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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

1 November 1995

CIRCULAR LRC/1/95

Dear Sir/Madam,

1995 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1995:

- 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

WHOLE-TIME OPERATIONAL PERSONNEL

1. Revised rates of pay effective from 7th November 1995

	Weekly £	Annual £
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	257.57	13437
More than 6 months' service	269.42	14055
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	261.54	13644
After 6 months' service and during 2nd year	273.33	14259
During 3rd year	286.38	14940
During 4th year	300.59	15681
During 5th year (subject to being fully qualified)	327.27	17073
<u>Firefighter after 15 years' service</u>		
Qualified	341.88	17835
Unqualified	314.56	16410
<u>Leading Firefighter</u>		
After 15 years' service	350.50	18285
	364.88	19035
<u>Sub-Officer</u>		
1st year	359.36	18747
1st year after 15 years' service	373.79	19500
2nd year	373.22	19470
2nd year after 15 years' service	387.60	20220

2. Casual overtime scales

	Basic hourly rate* £	Casual overtime rate £
<u>Firefighters (aged 18 years)</u>		
Less than 6 months' service	6.13	9.20
More than 6 months' service	6.41	9.62
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	6.23	9.35
After 6 months' service and during 2nd year	6.51	9.77
During 3rd year	6.82	10.23
During 4th year	7.16	10.74
During 5th year (qualified)	7.79	11.69
<u>Firefighter after 15 years' service</u>		
Qualified	8.14	12.21
Unqualified	7.49	11.24
<u>Leading Firefighter</u>		
After 15 years' service	8.35	12.53
	8.69	13.04
<u>Sub-Officer</u>		
1st year	8.56	12.84
1st year after 15 years' service	8.90	13.35
2nd year	8.89	13.34
2nd year after 15 years' service	9.23	13.85

* 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 1995**

	<u>Weekly</u>			<u>Annually</u>		
	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	215.25	200.24	N/A	11229	10446	N/A
In 18th year	222.78	207.14	N/A	11622	10806	N/A
Aged 18 less than six months' service	236.98	220.54	N/A	12363	11505	N/A
Aged 18 more than six months' service	247.91	230.60	N/A	12933	12030	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	240.49	223.99	209.44	12546	11685	10926
After six months and in 2nd year	251.36	233.99	218.70	13113	12207	11409
In 3rd year	263.32	245.09	229.05	13737	12786	11949
In 4th year	276.26	257.17	240.32	14412	13416	12537
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	301.33	280.23	261.77	15720	14619	13656
After 15 years' service	314.33	292.25	273.33	16398	15246	14259
<u>Leading Fire Control Operator</u>						
After 15 years' service	322.56	299.78	280.29	16827	15639	14622
	335.49	311.97	291.85	17502	16275	15225
<u>Senior Fire Control Operator</u>						
In 1st year	330.61	307.60	287.48	17247	16047	14997
In 1st year after 15 years' service	343.60	319.62	298.98	17925	16674	15597
In 2nd year	343.32	319.51	298.40	17910	16668	15567
In 2nd year after 15 years' service	356.31	331.58	309.85	18588	17298	16164

* 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

	<u>Basic hourly rate</u>		<u>Casual overtime rate</u>	
	<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	5.01	N/A	7.52	N/A
In 18th year	5.18	N/A	7.77	N/A
Aged 18 less than six months' service	5.51	N/A	8.27	N/A
Aged 18 more than six months' service	5.77	N/A	8.66	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	5.60	5.24	8.40	7.86
After six months and in 2nd year	5.85	5.47	8.78	8.21
In 3rd year	6.13	5.73	9.20	8.60
In 4th year	6.43	6.01	9.65	9.02
In 5th year (subject to appraisal)	7.01	6.54	10.52	9.81
After 15 years' service	7.31	6.83	10.97	10.25
<u>Leading Fire Control Operator</u>				
	7.49	7.01	11.24	10.52
After 15 years' service	7.80	7.30	11.70	10.95
<u>Senior Fire Control Operator</u>				
In 1st year	7.69	7.19	11.54	10.79
In 1st year after 15 years' service	7.99	7.47	11.99	11.21
In 2nd year	7.99	7.46	11.99	11.19
2nd year after 15 years' service	8.29	7.75	12.44	11.63

RETAINED PERSONNEL

1. Revised fees effective from 7th November 1995

(i) Annual Retaining Fee

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	1806	1962
Sub-Officer	1677	1806
Leading Firefighter	1629	1677
Firefighter	1491	1629
Fire Control Operator	1392	1491

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	14.65	6.29	7.37	12.37
Leading Firefighter	12.89	5.71	6.72	11.13
Firefighter	11.04	4.92	6.00	9.69
Fire Control Operator	8.88	3.95	4.80	7.79

* 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	954	858	786	750	684
15	1101	999	915	891	801
20	1245	1143	1044	1014	912
25	1458	1329	1221	1173	1062
30	1614	1473	1350	1299	1170
35	1770	1608	1482	1434	1290

3. Volunteer Firefighter - payment for authorised duty

The payment for authorised duty shall be at the rate of £4.92 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	981
Sub-Officer	912
Leading Firefighter	846
Firefighter	819
Fire Control Operator	747

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 1995

	£
Age 16	5931
Age 17	6375
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE

Revised allowances effective from 7th November 1995

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	4.46	2.97	1.66
51 to 69	5.31	3.59	1.90
70 to 89	6.14	4.26	2.11
90 to 109	6.97	4.65	2.50
110 to 129	8.05	5.31	2.74
130 and over	8.90	5.91	3.18

