



# ANNUAL REPORT

Executive Council's

1973 — 1974

**Fire Brigades Union**  
**52<sup>nd</sup> Annual Conference**  
**Bridlington 6<sup>th</sup> May 1975**

14 pence weekly and replaced by three weekly payments of £2.43 pence during annual leave.

### THE 1973 AGREEMENT AND CONSEQUENTIAL PAY SCALES

The objective of the National Joint Council is clearly to establish the fireman as a technician skilled and occupied in using the most modern equipment, methods and techniques to undertake the full range of fire fighting; rescue, road accidents, other emergencies, and fire prevention work with which the Fire Service is called upon to deal. It considers that the fireman's hours on duty should be occupied in attending incidents; training to acquire and maintain the skills necessary to carry out his duties in fire fighting and fire prevention work; and in the duties attendant upon inspection, familiarisation, advice and follow up associated with fire prevention work.

The National Joint Council considers that the rate of pay for the work described above should fairly reflect the duties and skills and working arrangements involved and should be capable of attracting and holding men of the calibre and ability consistent with this work.

In the practical application of this objective the National Joint Council propose to use every means available to achieve the following:

(1) The implementation of the recommendations contained in Home Office Circular 42/1973 (dated 2/10/73) arising from the C.F.B.A.C. Working Party on the better utilisation of firemen which includes participation of all firemen in fire prevention duties.

(2) The maximum use of hours, within sensible limits irrespective of past practice, spent on duty in constructive work associated with attending fires and emergency incidents; training; fire prevention work, and other appropriate duties including inspections.

(3) The achievement of an establishment in all Brigades consistent with an average scheduled working week of 48 hours.

It is the intention that the manning of fire brigades; the allocation of duties and the production of the working schedules should be such that the firemen achieve an actual 48 hour working week and that overtime should only be worked to cover emergency situations.

(4) The introduction in all Brigades, based on the above three items, of a 48 hour average scheduled working week on 8th November, 1974.

(5) The retention until 7th November, 1973 of existing rates of pay, i.e., those in existence from 1st October, 1972 and from that date onwards a revised rate of pay as contained in the attached Schedule.

(6) Improved utilisation of brigade resources, starting with a review by individual brigades and the Home Office of establishments and manpower requirements, consistent with an appraisal of manning standards of appliances and adjustments to fire cover where appropriate.

(7) The establishment of local joint consultative committees to deal with any problems associated with all the above, but limited to matters not specifically covered by other agreements including those of the National Joint Council.

(8) The continuation of the Working Party set up by the National Joint Council to examine practical problems, costs and levels of achievement of the above objectives and to report to the National Joint Council at monthly intervals.

(9) Continued phasing out of excess rates (other than the London Allowance in the London Fire Brigade), as recommended in the Cunningham Report.

(10) Continuing study by the N.J.C. Working Party of the future re-evaluation of the fireman's job, by the use of job evaluation, to assess the effect of the changes which have and are being introduced.

### APPENDIX

#### Pay Schedule

The attached Pay Schedule expresses the weekly rate of pay for Firemen rostered for a STANDARD WORKING WEEK. At 7th November, 1973 the Standard Working Week is 56 hours. Under the terms of this agreement and all that it entails the Standard Working Week will become 48 hours on 8th November, 1974.

An additional payment for working unsocial hours, as defined in "The Counter-Inflation (Price & Pay Code) (No. 2) Order 1973", will be added to the weekly rate of pay for the Standard Working Week. This figure is shown on the schedule related to the 56 hour week as at 7th November, 1973 and as it will apply to the 48 hour week applicable from 8th November, 1974.

Those Brigades which have by agreement a rostered working week already in existence on 7th November, 1973, which is less than the standard working week defined above, will as a temporary measure, i.e., until 8th November, 1974 (when they will come into line with the standard working week for all Brigades under the terms of this agreement) calculate the weekly rate of pay for firemen as 7 per cent in addition to the weekly rate which applied immediately prior to 7th November, 1973. In addition to this they will make an additional weekly payment for unsocial hours in direct proportion to that of their rostered working week as it compares with the standard working week of 56 hours.

The 1 per cent flexibility margin specified in the "Counter-Inflation (Price & Pay Code) No. 2 Order 1973" is to be used to remedy the anomaly which would otherwise be created and enable the maximum flexibility of working to be obtained in Brigades. This will enable firemen, normally rostered on the Standard Working Week, to be employed for temporary periods on special duties which, although complementary to the effective working of the Brigade, do not conform to the standard working week and shift system.

#### REVISED PAY SCALES — 7th NOVEMBER, 1973

	56 Hour Week			48 Hour Week		
	Basic Salary	Unsocial Hours	Total Weekly Pay	Basic Salary	Unsocial Hours	Total Weekly Pay
Fireman	£	£	£	£	£	£
First 6 months	31.11	3.32	34.43	26.11	2.84	28.95
6 months to 2 years	32.95	3.51	36.46	27.60	3.01	30.61
3rd year	34.91	3.72	38.63	29.21	3.19	32.40
4th year	37.09	3.96	41.05	30.88	3.39	34.27
5th year	41.23	4.39	45.62	34.10	3.76	37.86
Long Service Qualified	43.42	4.63	48.05	35.88	3.96	39.84

Leading Fireman	44.80	4.78	49.58	36.98	4.09	41.07
Sub-Officer (1)	46.18	4.92	51.10	38.13	4.22	42.35
Sub-Officer (2)	48.25	5.15	53.40	39.85	4.41	44.26

**NOTE:**

Unsocial hours do not qualify for payment during the three week annual leave period. A payment of £2.43 weekly will be made at all points in the scales during each of the three weeks of annual leave.

**PAY 1974**

THE Executive Council tabled a claim with the Employers for:

- (i) A wage adjustment at 7th November, 1974 (which is one year after the 1973 Pay Agreement) which will maintain the level of Fire Service earnings from the level of the 1973 Agreement.
- (ii) To start the processes of evaluation of the new technical and fire prevention duties now placed on the Fire Service.

The letter from the Union to the Employers making this claim reads:

"On 7th November, 1974 it will be one year since the last Fire Service Pay adjustment and although there have been Threshold Agreements activated in the Fire Service during 1974, nevertheless a substantial increase in Pay is required in order to solely maintain the living standards of members of the Fire Service since the last Pay adjustment. Not only can calculations be made in retrospect on this issue but there are methods available to provide forward safeguards to maintain living standards.

There is also outstanding from the 1973 Fire Service Agreement an undertaking to carry out an evaluation of the new and expanding technical duties in the Fire Service. You will be aware from the Central Fire Brigades Advisory Council and through Fire Authorities who are represented both in the National Council and on the Technical Sub-Committees of the Central Fire Brigades Advisory Council of the expanding involvement of the Fire Prevention legislation.

It is known that early in 1975 legislation on Fire Safety and Fire Prevention is to be transferred from the Department of Employment and other Government Departments to the Home Office. Correspondingly the role of the Fire Service in these fields will further expand and increase in importance.

The Union continues to give full support to these changes and indeed there are other parts of the National Joint Council Agenda touching on this issue which were tabled by the Employers which the Union welcomes.

The Executive Council of the Union are therefore tabling through the machinery of the National Joint Council a claim that:

- (1) There should be agreement in principle to an adjustment in Fire Service Pay as from 7th November, 1974 based on the maintenance of living standards of members of the Fire Service in relation to their pay levels of the 1973 Fire Service Pay Agreement. This would mean taking into account increases in the cost of living during that period and although Threshold Agreements have been activated for the Fire Service there was a six week gap in the 1972/73 Fire Service Pay Agreement (from 1st October, 1973 to 7th November, 1973) which should be taken into account.

Similarly although there is to be a slight reduction in Unsocial Hours in the Fire Service this brings with it a corresponding reduction in earnings. In the context of maintaining living standards it is fair to claim that this should also be taken into account.

- (2) Consideration should be given to methods of providing forward safeguards to continue to maintain those living standards: and
- (3) as part of the same claim in a productivity context, arrangements should be made right away to institute an evaluation for pay purposes of the new technical workload and the new technical duties being undertaken by the Fire Service in the fields of Fire Safety and Fire Prevention.

This submission arises from a policy decision of the Executive Council of the Union taken today. There was however earlier provision made for this item to be placed on the Agenda of the National Joint Council at the meeting of 27th September, 1974 and arrangements made for the claim to be handed to the Employers prior to their Side of the Council meeting."

There followed a period of Joint Secretaries meetings and on 30th October, 1974 National Joint Council agreement was reached. An agreement based on the consolidation of the 56 hour week unsocial hours element and an adjustment of 10 per cent on the 56 hour week earnings. The threshold payments to continue and to include the November activated amount.

A delegate conference held in Blackpool on 4th November, 1974 heard the General Secretary declare:

"Over the last four years the Union has been following a continuing programme and now the signs were that we are getting near to what we set out to achieve. We are entering the 48 hour week for everyone. The programme we are on has been and still is the right one — a programme for proper pay and proper hours."

Delegates debated the issue before them. At the conclusion Conference endorsed the Executive Council's recommendation to accept the pay offer for implementation on 7th November, 1974.

Other aspects of Conference debate and decisions are reported under the appropriate paragraphs.

The basic pay agreement is to normally last for one year but a clause has been inserted which provides for its review in exceptional circumstances.

Revised Rates of Pay from 7th November, 1974:

	(1)	(2)	(3)
	Hourly Weekly Annual		
Fireman	p	£	£
First 6 months' service	76.5	38.76	2,022
After 6 months' service and during 2nd year	81.0	41.05	2,142
during 3rd year	85.8	43.48	2,268
during 4th year	91.2	46.22	2,412
during 5th year (subject to being fully qualified)	101.3	51.35	2,679
<b>Long Serving Fireman</b>			
Qualified	106.8	54.14	2,823
Unqualified	96.5	48.89	2,550
<b>Leading Fireman</b>	110.2	55.82	2,913

<b>Sub-Officer</b>			
1st year	113.5	57.52	3,000
2nd year	118.7	60.13	3,138
<b>Fireman (aged 18 years)</b>			
Less than 6 months' service	74.9	37.96	1,980
More than 6 months' service	79.5	40.27	2,100

**NOTE:**

The figures shown in columns (2) and (3) above *exclude* threshold payments which currently stand at £4.40 per week.

## 2 MATTERS ANCILLARY TO THE 1973 AGREEMENT

AS the following letter indicates, the 1973 Agreement was "a culmination of four years work". It dealt with aspects covered by Governmental and Home Office Committee's recommendations. Employing authorities received this letter from the Joint Secretaries of the National Council in January 1974.

### THE 1973 PAY AGREEMENT

The 1973 fire service pay and hours agreement which is set out in full in an appendix to this letter, marks a fundamental change in the nature of the fireman's job, his level of pay and the hours he works. It represents the culmination of four years of work beginning with the Cunningham Report; progressing through the detailed discussions carried out in the Home Office "Better Utilisation of Firemen" Committee and ending with the translation of all the recommendations into action by means of the 1973 pay and hours agreement.

The fireman, now recognised as a skilled technician, will utilise his expertise in the vital task of fire prevention in addition to fire fighting and emergency work. This will help fire authorities to tackle more effectively the heavy programme of work imposed by the Fire Precautions Act 1971. The potential for saving human life by the prevention of fire speaks for itself and the fact that fire damage totalled £170,000,000 in 1973 demonstrates the scope for avoiding waste of buildings and property by greater effort in the field of fire prevention. The 1973 agreement provides the greater resources to tackle the job.

The new agreement recognises in both salary and status the new tasks to be undertaken by firemen. In addition the agreement provides for the standard duty system to become 48 hours a week on 8th November, 1974.

It now rests with the fire authorities to implement all the terms of the agreement in which task they will have the full support of the National Joint Council.

The National Council has established a special joint committee to assist in the implementation of the agreement. This has already met three times and recommends the following programme of action by fire authorities:

#### Station Cleaning Duties

To appoint as soon as possible civilian cleaning staff to take over the routine work of maintaining and cleaning fire service premises to enable

the fireman to direct his energies into those tasks, especially fire prevention, which only he is qualified to undertake.

#### Recruiting Programme

To begin at once a programme to recruit sufficient firemen to bring the brigade up to the full strength required to operate the 48 hour standard duty system on 8th November, 1974. To assist in this the Home Departments are to produce a revised version of the recruiting booklet and the joint committee are urgently considering ways and means to provide national support to local recruiting campaigns so as to achieve the same effect as the successful campaigns carried out on behalf of the police service.

#### Recruit Training

To examine the need for additional recruit training facilities to deal with the increased intake. The Home Departments are coordinating through the joint training committee of the C.F.B.A.C. any adjustments necessary to match availability of training facilities to the demand.

#### Consultative Committees

To set up joint consultative committees representative of all levels in the service to assist in the implementation of the agreement. It is recommended that these committees should be given access to and opportunity for constructive comment on the authorities' plans for recruitment — training — employment of station cleaners and optimum utilisation of fire service personnel.

The National Council acknowledges that the implementation of the new agreement will involve considerable additional planning and effort, but members on both Sides are convinced that the long-term value to the community of the changes in the fire service amply justifies this.

If there is any way in which we as Joint Secretaries or the National Council as a whole can assist your fire authority, we hope that you will not hesitate to invite that assistance. Additional copies of this letter are supplied so that copies can go to the Chief Fire Officer/Firemaster and to members of your Fire Brigade Committee.

## 3 HOURS OF DUTY

AN integral part of the Union's claim before the National Joint Council at its meeting in July, 1973 was the pursuance of the Cunningham Committee recommendation for the 48 hour week.

Concurrent with the agreement on new pay scales from 1st October, 1973 the National Joint Council agreed, as a matter of urgency, to set up a Joint Working Party the terms of which were covered by the Council's resolution viz:—

#### National Joint Council Resolution 25th September

"That a Joint Committee should be set up immediately to process two recommendations of the Cunningham Inquiry which have not yet been implemented, namely:—

- (i) that the relationship of the firemen's job to those of other workers