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NATIONAL JOINT COUNCIL FOR  
LOCAL AUTHORITIES'  
FIRE BRIGADES

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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

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3rd November 1992

CIRCULAR LRC/1/92

Dear Sir/Madam,

1992 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 1992. 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

Ref: LS/PCB/4775D

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1992

<i>Rank</i>	<i>Weekly £</i>	<i>Annual £</i>
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	240.20	12531
More than 6 months' service	251.25	13107
<u>Firefighter</u>		
First 6 months' service	243.83	12720
After 6 months' service and		
during 2nd year	254.81	13293
during 3rd year	267.00	13929
during 4th year	280.23	14619
during 5th year (subject to being fully qualified)	305.19	15921
<u>Firefighter after 15 years' service</u>		
Qualified	318.70	16626
Unqualified	293.28	15300
<u>Leading Firefighter</u>		
Leading firefighter after 15 years' service	326.75 340.15	17046 17745
<u>Sub-Officer</u>		
1st year	335.03	17478
Sub-Officer 1st year after 15 years' service	348.49	18180
2nd year	347.97	18153
Sub-Officer 2nd year after 15 years' service	361.37	18852

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	5.72	8.58
More than 6 months' service	5.98	8.97
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	5.81	8.72
After 6 months' service and		
during 2nd year	6.07	9.11
during 3rd year	6.36	9.54
during 4th year	6.67	10.01
during 5th year (qualified)	7.27	10.91
<u>Firefighter after 15 years' service</u>		
Qualified	7.59	11.39
Unqualified	6.98	10.47
<u>Leading Firefighter</u>		
Leading firefighter after 15 years' service	7.78 8.10	11.67 12.15
<u>Sub-Officer</u>		
1st year	7.98	11.97
Sub-Officer 1st year after 15 years' service	8.30	12.45
2nd year	8.29	12.44
Sub-Officer 2nd year after 15 years' service	8.60	12.90

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

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1992

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	200.64	186.72	N/A	10467	9741	N/A
In 18th year	207.66	193.11	N/A	10833	10074	N/A
Aged 18						
- Less than 6 months' service	220.94	205.58	N/A	11526	10725	N/A
- More than 6 months' service	231.12	215.02	N/A	12057	11217	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First 6 months	224.22	208.81	195.23	11697	10893	10185
After 6 months and in 2nd year	234.34	218.12	203.86	12225	11379	10635
In 3rd year	245.50	228.47	213.52	12807	11919	11139
In 4th year	257.57	239.80	224.04	13437	12510	11688
In 5th year (subject to appraisal: see para 2 of LRC/7/83)	280.98	261.25	244.06	14658	13629	12732
After 15 years' service	293.05	272.47	254.81	15288	14214	13293
<u>Leading Fire Control Operator</u>						
After 15 years' service	300.70	279.54	261.31	15687	14583	13632
	312.84	290.87	272.06	16320	15174	14193
<u>Senior Fire Control Operator</u>						
In 1st year	308.24	286.79	268.04	16080	14961	13983
In 1st year after 15 years' service	320.37	297.94	278.73	16713	15543	14541
In 2nd year	320.08	297.83	278.22	16698	15537	14514
In 2nd year after 15 years' service	332.16	309.16	288.91	17328	16128	15072

\* 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	4.67	N/A	7.01	N/A
In 18th year	4.83	N/A	7.25	N/A
Age 18 years				
- Less than 6 months' service	5.14	N/A	7.71	N/A
- More than 6 months' service	5.38	N/A	8.07	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First 6 months	5.22	4.88	7.83	7.32
After 6 months and in 2nd year	5.45	5.10	8.18	7.65
In 3rd year	5.71	5.34	8.57	8.01
In 4th year	6.00	5.60	9.00	8.40
In 5th year (subject to appraisal)	6.53	6.10	9.80	9.15
After 15 years' service	6.81	6.37	10.22	9.56
<u>Leading Fire Control Operator</u>				
After 15 years' service	6.99	6.53	10.49	9.80
	7.27	6.80	10.91	10.20
<u>Senior Fire Control Operator</u>				
In 1st year	7.17	6.70	10.76	10.05
In 1st year after 15 years' service	7.45	6.97	11.18	10.46
In 2nd year	7.45	6.96	11.18	10.44
2nd year after 15 years' service	7.73	7.22	11.60	10.83

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1992:

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	1683	1827
Sub-Officer	1563	1683
Leading Firefighter	1521	1563
Firefighter	1392	1521
Fire Control Operator	1296	1392

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	13.66	5.87	6.87	11.53
Leading Firefighter	12.01	5.33	6.26	10.37
Firefighter	10.30	4.59	5.60	9.03
Fire Control Operator	8.28	3.69	4.48	7.27

2. Long Service Bounty Scheme

Years of Service	Sub-Officer i/c Station	Sub-Officer	Leading Fire - fighter	Fire - fighter	Fire Control Operator
	£	£	£	£	£
10	888	798	735	702	636
15	1026	933	855	831	747
20	1161	1065	972	948	852
25	1362	1239	1140	1095	990
30	1506	1374	1260	1209	1092
35	1650	1500	1383	1338	1200

3. Volunteer Firefighter: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £4.59 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	915
Sub-Officer	852
Leading Firefighter	786
Firefighter	762
Fire Control Operator	699

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 1992

Age 16	£5529
Age 17	£5943
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE  
EFFECTIVE FROM 7TH NOVEMBER 1992

<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>
	<u>£</u>	<u>£</u>	<u>£</u>
Up to 50	4.16	2.77	1.55
51 to 69	4.95	3.35	1.78
70 to 89	5.72	3.97	1.97
90 to 109	6.50	4.33	2.34
110 to 129	7.50	4.95	2.55
130 and over	8.29	5.51	2.96