

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS' SECRETARY
AND JOINT SECRETARY
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LONDON SW1X 8NZ

7th November 1985

LRC/3/85

Dear Sir,

1985 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).

APPENDIX 1

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1985

| <u>Rank</u> | <u>Weekly</u> £ | <u>Annual</u> £ |
|---|--------------------|--------------------|
| <u>Fireman (aged 18 years)</u> | | |
| Less than 6 months' service | 145.83 | 7608 |
| More than 6 months' service | 152.51 | 7956 |
| <u>Fireman</u> | | |
| First 6 months' service | 148.02 | 7722 |
| After 6 months' service and during 2nd year | 154.75 | 8073 |
| during 3rd year | 162.05 | 8454 |
| during 4th year | 170.10 | 8874 |
| during 5th year (subject to being fully qualified) | 185.34 | 9669 |
| <u>Long Service Fireman (after 15 years' service)</u> | | |
| Qualified | 193.45 | 10092 |
| Unqualified | 178.04 | 9288 |
| <u>Leading Fireman</u> | 198.40 | 10350 |
| <u>Sub-Officer</u> | | |
| 1st year | 203.46 | 10614 |
| 2nd year | 211.22 | 11019 |

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 | 3.47 | 5.21 |
| More than six months' service | 3.63 | 5.45 |
| <u>Fireman (aged 19 years or more)</u> | | |
| First six months' service | 3.52 | 5.28 |
| After six months' service and during second year | 3.68 | 5.52 |
| during third year | 3.86 | 5.79 |
| during fourth year | 4.05 | 6.08 |
| during fifth year (qualified) | 4.41 | 6.62 |
| <u>Long Service Fireman</u> | | |
| Qualified | 4.61 | 6.92 |
| Unqualified | 4.24 | 6.36 |
| <u>Leading Fireman</u> | 4.72 | 7.08 |
| <u>Sub-Officer</u> | | |
| During first year | 4.84 | 7.26 |
| After first year | 5.03 | 7.55 |

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

APPENDIX 2

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1985

| <u>RANK</u> | Weekly | | | Annual | | |
|---|----------------------|----------------------|------------------------------------|----------------------|----------------------|------------------------------------|
| | 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 | 121.80 | 113.40 | N/A | 6354 | 5916 | N/A |
| In 18th year | 125.99 | 117.20 | N/A | 6573 | 6114 | N/A |
| Aged 18 | | | | | | |
| - Less than 6 mths service | 134.16 | 124.84 | N/A | 6999 | 6513 | N/A |
| - More than 6 mths service | 140.31 | 130.48 | N/A | 7320 | 6807 | N/A |
| <u>Fire Control Operator (aged 19 years or more)</u> | | | | | | |
| First six months | 136.17 | 126.74 | 118.52 | 7104 | 6612 | 6183 |
| After six months and in second year | 142.29 | 132.44 | 123.75 | 7420.2 | 6909 | 6456 |
| In 3rd year | 149.05 | 138.70 | 129.62 | 7776 | 7236 | 6762 |
| In 4th year | 156.42 | 145.55 | 136.06 | 8160 | 7593 | 7098 |
| In 5th year (subject to appraisal: see para 2 of LRC/7/ 83). | 170.56 | 158.60 | 148.19 | 8898 | 8274 | 7731 |
| After 15 years service | 177.92 | 165.44 | 154.75 | 9292 | 8631 | 8073 |
| <u>Leading Fire Control Operator</u> | | | | | | |
| | 182.58 | 169.76 | 158.66 | 9525 | 8856 | 8277 |
| <u>Senior Fire Control Operator</u> | | | | | | |
| In 1st year | 187.12 | 174.07 | 162.68 | 9762 | 9081 | 8487 |
| In 2nd year | 194.31 | 180.80 | 168.89 | 10137 | 9432 | 8811 |

*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 | 2.84 | N/A | 4.26 | N/A |
| In 18th year | 2.93 | N/A | 4.40 | N/A |
| Age 18 years | | | | |
| - Less than 6 mths service | 3.12 | N/A | 4.68 | N/A |
| - More than 6 mths service | 3.26 | N/A | 4.89 | N/A |
| <u>Fire Control Operator (aged 19 years or more)</u> | | | | |
| First six months | 3.17 | 2.96 | 4.76 | 4.44 |
| After six months and in 2nd year | 3.31 | 3.09 | 4.97 | 4.64 |
| In 3rd year | 3.47 | 3.24 | 5.21 | 4.86 |
| In 4th year | 3.64 | 3.40 | 5.46 | 5.10 |
| In 5th year (subject to appraisal) | 3.97 | 3.70 | 5.96 | 5.55 |
| After 15 years service | 4.14 | 3.87 | 6.21 | 5.81 |
| <u>Leading Fire Control Operator</u> | 4.24 | 3.97 | 6.36 | 5.96 |
| <u>Senior Fire Control Operator</u> | | | | |
| In 1st year | 4.35 | 4.07 | 6.53 | 6.11 |
| In 2nd year | 4.52 | 4.22 | 6.78 | 6.33 |

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1985:-

1. Retained Members Fees(i) Annual retaining fee

| Rank | During first 3 years' service | After 3 years' service |
|----------------------------------|----------------------------------|---------------------------|
| Sub-Officer in charge of station | £ 1020 | £ 1107 |
| Sub-Officer | £ 951 | £ 1020 |
| Leading Fireman | £ 924 | £ 951 |
| Fireman | £ 846 | £ 924 |
| Fire Control Operator | £ 786 | £ 846 |

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-arranged attendance fees; extra payment for remaining on duty; payment for extra work | Attendance fee | Drill night fee |
|--------------------------|----------|--|-------------------|--------------------|
| | £ | £ | £ | £ |
| Sub-Officer | 8.29 | 3.57 | 4.17 | 7.01 |
| Leading Fireman | 7.30 | 3.23 | 3.79 | 6.31 |
| Fireman | 6.25 | 2.79 | 3.39 | 5.48 |
| Fire Control Operator | 5.02 | 2.24 | 2.72 | 4.41 |

2. Long Service Bounty Scheme

| <u>Years of Service</u> | <u>Sub-Officer i/c Station</u> | <u>Sub-Officer</u> | <u>Leading Fireman</u> | <u>Fireman</u> | <u>Fire Control Operator</u> |
|-------------------------|--------------------------------|--------------------|------------------------|----------------|------------------------------|
| | £ | £ | £ | £ | £ |
| 10 | 495 | 411 | 357 | 324 | 258 |
| 15 | 495 | 411 | 357 | 348 | 273 |
| 20 | 495 | 432 | 357 | 348 | 273 |
| 25 | 633 | 546 | 465 | 432 | 348 |
| 30 | 669 | 567 | 480 | 432 | 348 |
| 35 | 669 | 567 | 480 | 462 | 357 |

3. Volunteer Firemen: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £2.79 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 II of Section VI of Scheme)

Annual retaining fees shall be as follows:

| | |
|----------------------------------|-------|
| Sub-Officer in charge of station | £ 555 |
| Sub-Officer | £ 516 |
| Leading Fireman | £ 477 |
| Fireman | £ 462 |
| Fire Control Operator | £ 426 |

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.

APPENDIX 4

REVISED RATES OF PAY FOR JUNIOR FIREMEN
EFFECTIVE FROM 7TH NOVEMBER 1985

| | |
|--------|--|
| Age 16 | £3357 |
| Age 17 | £3609 |
| Age 18 | the same as for recruit firemen of the same age |