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

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

**Members of the National Joint Council**

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7th November 1996

**CIRCULAR LRC/1/96**

Dear Sir/Madam,

**1996 PAY SETTLEMENT**

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1996:

- 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 1996**

	Weekly £	Annual £
<b><u>Firefighter (aged 18 years)</u></b>		
Less than 6 months' service	268.90	14028
More than 6 months' service	281.26	14673
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	273.04	14244
After 6 months' service and during 2nd year	285.35	14886
During 3rd year	298.98	15597
During 4th year	313.81	16371
During 5th year (subject to being fully qualified)	341.65	17823
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	356.94	18621
Unqualified	328.42	17133
<b><u>Leading Firefighter</u></b>		
After 15 years' service	365.92	19089
	380.93	19872
<b><u>Sub-Officer</u></b>		
1st year	375.17	19572
1st year after 15 years' service	390.24	20358
2nd year	389.67	20328
2nd year after 15 years' service	404.68	21111

**2. Casual overtime scales**

	Basic hourly rate* £	Casual overtime rate £
<b><u>Firefighters (aged 18 years)</u></b>		
Less than 6 months' service	6.40	9.60
More than 6 months' service	6.70	10.05
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	6.50	9.75
After 6 months' service and during 2nd year	6.79	10.19
During 3rd year	7.12	10.68
During 4th year	7.47	11.21
During 5th year (qualified)	8.13	12.20
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	8.50	12.75
Unqualified	7.82	11.73
<b><u>Leading Firefighter</u></b>		
After 15 years' service	8.71	13.07
	9.07	13.61
<b><u>Sub-Officer</u></b>		
1st year	8.93	13.40
1st year after 15 years' service	9.29	13.94
2nd year	9.28	13.92
2nd year after 15 years' service	9.64	14.46

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

UNITED STATES DEPARTMENT OF THE INTERIOR

Geological Survey

Section	Subsection	Block	Acres	Original Grant	Original Patent	Original Survey	Original Section	Original Subsection	Original Block	Original Acres	Original Original Grant	Original Original Patent	Original Original Survey	Original Original Section	Original Original Subsection	Original Original Block	Original Original Acres
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
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50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

WHOLE-TIME CONTROL ROOM PERSONNEL1. Revised rates of pay effective from 7th November 1996

	<u>Weekly</u>			<u>Annually</u>		
	<u>42</u> <u>hour</u> <u>week</u> <u>£</u>	<u>40</u> <u>hour</u> <u>week</u> <u>£</u>	<u>Non-</u> <u>operational</u> <u>staff</u> <u>£</u>	<u>42</u> <u>hour</u> <u>week</u> <u>£</u>	<u>40</u> <u>hour</u> <u>week</u> <u>£</u>	<u>Non-</u> <u>operational</u> <u>staff</u> <u>£</u>
<b><u>Fire Control Operator</u></b>						
Before 17 years	224.73	209.04	N/A	11724	10905	N/A
In 18th year	232.56	216.22	N/A	12132	11280	N/A
Aged 18 less than six months' service	247.39	230.26	N/A	12906	12012	N/A
Aged 18 more than six months' service	258.84	240.72	N/A	13503	12558	N/A
<b><u>Fire Control Operator</u></b> <b><u>(aged 19 years or more)</u></b>						
First six months	251.07	233.82	218.64	13098	12198	11406
After six months and in 2nd year	262.40	244.29	228.30	13689	12744	11910
In 3rd year	274.88	255.90	239.11	14340	13350	12474
In 4th year	288.40	268.50	250.90	15045	14007	13089
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	314.62	292.54	273.27	16413	15261	14256
After 15 years' service	328.19	305.13	285.35	17121	15918	14886
<b><u>Leading Fire Control</u></b> <b><u>Operator</u></b>						
After 15 years' service	336.76	312.95	292.59	17568	16326	15264
	350.27	325.72	304.67	18273	16992	15894
<b><u>Senior Fire Control</u></b> <b><u>Operator</u></b>						
In 1st year	345.16	321.12	300.13	18006	16752	15657
In 1st year after 15 years' service	358.73	333.71	312.15	18714	17409	16284
In 2nd year	358.44	333.54	311.51	18699	17400	16251
In 2nd year after 15 years' service	372.01	346.19	323.48	19407	18060	16875

\* 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> £
<b><u>Fire Control Operator</u></b>				
Before 17 years	5.23	N/A	7.85	N/A
In 18th year	5.41	N/A	8.12	N/A
Aged 18 less than six months' service	5.76	N/A	8.64	N/A
Aged 18 more than six months' service	6.02	N/A	9.03	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>				
First six months	5.85	5.47	8.78	8.21
After six months and in 2nd year	6.11	5.71	9.17	8.57
In 3rd year	6.40	5.98	9.60	8.97
In 4th year	6.71	6.27	10.07	9.41
In 5th year (subject to appraisal)	7.31	6.83	10.97	10.25
After 15 years' service	7.63	7.13	11.45	10.70
<b><u>Leading Fire Control Operator</u></b>				
	7.82	7.31	11.73	10.97
After 15 years' service	8.14	7.62	12.21	11.43
<b><u>Senior Fire Control Operator</u></b>				
In 1st year	8.03	7.50	12.05	11.25
In 1st year after 15 years' service	8.34	7.80	12.51	11.70
In 2nd year	8.34	7.79	12.51	11.69
In 2nd year after 15 years' service	8.65	8.09	12.98	12.14

**RETAINED PERSONNEL**

**1. Revised fees effective from 7th November 1996**

**(i) Annual Retaining Fee**

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	1884	2049
Sub-Officer	1752	1884
Leading Firefighter	1701	1752
Firefighter	1557	1701
Fire Control Operator	1452	1557

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	15.29	6.57	7.69	12.91
Leading Firefighter	13.46	5.96	7.02	11.62
Firefighter	11.53	5.14	6.26	10.12
Fire Control Operator	9.27	4.12	5.01	8.13

\* 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	996	897	822	783	714
15	1149	1044	954	930	837
20	1299	1194	1089	1059	951
25	1521	1386	1275	1224	1110
30	1686	1539	1410	1356	1221
35	1848	1680	1548	1497	1347

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

The payment for authorised duty shall be at the rate of £5.14 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	1023
Sub-Officer	951
Leading Firefighter	882
Firefighter	855
Fire Control Operator	780

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.



JUNIOR FIREFIGHTERS

Revised rates of pay effective from 7th November 1996

	£
Age 16	6192
Age 17	6657
Age 18	the same as for recruit firefighters of the same age

APPENDIX 5

MESS MANAGERS' ALLOWANCE

Revised allowances effective from 7th November 1996

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	4.66	3.10	1.73
51 to 69	5.54	3.75	1.98
70 to 89	6.41	4.45	2.20
90 to 109	7.28	4.85	2.61
110 to 129	8.40	5.54	2.86
130 and over	9.29	6.17	3.32

