

# NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

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Employers' Secretary: David Thomas

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3rd November 1989

## CIRCULAR LRC/5/89

Dear Sir/Madam,

### 1989 PAY SETTLEMENT

Agreement was reached on 2nd November 1989 on increases to the pay and fees of full and part-time personnel covered by the Lower Ranks' Committee. The new rates are effective from 7th November 1989. 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 firefighters ;
- Appendix 5 - mess managers' allowance.

Yours faithfully,  
**DAVID THOMAS**  
**KEN CAMERON**  
Joint Secretaries

To: The Chief Executive of the County Council  
The Chief Executive of the Regional Fire Authority  
The Secretary to the Fire Authority for Northern Ireland  
The Appropriate Officer of the Fire and Civil Defence Authority  
The Chief Fire Officer of the Fire and Civil Defence Authority

Copy enclosed for Treasurer  
Copy enclosed for Chief Fire Officer/Firemaster (County and Regional Authorities)

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

Ref: 0314D



1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1989

<i>Rank</i>	<i>Weekly £</i>	<i>Annual £</i>
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	198.05	10332
More than 6 months' service	207.14	10806
<u>Firefighter</u>		
First 6 months' service	201.04	10488
After 6 months' service and		
during 2nd year	210.07	10959
during 3rd year	220.08	11481
during 4th year	231.00	12051
during 5th year (subject to being fully qualified)	251.59	13125
<u>Firefighter after 15 years' service</u>		
Qualified	262.75	13707
Unqualified	241.81	12615
<u>Leading Firefighter</u>	269.42	14055
Leading firefighter after 15 years' service	280.46	14631
<u>Sub-Officer</u>		
1st year	276.20	14409
Sub-Officer 1st year after 15 years' service	287.30	14988
2nd year	286.84	14964
Sub-Officer 2nd year after 15 years' service	297.88	15540

2. CASUAL OVERTIME SCALES

<i>Rank</i>	<i>Basic* hourly rate £</i>	<i>Casual overtime rate £</i>
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	4.72	7.08
More than 6 months' service	4.93	7.40
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	4.79	7.19
After 6 months' service and		
during 2nd year	5.00	7.50
during 3rd year	5.24	7.86
during 4th year	5.50	8.25
during 5th year (qualified)	5.99	8.99
<u>Firefighter after 15 years' service</u>		
Qualified	6.26	9.39
Unqualified	5.76	8.64
<u>Leading Firefighter</u>	6.41	9.62
Leading firefighter after 15 years' service	6.68	10.02
<u>Sub-Officer</u>		
1st year	6.58	9.87
Sub-Officer 1st year after 15 years' service	6.84	10.26
2nd year	6.83	10.25
Sub-Officer 2nd year after 15 years' service	7.09	10.64

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



1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1989

Rank	Weekly			Annual		
	42 hour week	40 hour week	Non- operational staff*	42 hour week	40 hour week	Non- operational staff*
	£	£	£	£	£	£
<b><u>Fire Control Operator</u></b>						
Before 17 years	165.44	153.94	N/A	8631	8031	N/A
In 18th year	171.14	159.18	N/A	8928	8304	N/A
Aged 18						
- Less than 6 months' service	182.18	169.47	N/A	9504	8841	N/A
- More than 6 months' service	190.52	177.23	N/A	9939	9246	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>						
First 6 months	184.88	172.12	160.90	9645	8979	8394
After 6 months and in 2nd year	193.22	179.82	168.03	10080	9381	8766
In 3rd year	202.42	188.33	176.03	10560	9825	9183
In 4th year	212.37	197.65	184.71	11079	10311	9636
In 5th year (subject to appraisal: see para 2 of LRC/7/83)	231.64	215.36	201.21	12084	11235	10497
After 15 years' service	241.58	224.62	210.07	12603	11718	10959
<b><u>Leading Fire Control Operator</u></b>						
After 15 years' service	247.91	230.43	215.42	12933	12021	11238
	257.92	239.80	224.27	13455	12510	11700
<b><u>Senior Fire Control Operator</u></b>						
In 1st year	254.12	236.41	220.94	13257	12333	11526
In 1st year after 15 years' service	264.13	245.61	229.80	13779	12813	11988
In 2nd year	263.90	245.50	229.34	13767	12807	11964
In 2nd year after 15 years' service	273.85	254.87	238.19	14286	13296	12426

\* 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	
	<u>Fire Control Staff</u>	<u>Non-operational staff</u>	<u>Fire Control staff</u>	<u>Non-operational staff</u>
	£	£	£	£
<b><u>Fire Control Operator</u></b>				
Before 17 years	3.85	N/A	5.78	N/A
In 18th year	3.98	N/A	5.97	N/A
Age 18 years				
- Less than 6 months' service	4.24	N/A	6.36	N/A
- More than 6 months' service	4.43	N/A	6.65	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>				
First 6 months	4.30	4.02	6.45	6.03
After 6 months and in 2nd year	4.50	4.20	6.75	6.30
In 3rd year	4.71	4.40	7.07	6.60
In 4th year	4.94	4.62	7.41	6.93
In 5th year (subject to appraisal)	5.38	5.03	8.07	7.55
After 15 years' service	5.62	5.25	8.43	7.88
<b><u>Leading Fire Control Operator</u></b>				
After 15 years' service	5.76	5.39	8.64	8.09
	6.00	5.61	9.00	8.42
<b><u>Senior Fire Control Operator</u></b>				
In 1st year	5.91	5.52	8.87	8.28
In 1st year after 15 years' service	6.14	5.75	9.21	8.63
In 2nd year	6.14	5.73	9.21	8.60
2nd year after 15 years' service	6.37	5.95	9.56	8.93

(Ref: 0083D)

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1989:

1. Retained Members' Fees(i) Annual Retaining Fee

Rank	<i>During first 3 years' service</i>	<i>After 3 years' service</i>
	£	£
Sub-Officer in charge of station	1389	1506
Sub-Officer	1290	1389
Leading Firefighter	1251	1290
Firefighter	1149	1251
Fire Control Operator	1068	1149

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	<i>Pre-arranged attendance fees; extra payment for remaining on duty; payment for extra work</i>	<i>Attendance fee</i>	<i>Drill night fee</i>
		£	£	£
Sub-Officer	11.26	4.84	5.66	9.51
Leading Firefighter	9.90	4.39	5.16	8.56
Firefighter	8.49	3.79	4.62	7.44
Fire Control Operator	6.82	3.04	3.69	5.99

2. Long Service Bounty Scheme

<i>Years of Service</i>	<i>Sub-Officer i/c Station</i>	<i>Sub-Officer</i>	<i>Leading Fire - fighter</i>	<i>Fire - fighter</i>	<i>Fire Control Operator</i>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
10	732	660	609	579	522
15	846	768	708	684	615
20	957	876	804	780	705
25	1122	1023	939	903	816
30	1245	1134	1038	996	900
35	1359	1239	1140	1101	990

3. Volunteer Firefighter: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £3.79 for each hour of such duty, ie the rate for retained firefighters who remain on duty.

4. Retaining and other Fees for Certain Whole-time Members (Paragraph 11 of Section VI of Scheme)

Annual retaining fees shall be as follows:

Sub-Officer in charge of station	£756
Sub-Officer	£705
Leading Firefighter	£648
Firefighter	£627
Fire Control Operator	£576

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 FIREFIGHTERS  
EFFECTIVE FROM 7th NOVEMBER 1989

Age 16	£4560
Age 17	£4899
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE  
EFFECTIVE FROM 7th NOVEMBER 1988

<i>Meals served per day</i>	<i>Mess manager (without a deputy)</i>	<i>Mess manager (with a deputy)</i>	<i>Deputy mess manager</i>
	<i>£</i>	<i>£</i>	<i>£</i>
Up to 50	3.43	2.28	1.28
51 to 69	4.08	2.76	1.47
70 to 89	4.71	3.27	1.63
90 to 109	5.36	3.57	1.93
110 to 129	6.18	4.08	2.10
130 and over	6.83	4.54	2.44

(Ref: 0085D)

