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**NATIONAL JOINT COUNCIL FOR
LOCAL AUTHORITIES'
FIRE BRIGADES**

**To: The Chief Fire Officer/Firemaster
The Chief Executive/Clerk to the Fire Authority
(copy enclosed for the Treasurer)**

Members of the National Joint Council

7th November 1991

CIRCULAR LRC/1/91

Dear Sir/Madam,

1991 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 new rates are effective from 7th November 1991. 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,
**CHARLES NOLDA
KEN CAMERON
Joint Secretaries**

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1991

<i>Rank</i>	<i>Weekly £</i>	<i>Annual £</i>
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	228.99	11946
More than 6 months' service	239.51	12495
<u>Firefighter</u>		
First 6 months' service	232.44	12126
After 6 months' service and		
during 2nd year	242.91	12672
during 3rd year	254.52	13278
during 4th year	267.12	13935
during 5th year (subject to being fully qualified)	290.93	15177
<u>Firefighter after 15 years' service</u>		
Qualified	303.81	15849
Unqualified	279.60	14586
<u>Leading Firefighter</u>	311.51	16251
Leading firefighter after 15 years' service	324.28	16917
<u>Sub-Officer</u>		
1st year	319.39	16662
Sub-Officer 1st year after 15 years' service	332.22	17331
2nd year	331.70	17304
Sub-Officer 2nd year after 15 years' service	344.47	17970

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	5.45	8.18
More than 6 months' service	5.70	8.55
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	5.53	8.30
After 6 months' service and		
during 2nd year	5.78	8.67
during 3rd year	6.06	9.09
during 4th year	6.36	9.54
during 5th year (qualified)	6.93	10.40
<u>Firefighter after 15 years' service</u>		
Qualified	7.23	10.85
Unqualified	6.66	9.99
<u>Leading Firefighter</u>	7.42	11.13
Leading firefighter after 15 years' service	7.72	11.58
<u>Sub-Officer</u>		
1st year	7.60	11.40
Sub-Officer 1st year after 15 years' service	7.91	11.87
2nd year	7.90	11.85
Sub-Officer 2nd year after 15 years' service	8.20	12.30

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

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1991

Rank	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	191.27	177.98	N/A	9978	9285	N/A
In 18th year	197.94	184.08	N/A	10326	9603	N/A
Aged 18						
- Less than 6 months' service	210.65	195.98	N/A	10989	10224	N/A
- More than 6 months' service	220.31	204.95	N/A	11493	10692	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First 6 months	213.75	199.03	186.09	11151	10383	9708
After 6 months and in 2nd year	223.41	207.94	194.31	11655	10848	10137
In 3rd year	234.05	217.78	203.57	12210	11361	10620
In 4th year	245.55	228.59	213.58	12810	11925	11142
In 5th year (subject to appraisal: see para 2 of LRC/7/83)	267.87	249.06	232.67	13974	12993	12138
After 15 years' service	279.37	259.76	242.91	14574	13551	12672
<u>Leading Fire Control Operator</u>						
After 15 years' service	286.67	266.49	249.12	14955	13902	12996
	298.23	277.30	259.35	15558	14466	13530
<u>Senior Fire Control Operator</u>						
In 1st year	293.86	273.39	255.50	15330	14262	13329
In 1st year after 15 years' service	305.42	284.03	265.74	15933	14817	13863
In 2nd year	305.13	283.91	265.22	15918	14811	13836
In 2nd year after 15 years' service	316.63	294.72	275.40	16518	15375	14367

* 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>
	£	£	£	£
<u>Fire Control Operator</u>				
Before 17 years	4.45	N/A	6.68	N/A
In 18th year	4.60	N/A	6.90	N/A
Age 18 years				
- Less than 6 months' service	4.90	N/A	7.35	N/A
- More than 6 months' service	5.12	N/A	7.68	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First 6 months	4.98	4.65	7.47	6.98
After 6 months and in 2nd year	5.20	4.86	7.80	7.29
In 3rd year	5.44	5.09	8.16	7.64
In 4th year	5.71	5.34	8.57	8.01
In 5th year (subject to appraisal)	6.23	5.82	9.35	8.73
After 15 years' service	6.49	6.07	9.74	9.11
<u>Leading Fire Control Operator</u>				
	6.66	6.23	9.99	9.35
After 15 years' service	6.93	6.48	10.40	9.72
<u>Senior Fire Control Operator</u>				
In 1st year	6.83	6.39	10.25	9.59
In 1st year after 15 years' service	7.10	6.64	10.65	9.96
In 2nd year	7.10	6.63	10.65	9.95
2nd year after 15 years' service	7.37	6.89	11.06	10.34

APPENDIX 3

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1991:

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	1605	1743
Sub-Officer	1491	1605
Leading Firefighter	1449	1491
Firefighter	1326	1449
Fire Control Operator	1236	1326

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>	Attendance fee	Drill night fee
	£	£	£	£
Sub-Officer	13.02	5.60	6.55	10.99
Leading Firefighter	11.45	5.08	5.97	9.89
Firefighter	9.82	4.38	5.34	8.61
Fire Control Operator	7.89	3.52	4.27	6.93

2. Long Service Bounty Scheme

Years of Service	Sub-Officer i/c Station	Sub-Officer	Leading Fire - fighter	Fire - fighter	Fire Control Operator
	£	£	£	£	£
10	846	762	702	669	606
15	978	888	816	792	711
20	1107	1014	927	903	813
25	1299	1182	1086	1044	945
30	1437	1311	1200	1152	1041
35	1572	1431	1317	1275	1143

3. Volunteer Firefighter: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £4.38 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	873
Sub-Officer	813
Leading Firefighter	750
Firefighter	726
Fire Control Operator	666

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 1991

Age 16	£5271
Age 17	£5664
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE
EFFECTIVE FROM 7TH NOVEMBER 1991

<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	3.97	2.64	1.48
51 to 69	4.72	3.19	1.70
70 to 89	5.45	3.78	1.88
90 to 109	6.20	4.13	2.23
110 to 129	7.15	4.72	2.43
130 and over	7.90	5.25	2.82

