

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS' SECRETARY
AND JOINT SECRETARY
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LRC/7/83

26 October 1983

Dear Sir

AGREEMENTS MADE IN THE LOWER RANKS' COMMITTEE

Further to our letter of 21st October 1983 we are writing to inform you of the detail of agreements made in the Lower Ranks Committee on that day and other matters.

1. Pay

As notified, agreement was reached on new salaries from 7th November 1983 in accordance with the fire service pay formula.

The salaries for ranks of fireman to sub-officer inclusive are attached as **Appendix 1** and those for fire control operator to senior fire control operator are attached as **Appendix 2**.

It should be noted that the scale for 18 year old fire control operators has been adjusted to take account of the agreement notified in circular LRC/2/83.

2. Fire Control Operators : Appraisal for Qualifications

The 1979 pay agreement relating to control room personnel (NJC/5/79, dated 2nd August 1979) stated that the NJC would be considering guidance to chief fire officers on the question of appraisal or examination for the purposes of progression to the fifth point of the control room operators' pay scale. This consideration has now been completed and the agreed guidance is attached as **Appendix 3**.

3. Annual Leave

In the light of the recent annual leave agreement following arbitration, it has been agreed to amend paragraph 3(1) of Section III A of the Scheme of Conditions of Service so that the column headed "Sub-Officer, Senior Control Operator and below" reflects the leave entitlement position from 1st January 1983. The allowance of days shown at April and August will increase from 1 Scale "A" day plus 1 Scale "B" day to 2 Scale "A" days + 1 Scale "B" day.

Yours faithfully
B J RUSBRIDGE
K CAMERON
Joint Secretaries

To: The Chief Executive (County Councils in England and Wales)
The Clerk to the Fire Authority (London and Northern Ireland)
The Chief Executive (Regional Fire Authorities, Scotland)
(Copies enclosed for the Treasurer and for the Chief Fire Officer/Firemaster).

c.c. Members of the National Joint Council (Lower Ranks' Committee)

APPENDIX 1

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1983

<u>Rank</u>	<u>Weekly</u> £	<u>Annual</u> £
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	126.91	6621
More than 6 months' service	132.72	6924
<u>Fireman</u>		
First 6 months' service	128.81	6720
After 6 months' service and during 2nd year	134.62	7023
during 3rd year	141.00	7356
during 4th year	148.02	7722
during 5th year (subject to being fully qualified)	161.30	8415
<u>Long Service Fireman (after 15 years' service)</u>		
Qualified	168.32	8781
Unqualified	154.92	8082
<u>Leading Fireman</u>	172.63	9006
<u>Sub-Officer</u>		
1st year	177.00	9234
2nd year	183.79	9588

2. CASUAL OVERTIME SCALES

	<u>Basic*</u> <u>hourly rate</u> £	<u>Casual</u> <u>overtime rate</u> £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	3.02	4.53
More than six months' service	3.16	4.74
<u>Fireman (aged 19 years or more)</u>		
First six months' service	3.07	4.61
After six months' service and during second year	3.20	4.80
during third year	3.35	5.03
during fourth year	3.52	5.28
during fifth year (qualified)	3.84	5.76
<u>Long Service Fireman</u>		
Qualified	4.00	6.00
Unqualified	3.68	5.52
<u>Leading Fireman</u>	4.11	6.17
<u>Sub-Officer</u>		
During first year	4.21	6.32
After first year	4.37	6.56

*The basic hourly rates are determined by dividing the weekly rates by 42.

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1983

<u>RANK</u>	<u>Weekly</u>			<u>Annual</u>		
	42 hour week	40 hour week	Non- operational staff*	42 hour week	40 hour week	Non- operational staff*
	£	£	£	£	£	£
<u>Fire Control Operator</u>						
Before 17 years	105.98	98.68	N/A	5529	5148	N/A
From 18th year	109.66	101.96	N/A	5721	5319	N/A
Aged 18						
- Less than 6 mths service	116.74	108.63	N/A	6090	5667	N/A
- More than 6 mths service	122.08	113.57	N/A	6369	5925	N/A
<u>Thereafter</u>						
First six months	118.52	110.29	103.11	6183	5754	5379
After six months and in second year	123.81	115.24	107.65	6459	6012	5616
In 3rd year	129.73	120.70	112.82	6768	6297	5886
In 4th year	136.12	126.63	118.40	7101	6606	6177
In 5th year (subject to appraisal: see para 1 of NJC/5/ 79).	148.42	138.01	128.98	7743	7200	6729
After 15 years service	154.81	143.99	134.62	8076	7512	7023
<u>Leading Fire Control Operator</u>						
	158.89	147.73	138.07	8289	7707	7203
<u>Senior Fire Control Operator</u>						
In 1st year	162.80	151.47	141.58	8493	7902	7386
In 2nd year	169.07	157.34	146.98	8820	8208	7668

*See NJC/5/80. These scales apply to non-operational staff in post on 1st April 1980 who were previously paid on control room scales.

2. CASUAL OVERTIME SCALES

	Basic hourly rate		Casual overtime rate	
	Fire Control staff	Non-operational staff	Fire Control staff	Non-operational staff
	£	£	£	£
<u>Fire Control Operator</u>				
Before 17 years	2.46	N/A	3.69	N/A
In 18 year	2.54	N/A	3.81	N/A
Age 18 years				
- Less than 6 mths service	2.71	N/A	4.07	N/A
- More than 6 mths service	2.83	N/A	4.25	N/A
<u>Thereafter</u>				
First six months	2.75	2.57	4.13	3.86
After six months and in 2nd year	2.88	2.69	4.32	4.04
In 3rd year	3.01	2.82	4.52	4.23
In 4th year	3.16	2.96	4.74	4.44
In 5th year (subject to appraisal)	3.45	3.22	5.18	4.83
After 15 years service	3.59	3.36	5.39	5.04
<u>Leading Fire Control Operator</u>				
	3.69	3.45	5.54	5.18
<u>Senior Fire Control Operator</u>				
In 1st year	3.78	3.53	5.67	5.30
In 2nd year	3.93	3.67	5.90	5.51

QUALIFIED FIRE CONTROL OPERATORS: APPRAISAL

1. The Lower Ranks' Committee of the National Joint Council has been giving consideration to guidance on the subject of the appraisal or examination of fire control operators. The intention is to ensure that before progression to the fifth point of the scale takes place all-round competence has been achieved in control room functions equivalent to that displayed by the qualified fireman in the operational context.
2. Chief fire officers may find it helpful to have as a guideline the **attached** list of subjects which the appraisal/examination process might cover. The list is not intended to be exhaustive and, depending on local circumstances, subjects might appropriately be added to or subtracted from it. In putting forward this guidance the Lower Ranks' Committee is aware that some brigades already have established procedures in this respect which are consistent with the guidance.
3. It will of course be for each chief fire officer to decide, after appropriate consultation with the accredited representatives of the staff concerned, on the syllabus to be covered under each subject heading, and the standards to be achieved to demonstrate all round competence in control room functions.
4. In the case of those who have passed a local examination for Leading Fire Control Operators there would be no need to undertake appraisal or examination for the purpose of progressing to the fifth point of the fire control operators' scale.

Communications

Standard Messages, including for
special types of incident
Standard Phraseology
Standard Phonetic Alphabet
Methods of calling Fire Brigade
Methods of requesting assistance
Radio Procedure

Mobilisation

Pre-determined attendance
Major Disaster procedure
Radiation incidents
Chemical incidents
Special services
Map Reading (including map
references)

Legislation

Fire Services Act, 1947
Sections 1,2 and 12

Control Room Procedures

Dealing with all types of call
Information to press
Action for breakdown of radio
Action for breakdown of telephone
Action for breakdown of electrical
supply

Control Room

Essentials required
A.F.A. visual display
Multitone encoder display
Tape recorder
Computer

Fire Brigade Terminology

Equipment
Abbreviations

Brigade Orders

Brigade Orders, Control only
Sickness procedures
Grievance procedures

Control Room Special Subjects

Hazchem Scheme
Chemsafe
Forestry
Flooding

Conditions of Service

Pertaining to control room
personnel

1.

REVISED RATES FROM 1 JULY 1979APPENDIX

NB The figures below include the unconsolidated pay supplements of £6 per week (1976) and £2.50 / 5% / £4 per week (1977). The figures for those working a 42 hour week include payment for two hours per week overtime.

<u>RANK</u>	<u>ANNUAL</u>		<u>WEEKLY</u>	
	40 hour week £	42 hour week £	40 hour week £	42 hour week £
<u>Fire Control Operator</u>				
Before 17 years	2583	2745	49.51	52.63
In 18th year	2670	2838	51.18	54.42
In 19th year	2817	2994	54.00	57.42
<u>Thereafter</u>				
In 1st year	3009	3201	57.68	61.38
In 2nd year	3141	3342	60.21	64.09
In 3rd year	3273	3486	62.74	66.82
In 4th year	3408	3630	65.33	69.59
In 5th year	3552	3786	68.09	72.57
<u>Leading Fire Control Operator</u>				
	3675	3915	70.45	75.07
<u>Senior Fire Control Operator</u>				
In 1st year	3828	4080	73.38	78.22
In 2nd year	3969	4233	76.08	81.12
In 3rd year	4107	4380	78.73	83.95

2. HOURLY AND CASUAL OVERTIME RATES FROM 1 JULY 1979

<u>RANK</u>	<u>BASIC HOURLY RATE</u>	<u>CASUAL OVERTIME RATE</u>
	£	£
<u>Fire Control Operator</u>		
Before 17 years	1.04	1.56
In 18th year	1.08	1.62
In 19th year	1.14	1.71
<u>Thereafter</u>		
In 1st year	1.23	1.85
In 2nd year	1.29	1.94
In 3rd year	1.36	2.04
In 4th year	1.42	2.13
In 5th year	1.49	2.24

	£	£
<u>Leading Fire Control Operator</u>	1.54	2.31
<u>Senior Fire Control Operator</u>		
In 1st year	1.61	2.42
In 2nd year	1.68	2.52
In 3rd Year	1.74	2.61