



Executive Council's ANNUAL REPORT

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**Fire Brigades Union
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FIRE SERVICE REVISED RATES OF PAY SCOTLAND AND PROVINCES WITH EFFECT FROM OCTOBER 1st, 1972

| | Hourly | 48 hrs Annual | 48 hrs Weekly | 56 hrs Annual | 56 hrs Weekly | Annual on 48 hrs | Increase Earnings 56 hrs. |
|---|--------|---------------|---------------|---------------|---------------|------------------|---------------------------|
| | Pence | £ | £ p | £ | £ p | £ | £ |
| Fireman | | | | | | | |
| First 6 months of service | 47.0 | 1,245 | 23.87 | 1,506 | 28.87 | 108 | 129 |
| After 6 months of service and during 2nd year | 50.0 | 1,323 | 25.36 | 1,602 | 30.71 | 108 | 129 |
| 3rd year | 53.2 | 1,407 | 26.97 | 1,704 | 32.66 | 111 | 135 |
| 4th year | 56.5 | 1,494 | 28.64 | 1,809 | 34.68 | 120 | 144 |
| 5th year | | | | | | | |
| Qualified Fireman | 62.8 | 1,662 | 31.86 | 2,010 | 38.53 | 129 | 153 |
| Long serving Qualified Fireman | 66.1 | 1,749 | 33.53 | 2,118 | 40.60 | 135 | 165 |
| Leading Fireman | 68.2 | 1,803 | 34.56 | 2,184 | 41.87 | 141 | 168 |
| Sub-Officer | | | | | | | |
| 1st year | 70.3 | 1,860 | 35.65 | 2,250 | 43.13 | 141 | 171 |
| 2nd year | 73.5 | 1,944 | 37.26 | 2,352 | 45.09 | 147 | 177 |

N.B.

- (i) The weekly rate is arrived at by dividing the annual salary by 52 1/6th.
- (ii) For members of the London Fire Brigade the London Weighting Allowance of £160 per annum should be added to these figures.

ABATEMENT FOR ENTRANTS AGED 18

Amendment will be made to Paragraph 3(b) of the Appendix to Section V of the Scheme of Conditions of Service to provide that a member of a Brigade who is under 19 years of age on appointment as a Fireman shall have his salary calculated on the following basis:

| | |
|--|--|
| If reaching the age of 19 within the— <i>first 6 months of service:</i> | To receive the 47p rate reduced by 1p until reaching the age of 19 during this period of service, when the 47p rate will apply thereafter. He will then proceed to the 50p rate on completion of six months' actual service. |
| If completing 6 months' service before the age of 19: | To receive the 47p rate reduced by 1p for the first six months of his service. Thereafter, and until reaching the age of 19, he will receive the 50p rate reduced by 1p and will then proceed to the 50p rate on reaching the age of 19. |

In either case the Fireman will proceed to the third point of the scale on completion of two years' satisfactory service.

QUALIFIED FIREMAN

Pending the outcome of the Central Fire Brigades Advisory Council discussions on Training Modules, the arrangements for attaining the rate of Qualified Fireman after four completed years of service as currently in the Agreement, shall remain unaltered.

2 OFFICERS PAY

(Conditions of Service Appendix Section V)

FOLLOWING closely on the settlement in pay for ranks up to and including Sub-Officers, discussions were held in the Officers Committee of the National Council in respect of ranks from Station Officer upwards. Reference to Paragraph 2 of the Executive Council's report to Conference 1972 will remind members that the second or assimilation stage of increases for officer ranks, as set out in the Cunningham Report was scheduled for October 1st, 1972. On August 11th, the new agreement was promulgated setting out the enhanced position applying at October 1st, 1972.

Details of the full agreement are:—

1. Rates of Pay

- (a) With effect from October 1st, 1972 and for a period of not less than 12 months, the rates of pay set out at *Appendix A* shall apply.
- (b) Assimilation to the new scales will be by corresponding point.
- (c) Where a schemed working week shorter than 56 hours is normally worked, the salary payable will be proportionately reduced at the rate of 1/72nd of the annual salary for each hour less than 56, calculated in relation to the weeks worked on such a basis.
- (d) On promotion to the next higher grade on or after October 1st, 1972 all members of the rank of Station Officer and above who are in receipt of the maximum salary appropriate to their rank at the time of promotion shall receive either an increase in salary of £60 or move to the first point of their new scale, whichever is the greater. After completion of one year in the new rank, each officer shall move to the second point of his appropriate salary scale as set out in *Appendix A* hereto. The basic promotion increase of £60 will be subject to further review at the end of two years from October 1st, 1972. Where a promotion increase of £54 is currently being paid, this shall be increased to £60 for the remainder of the officer's first year in the rank.
- (e) In paragraph 12(a)(i) of the Joint Secretaries' circular letter of January 28th, 1972, it was stated that in the next negotiations account would be taken of any agreed adjustments in the present rank structure and responsibilities of ranks arising out of the consideration to be given to the report of the joint working party to be set up by the Secretary of State. The working party has not yet completed its examination, and consequently the rates of pay operative from October 1st, 1972 reflect no change in the existing arrangements.

(f) This agreement embodies the full implementation of the salary scales recommended by the Cunningham Committee for the existing officer ranks in the fire service, as agreed in the settlement reached with effect from October 1st, 1971.

Both Sides agree that the principles embodied in the last agreement contained in the circular letter dated January 28th, 1972 will continue to be preserved and developed in accordance with the proposals regarding consultation contained in Paragraph 282 of the Cunningham Report. The Joint Secretaries are available to advise, if requested, on any particular questions arising from this part of the agreement.

FIRE OFFICERS' REVISED SALARIES

| Station | <i>Assimilation Rates</i> | <i>Revised Salary from October 1st, 1972</i> |
|---------|---|--|
| | <i>Annual Salary (October 1st, 1972)</i> £ | <i>(Incorporation second stage of "Cunningham" agreement)</i> £ |
| Station | 2484 | 2682 |
| | 2553 | 2754 |
| | 2622 | 2829 |
| ADO | 2652 | 2862 |
| | 2751 | 2970 |
| | 2850 | 3075 |
| DO III | 2859 | 3111 |
| | 2931 | 3189 |
| | 3000 | 3267 |
| DO II | 3102 | 3348 |
| | 3252 | 3507 |
| | 3399 | 3666 |
| DO I | 3402 | 3669 |
| | 3501 | 3774 |
| | 3600 | 3882 |
| | 3699 | 3990 |

3 CONTROL ROOM STAFF

WHEN representatives of Control Room Staffs from 85 Brigades met in London on May 17th, 1972, the General Secretary was able to report the latest agreement on pay which had been reached two weeks earlier.

In the months prior to the settlement there had been prolonged and detailed discussions at Joint Secretary level on the recommendation of the Cunningham Committee that the pay and conditions of service of Control

Room Staff should be dealt with in the National Council for Local Authorities A.P.T. and C. Staff. Concurrent with these discussions were continuing discussions aimed at reaching an early settlement on revised salary scales for Control Room Staff.

During this period of discussions the National Council were notified that the Greater London Council had reached agreement with the members so employed to transfer their Control Room Staff to the scope of the Greater London Council Whitley Council. It had become clear to all concerned, London Control Room members, the London District Committee and the Executive Council that the interests of those members could best be served by their participation in this Whitley Council. The Executive Council recommended and facilitated the transfer of membership of its Control Room Staff members in London to the Greater London Council Staff Association.

In the discussions leading up to the new pay scales being agreed, certain assurances were required by the Union. Settlement could be achieved providing the Employers accepted (a) the need for continued discussions to finalise the method of determination of Control Room Staff pay in the future and (b) the requirement to provide a career structure open to all sections of Control Room Staff.

For the Employers they were prepared to recommend an increase in existing scales of 15 per cent together with the application from July 1st, 1972 of any general percentage movement in pay at associated levels, agreed in the A.P.T. and C. National Council.

Officers Committee

When the issue was projected on to the Officers Committee of the Joint Council, the agreement in general terms was the same. Additional was an increase to the extra duty allowance payable to Women Officers conditioned to the residential system of duty and the need to examine the position of those members of Control Rooms who were currently in receipt of a rate of pay appropriate to operational members. Agreement was reached along those lines.

The agreement reached on May 3rd, is as follows:—

(a) Control Room Staff and Other Non-Operational Members

(Section V B, Paras. 1 and 2)

(i) To revise the rates of pay of control room staff and other non-operational members to the following amounts with effect from January 1st, 1972:—

| <i>Rank</i> | <i>Scotland and Provinces</i> £ |
|---------------------------|------------------------------------|
| Fireman/Firewoman | |
| Before attaining 17 years | 867 |
| In 18th year | 912 |
| In 19th year | 957 |