



ANNUAL REPORT

Executive Council's

**Fire Brigades Union
54th Annual Conference
Bridlington 18th/₂₀ May 1977**

2 PAY 1976 SETTLEMENT

AT a meeting of the National Joint Council on 7th October, 1976, agreement was reached, within the terms of the White Paper "The Attack on Inflation: The Second Year" Cmnd. 6507 on a *pay supplement* of five per cent on total earnings for all full-time members in the ranks of fireman, leading fireman and sub-officer. The supplement is payable from 7th November, 1976 and is subject to a weekly minimum of £2.50 and a weekly maximum of £4. Details of the agreement are set out below.

1976 PAY AGREEMENT

1. With effect from 7th November, 1976, the pay for full-time members in the rank of fireman, leading fireman and sub-officer is to be increased by a five per cent supplement on total earnings*, subject to a weekly minimum of £2.50 and a weekly maximum of £4.
2. The supplement will not count for overtime or other enhancements, which will continue to be calculated on the rates operative before 7th November, 1975 (for convenience these rates are set out overleaf).

*NOTE:

(i) The supplement is to be calculated each pay period on the gross pay before the deduction of any superannuation contributions. All non-taxable allowances should be excluded. In general all taxable allowances should be included in total earnings, *except* those for the reimbursement of expenditure which have been excluded from the calculation of earnings in previous pay policies (e.g. home to duty travelling expenses and medical and dental charges). Fees for retained duties are to be excluded from the calculation.

(ii) Thus the earnings reckonable for the five per cent supplement (subject to the minimum and maximum limits) are:

- Basic salary, including £6 supplement.
- Threshold payment.
- Overtime Payments.
- Acting-up allowance.
- London and fringe area allowances.
- Mess Manager's allowance.

BASIC RATES OF PAY FOR THE CALCULATION OF OVERTIME RATES

Rank	Hourly P.
Fireman	
First 6 months' service	84.5
After 6 months' service and	
during 2nd year	89.0
during 3rd year	93.8
during 4th year	99.2
during 5th year (subject to being fully qualified) ...	109.3

Long Serving Fireman	
Qualified	114.8
Unqualified	104.5
Leading Fireman	118.2
Sub-Officer	
1st year	121.5
2nd year	126.7
Fireman (aged 18 years)	
Less than 6 months' service	82.9
More than 6 months' service	87.5

3 OFFICERS PAY SETTLEMENT 1976

AT a meeting of the Officers' Committee of the National Joint Council on 3rd November, 1976, agreement was reached, within the terms of the White Paper "The Attack on Inflation: The Second Year" Cmnd. 6507, on a pensionable pay supplement of five per cent on total earnings* for (a) all full-time members in officer ranks up to and including Senior Divisional Officer with effect from 7th November, 1976 and (b) all Assistant Chief Officers and Assistant Firemasters (including those holding posts of Deputy Chief Fire Officer/Deputy Firemaster) with effect from 1st October, 1976.

The supplement is subject to a weekly maximum of £4. (In all cases, except that of the Station Officer on the minimum of his scale and with no earnings other than salary, including £6 supplement and threshold payment, the £4 weekly maximum will apply automatically.) The supplement will not count for overtime payments or rent allowances in cases where officers receive the maximum one-sixth of the appropriate salary scale maximum; these will continue to be calculated on the salaries current at 6th November, 1975. Casual overtime rates remain as set out in last year's agreement (Joint Secretaries' circular dated 21st October, 1975).

*NOTE:

(i) The supplement is to be calculated each pay period on the gross pay before the deduction of any superannuation contributions. All non-taxable allowances should be excluded. In general all taxable allowances should be included in total earnings, *except* those for the reimbursement of expenditure which have been excluded from the calculation of earnings in previous pay policies (e.g. rent allowance, compensatory grant, home to duty travelling expenses and medical and dental charges). Fees for retained duties are to be excluded from the calculation.

(ii) Thus the earnings reckonable for the five per cent supplement (subject to the maximum limit) are:

- Basic salary, including £6 supplement (full or part).
- Threshold payment.
- Overtime payments.
- Acting-up allowance.
- London and fringe area allowances.
- Mess Manager's allowance.