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41 Belgrave Square, London SW1X 8NZ
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NATIONAL JOINT COUNCIL FOR
LOCAL AUTHORITIES'
FIRE BRIGADES

To: Chief Fire Officers/Firemasters
Chief Executives/Clerks to Fire Authorities
(copy enclosed for Treasurer)

Members of the National Joint Council

4th November 1994

CIRCULAR LRC/1/94

Dear Sir/Madam,

1994 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1994:

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

APPENDIX 1

WHOLE-TIME OPERATIONAL PERSONNEL

1. **Revised rates of pay effective from 7th November 1994**

	Weekly £	Annual £
Firefighter (aged 18 years)		
Less than 6 months' service	248.89	12984
More than 6 months' service	260.33	13581
Firefighter (aged 19 years or more)		
First 6 months' service	252.68	13182
After 6 months' service and during 2nd year	264.07	13776
During 3rd year	276.72	14436
During 4th year	290.41	15150
During 5th year (subject to being fully qualified)	316.23	16497
Firefighter after 15 years' service		
Qualified	330.32	17232
Unqualified	303.92	15855
Leading Firefighter	338.66	17667
After 15 years' service	352.52	18390
Sub-Officer		
1st year	347.23	18114
1st year after 15 years' service	361.14	18840
2nd year	360.63	18813
2nd year after 15 years' service	374.48	19536

2. **Casual overtime scales**

	Basic hourly rate* £	Casual overtime rate £
Firefighters (aged 18 years)		
Less than 6 months' service	5.93	8.90
More than 6 months' service	6.20	9.30
Firefighter (aged 19 years or more)		
First 6 months' service	6.02	9.03
After 6 months' service and during 2nd year	6.29	9.44
During 3rd year	6.59	9.89
During 4th year	6.91	10.37
During 5th year (qualified)	7.53	11.30
Firefighter after 15 years' service		
Qualified	7.86	11.79
Unqualified	7.24	10.86
Leading Firefighter	8.06	12.09
After 15 years' service	8.39	12.59
Sub-Officer		
1st year	8.27	12.41
1st year after 15 years' service	8.60	12.90
2nd year	8.59	12.89
2nd year after 15 years' service	8.92	13.38

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

WHOLE-TIME CONTROL ROOM PERSONNEL

1. Revised rates of pay effective from 7th November 1994

	Weekly			Annually		
	42 hour week £	40 hour week £	Non-operational staff £	42 hour week £	40 hour week £	Non-operational staff £
Fire Control Operator						
Before 17 years	207.94	193.45	N/A	10848	10092	N/A
In 18th year	215.25	200.12	N/A	11229	10440	N/A
Aged 18 less than six months' service	228.99	213.06	N/A	11946	11115	N/A
Aged 18 more than six months' service	239.51	222.78	N/A	12495	11622	N/A
Fire Control Operator (aged 19 years or more)						
First six months	232.38	216.40	202.36	12123	11289	10557
After six months and in 2nd year	242.85	226.06	211.28	12669	11793	11022
In 3rd year	254.41	236.81	221.28	13272	12354	11544
In 4th year	266.95	248.49	232.21	13926	12963	12114
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	291.16	270.74	252.91	15189	14124	13194
After 15 years' service	303.69	282.36	264.07	15843	14730	13776
Leading Fire Control Operator	311.63	289.66	270.80	16257	15111	14127
After 15 years' service	324.17	301.45	281.95	16911	15726	14709
Senior Fire Control Operator						
In 1st year	319.45	297.19	277.76	16665	15504	14490
In 1st year after 15 years' service	331.99	308.81	288.86	17319	16110	15069
In 2nd year	331.70	308.70	288.34	17304	16104	15042
In 2nd year after 15 years' service	344.24	320.37	299.38	17958	16713	15618

* These scales apply to non-operational staff in post on 1st April 1980 who were previously paid on control room scales (see NJC/5/80)

2. Casual overtime scales

	Basic hourly rate		Casual overtime rate	
	Fire Control Staff £	Non-Operational Staff £	Fire Control Staff £	Non-Operational Staff £
Fire Control Operator				
Before 17 years	4.84	N/A	7.26	N/A
In 18th year	5.00	N/A	7.50	N/A
Aged 18 less than six months' service	5.33	N/A	8.00	N/A
Aged 18 more than six months' service	5.57	N/A	8.36	N/A
Fire Control Operator (aged 19 years or more)				
First six months	5.41	5.06	8.12	7.59
After six months and in 2nd year	5.65	5.28	8.48	7.92
In 3rd year	5.92	5.53	8.88	8.30
In 4th year	6.21	5.81	9.32	8.72
In 5th year (subject to appraisal)	6.77	6.32	10.16	9.48
After 15 years' service	7.06	6.60	10.59	9.90
Leading Fire Control Operator	7.24	6.77	10.86	10.16
After 15 years' service	7.54	7.05	11.31	10.58
Senior Fire Control Operator				
In 1st year	7.43	6.94	11.15	10.41
In 1st year after 15 years' service	7.72	7.22	11.58	10.83
In 2nd year	7.72	7.21	11.58	10.82
2nd year after 15 years' service	8.01	7.48	12.02	11.22

APPENDIX 3

RETAINED PERSONNEL

1. Revised fees effective from 7th November 1994

(i) Annual Retaining Fee

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	1746	1896
Sub-Officer	1620	1746
Leading Firefighter	1575	1620
Firefighter	1440	1575
Fire Control Operator	1344	1440

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

(ii) Turn-out, attendance and other fees

	Turn-out fee £	Pre-arranged attendance fee* £	Attendance fee £	Drill night fee £
Sub-Officer	14.15	6.08	7.12	11.95
Leading Firefighter	12.45	5.52	6.49	10.75
Firefighter	10.67	4.75	5.80	9.36
Fire Control Operator	8.58	3.82	4.64	7.53

* Also extra payment for remaining on duty and payment for extra work

2. Long service bounty scheme

Years of Service	Sub-Officer i/c station £	Sub-Officer £	Leading Firefighter £	Fire-fighter £	Fire Control Operator £
10	921	828	759	726	660
15	1065	966	885	861	774
20	1203	1104	1008	981	882
25	1410	1284	1179	1134	1026
30	1560	1422	1305	1254	1131
35	1710	1554	1431	1386	1245

3. **Volunteer Firefighter - payment for authorised duty**

The payment for authorised duty shall be at the rate of £4.75 for each hour of such duty, i.e. 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 fee

	£
Sub-Officer in charge of station	948
Sub-Officer	882
Leading Firefighter	816
Firefighter	792
Fire Control Operator	723

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

JUNIOR FIREFIGHTERS

Revised rates of pay effective from 7th November 1994

	£
Age 16	5730
Age 17	6159
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE

Revised allowances effective from 7th November 1994

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	4.31	2.87	1.60
51 to 69	5.13	3.47	1.84
70 to 89	5.93	4.12	2.04
90 to 109	6.73	4.49	2.42
110 to 129	7.78	5.13	2.65
130 and over	8.60	5.71	3.07