NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS' SECRETARY
AND JOINT SECRETARY
B. J. RUSBRIDGE C.B.E.,
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41 BELGRAVE SQUARE LONDON SW1X 8NZ

LRC/3/84

23rd October 1984

Dear Sir

1984 PAY SETTLEMENT

Agreement was reached today on increases to the pay and fees of full and part-time personnel covered by the Lower Ranks' Committee. The details are attached as follows:-

Appendix 1 - whole-time operational personnel;
Appendix 2 - whole-time control room personnel;
Appendix 3 - retained personnel;
Appendix 4 - junior firemen.

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).



1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1984

2.

Rank	Weekly	Annual
Fireman (aged 18 years)	£	£
Less than 6 months' service	136.06	7098
More than 6 months' service	142.27	7422
Fireman	•	
First 6 months' service	138.07	7203
After 6 months' service and		
during 2nd year during 3rd year	144.34	7530
during 4th year	151.18 158.66	788 7 827 7
during 5th year (subject to being fully	172.92	9021
qualified)		
Long Service Fireman (after 15 years' service)		
Qualified	180.45	
Unqualified	166.08	8664
Leading Fireman	185.05	9654
Sub-Officer		
lst year	189.77	9900
2nd year	197.02	10278
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CASUAL OVERTIME SCALES		
CASUAL OVERTIME SCALES	Basic*	
CASUAL OVERTIME SCALES		overtime rate
Fireman (aged 18 years)	hourly rate	
Fireman (aged 18 years) Less than six months' service	hourly rate	overtime rate
Fireman (aged 18 years)	hourly rate £	overtime rate £
Fireman (aged 18 years) Less than six months' service	hourly rate £	overtime rate £
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and	hourly rate £	overtime rate £
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year	hourly rate £ 3.24 3.39 3.29 3.44	overtime rate £ 4.86 5.08 4.93 5.16
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year	3.24 3.39 3.29 3.44 3.60	overtime rate £ 4.86 5.08 4.93 5.16 5.40
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year	hourly rate £ 3.24 3.39 3.29 3.44	overtime rate £ 4.86 5.08 4.93 5.16
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year	3.24 3.39 3.29 3.44 3.60 3.78	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year during fifth year (qualified)	3.24 3.39 3.29 3.44 3.60 3.78	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year during fifth year (qualified) Long Service Fireman	3.24 3.39 3.29 3.44 3.60 3.78 4.12	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67 6.18
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year during fifth year (qualified) Long Service Fireman Qualified	3.24 3.39 3.29 3.44 3.60 3.78 4.12	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67 6.18
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year during fifth year (qualified) Long Service Fireman Qualified Unqualified	3.24 3.39 3.29 3.44 3.60 3.78 4.12	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67 6.18
Fireman (aged 18 years) Less than six months' service More than six months' service Fireman (aged 19 years or more) First six months' service After six months' service and during second year during third year during fourth year during fifth year (qualified) Long Service Fireman Qualified Unqualified Unqualified	3.24 3.39 3.29 3.44 3.60 3.78 4.12	overtime rate £ 4.86 5.08 4.93 5.16 5.40 5.67 6.18

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



1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1984

RANK

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		Weekly			Annual	
	42 hour	40 hour	Non- operational	42 hour	40 hour	Non- operational
	week	week	staff*	week	week	staff*
	£	£	£	£	£	£
Fire Control Operator					2)	
Before 17 years In 18th year	113.63 117.54	105.81 109.32	N/A N/A	5928 6132	5520 5703	N/A N/A
Aged 18 - Less than 6 mths				002	5,00	***
service - More than 6 mths	125.13	116.45	N/A	6528	6075	N/A
service	130.88	121.74	N/A	6828	6351	N/A
Fire Control Operator (age	i 19 years o	r more)				
First six months After six months and	127.03	118.23	110.52	6627	6168	5766
in second year	132.72	123.52	115.41	6924	6444	6021
In 3rd year	139.05	129.39	120.93	7254	6750	6309
In 4th year	145.89	135.77	126.91	7611	7083	6621
In 5th year (subject to appraisal: see para 2 of LRC/7/						
(2)	159.12	147.96	138.24	8301	7719	7212
After 15 years service	165.96	154.35	144.34	8658	8052	7530
Leading Fire Control Operator	170.33	158.37	148.02	8886	8262	7722
Senior Fire Control Operator						
In 1st year In 2nd year	174.53 181.26	162.40 168.66	151.76 157.57	9105 9456	8472 8799	7917 8220

^{*}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 ho	urly rate	Casual overtime rate		
	Fire Control staff	Non-opera- tional staff £	Fire Control staff £	Non-opera- tional staff	
Fire Control Operator					
Before 17 years In 18th year Age 18 years - Less than 6 mths	2.64 2.73	N/A N/A	3.96 4.10	N/A N/A	
service	2.91	N/A	4.37	N/A	
More than 6 mths service	3.04	N/A	4.57	N/A	
Fire Control Operator (ag	ged 19 years or	more)			
First six months After six months and in	2.95	2.76	4.43	4.14	
2nd year	3.09	2.89	4.63	4.33	
In 3rd year	3.23	3.02	4.85	4.53	
In 4th year	3.39	3.17	5.09	4.76	
In 5th year (subject to					
appraisal)	3.70	3.46	5.55	5.18	
After 15 years service	3.86	3.61	5.79	5.41	
Leading Fire Control Operator	3.96	3.70	5.94	5.55	
Senior Fire Control Operator					
In 1st year In 2nd year	4.06 4.22	3.79 3.94	6.09 6.33	5.69 5.91	

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1984:-

1. Retained Members Fees

(i) Annual retaining fee

Rank	During first 3 years' service	After 3 years' service
Sub-Officer in charge of station	£ 951	£ 1032
Sub-Officer	£ 888	£ 951
Leading Fireman	£ 861	£ 888
Fireman	£ 789	£ 861
Fire Control Operator	£ 732	£ 789

Note: Annual fees to be reduced by up to 25% for those providing cover only for limited period.

(ii) Turn-out, attendance and other fees

Rank	Turn-out	Pre-arrranged attendance fees; extra payment for remaining on duty; payment for extra work	Attendance fee	Drill night fee
	£	£		
	6.5	å.	£	£
Sub-Officer	7.73	3.33	3.89	6.54
Leading Fireman	6.81	3.01	3.54	5.89
Fireman	5.83	2.60	3.16	5.11
Fire Control				
Operator	4.68	2.09	2.54	4.11

2. Long Service Bounty Scheme

Years of Service	Sub-Officer i/c Station	Sub- Officer	Leading Fireman	Fireman	Fire Control Operator
	£	£	£	£	£
10 15 20	462 462 462	384 384 402	333 333 333	303 324 324 402	240 255 255 324
25 30 35	591 624 624	510 528 528	435 447 447	402 402 432	324 324 333

3. Volunteer Firemen: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £2.60 for each hour of such duty, i.e. the rate for retained firemen who remain on duty.

4. Retaining and other Fees for Certain Whole-Time Members para 11 of Section VI of Scheme)

Annual retaining fees shall be as follows:

Sub-Officer in charge of station	£ 519
Sub-Officer	£ 480
Leading Fireman	£ 444
Fireman	£ 432
Fire Control Operator	£ 396

Turn-out fees, attendance fees (including those for drill nights) and extra payments for remaining on duty shall be as set out in paragraph 1 above.

REVISED RATES OF PAY FOR JUNIOR FIREMEN EFFECTIVE FROM 7TH NOVEMBER 1984

Age 16 £3132

Age 17 £3366

Age 18 the same as for recruit firemen of the same age

