again Officers' pay was to be settled on an interim basis (see Appendix B). The Committee of Inquiry reported that in their view, rank structure at Station Officer level and above needed revision and job evaluation would be the best method of doing it. This recommendation led to the agreement to set up a joint working party to examine ranks and responsibilities.

For this reason, an interim salary structure was suggested. These were:

| | |
|------------------------------|---------------|
| Chief Divisional Officer | £3,700—£4,000 |
| Divisional Officer Grade I | £3,400—£3,700 |
| Divisional Officer Grade II | £3,100—£3,400 |
| Assistant Divisional Officer | £2,650—£2,850 |
| Station Officer | £2,350—£2,500 |

Before this came before the Officer Committee of the Joint Council a decision was taken on the rank structure. When consideration of the recommendations for officers' salary scales commenced it was in the knowledge that, pending the review of ranks and responsibilities, the rank of D.O. III was to be maintained and the rank of Chief Divisional Officer would not, at this stage, be created.

Recognising that there was to be a Working Party review of ranks and responsibilities, it was suggested by the Employers that it would be appropriate to give an interim increase in pay, the level of which would take account of the substantial increase made to officer ranks in the past year and the need to keep pay movements in step generally with those in other occupations.

On this basis the offer would be 9.3% to 10.1% for Station Officers with similar percentage increases for all other officers. The new scale would be effective for one year and coupled with a proposal that the full Cunningham rates would be applied as appropriate in the context of the results of the examination of rank structure and responsibilities.