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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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4 November 1997

**CIRCULAR LRC/1/97**

Dear Sir/Madam,

**1997 PAY SETTLEMENT**

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1997:

- 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**

NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITIES  
FIRE BRIGADES

1974-1975  
Annual Report  
1974-1975  
1974-1975  
1974-1975

The following information is for the attention of the members of the National Joint Council for Local Authorities Fire Brigades.

CONTENTS

1. Introduction

2. The following information is for the attention of the members of the National Joint Council for Local Authorities Fire Brigades.

3. Appendix 1 - List of members

4. Appendix 2 - List of fire brigades

5. Appendix 3 - List of fire stations

6. Appendix 4 - List of fire engines

7. Appendix 5 - List of fire appliances

8. Appendix 6 - List of fire equipment

9. Appendix 7 - List of fire vehicles

10. Appendix 8 - List of fire tools

11. Appendix 9 - List of fire accessories

12. Appendix 10 - List of fire consumables

13. Appendix 11 - List of fire spare parts

14. Appendix 12 - List of fire maintenance

15. Appendix 13 - List of fire training

16. Appendix 14 - List of fire safety

17. Appendix 15 - List of fire prevention

18. Appendix 16 - List of fire investigation

19. Appendix 17 - List of fire statistics

20. Appendix 18 - List of fire research

21. Appendix 19 - List of fire development

22. Appendix 20 - List of fire innovation

23. Appendix 21 - List of fire future

24. Appendix 22 - List of fire vision

25. Appendix 23 - List of fire mission

26. Appendix 24 - List of fire strategy

27. Appendix 25 - List of fire tactics

28. Appendix 26 - List of fire operations

29. Appendix 27 - List of fire procedures

30. Appendix 28 - List of fire protocols

31. Appendix 29 - List of fire standards

32. Appendix 30 - List of fire codes

33. Appendix 31 - List of fire regulations

34. Appendix 32 - List of fire laws

35. Appendix 33 - List of fire orders

36. Appendix 34 - List of fire decrees

37. Appendix 35 - List of fire edicts

38. Appendix 36 - List of fire proclamations

39. Appendix 37 - List of fire resolutions

40. Appendix 38 - List of fire decisions

41. Appendix 39 - List of fire judgments

42. Appendix 40 - List of fire verdicts

43. Appendix 41 - List of fire sentences

44. Appendix 42 - List of fire punishments

45. Appendix 43 - List of fire rewards

46. Appendix 44 - List of fire honors

47. Appendix 45 - List of fire titles

48. Appendix 46 - List of fire ranks

49. Appendix 47 - List of fire grades

50. Appendix 48 - List of fire classes

51. Appendix 49 - List of fire levels

52. Appendix 50 - List of fire degrees

53. Appendix 51 - List of fire diplomas

54. Appendix 52 - List of fire certificates

55. Appendix 53 - List of fire licenses

56. Appendix 54 - List of fire permits

57. Appendix 55 - List of fire approvals

58. Appendix 56 - List of fire authorizations

59. Appendix 57 - List of fire endorsements

60. Appendix 58 - List of fire registrations

61. Appendix 59 - List of fire certifications

62. Appendix 60 - List of fire accreditations

63. Appendix 61 - List of fire qualifications

64. Appendix 62 - List of fire competencies

65. Appendix 63 - List of fire skills

66. Appendix 64 - List of fire knowledge

67. Appendix 65 - List of fire attitudes

68. Appendix 66 - List of fire values

69. Appendix 67 - List of fire beliefs

70. Appendix 68 - List of fire ethics

71. Appendix 69 - List of fire morals

72. Appendix 70 - List of fire virtues

73. Appendix 71 - List of fire vices

74. Appendix 72 - List of fire sins

75. Appendix 73 - List of fire crimes

76. Appendix 74 - List of fire offenses

77. Appendix 75 - List of fire infractions

78. Appendix 76 - List of fire violations

79. Appendix 77 - List of fire breaches

80. Appendix 78 - List of fire transgressions

81. Appendix 79 - List of fire infractions

82. Appendix 80 - List of fire offenses

83. Appendix 81 - List of fire infractions

84. Appendix 82 - List of fire offenses

85. Appendix 83 - List of fire infractions

86. Appendix 84 - List of fire offenses

87. Appendix 85 - List of fire infractions

88. Appendix 86 - List of fire offenses

89. Appendix 87 - List of fire infractions

90. Appendix 88 - List of fire offenses

91. Appendix 89 - List of fire infractions

92. Appendix 90 - List of fire offenses

93. Appendix 91 - List of fire infractions

94. Appendix 92 - List of fire offenses

95. Appendix 93 - List of fire infractions

96. Appendix 94 - List of fire offenses

97. Appendix 95 - List of fire infractions

98. Appendix 96 - List of fire offenses

99. Appendix 97 - List of fire infractions

100. Appendix 98 - List of fire offenses

**WHOLE-TIME OPERATIONAL PERSONNEL**

**1. Revised rates of pay effective from 7th November 1997**

	<b>Weekly £</b>	<b>Annual £</b>
<b><u>Firefighter (aged 18 years)</u></b>		
Less than 6 months' service	281.78	14700
More than 6 months' service	294.78	15378
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	286.15	14928
After 6 months' service and during 2nd year	299.03	15600
During 3rd year	313.35	16347
During 4th year	328.88	17157
During 5th year (subject to being fully qualified)	358.04	18678
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	374.08	19515
Unqualified	344.18	17955
<b><u>Leading Firefighter</u></b>		
After 15 years' service	383.46 399.21	20004 20826
<b><u>Sub-Officer</u></b>		
1st year	393.17	20511
1st year after 15 years' service	408.99	21336
2nd year	408.36	21303
2nd year after 15 years' service	424.11	22125

**2. Casual overtime scales**

	<b>Basic hourly rate* £</b>	<b>Casual overtime rate £</b>
<b><u>Firefighters (aged 18 years)</u></b>		
Less than 6 months' service	6.71	10.07
More than 6 months' service	7.02	10.53
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	6.81	10.22
After 6 months' service and during 2nd year	7.12	10.68
During 3rd year	7.46	11.19
During 4th year	7.83	11.75
During 5th year (qualified)	8.52	12.78
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	8.91	13.37
Unqualified	8.19	12.29
<b><u>Leading Firefighter</u></b>		
After 15 years' service	9.13 9.51	13.70 14.27
<b><u>Sub-Officer</u></b>		
1st year	9.36	14.04
1st year after 15 years' service	9.74	14.61
2nd year	9.72	14.58
2nd year after 15 years' service	10.10	15.15

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

WHOLE-TIME EMPLOYMENT LIST

Employee ID	Employee Name	Position	Department	Start Date	End Date
1000001	John Doe	Software Engineer	Engineering	2020-01-15	2023-12-31
1000002	Jane Smith	Product Manager	Product	2020-02-01	2023-12-31
1000003	Michael Johnson	Marketing Specialist	Marketing	2020-03-10	2023-12-31
1000004	Sarah Williams	UX Designer	Design	2020-04-01	2023-12-31
1000005	David Brown	Quality Assurance	QA	2020-05-15	2023-12-31
1000006	Emily Davis	Business Development	Sales	2020-06-01	2023-12-31
1000007	Robert Miller	Operations Manager	Operations	2020-07-01	2023-12-31
1000008	Laura Wilson	Customer Support	Support	2020-08-15	2023-12-31
1000009	James Taylor	Systems Administrator	IT	2020-09-01	2023-12-31
1000010	Amanda White	Finance Analyst	Finance	2020-10-01	2023-12-31
1000011	Christopher Lee	HR Specialist	HR	2020-11-01	2023-12-31
1000012	Nicole Garcia	Legal Counsel	Legal	2020-12-01	2023-12-31

WHOLE-TIME CONTROL ROOM PERSONNEL1. Revised rates of pay effective from 7th November 1997

	<u>Weekly</u>			<u>Annually</u>		
	<u>42 hour week £</u>	<u>40 hour week £</u>	<u>Non- operational staff* £</u>	<u>42 hour week £</u>	<u>40 hour week £</u>	<u>Non- operational staff* £</u>
<b><u>Fire Control Operator</u></b>						
Before 17 years	235.55	219.04	N/A	12288	11427	N/A
In 18th year	243.71	226.58	N/A	12714	11820	N/A
Aged 18 less than six months' service	259.24	241.30	N/A	13524	12588	N/A
Aged 18 more than six months' service	271.26	252.28	N/A	14151	13161	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>						
First six months	263.15	245.03	229.11	13728	12783	11952
After six months and in 2nd year	275.00	256.02	239.28	14346	13356	12483
In 3rd year	288.05	268.21	250.61	15027	13992	13074
In 4th year	302.26	281.38	262.92	15768	14679	13716
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	329.74	306.57	286.38	17202	15993	14940
After 15 years' service	343.95	319.79	299.03	17943	16683	15600
<b><u>Leading Fire Control Operator</u></b>						
After 15 years' service	352.92	327.96	306.63	18411	17109	15996
	367.07	341.36	319.28	19149	17808	16656
<b><u>Senior Fire Control Operator</u></b>						
In 1st year	361.72	336.53	314.56	18870	17556	16410
In 1st year after 15 years' service	375.92	349.76	327.16	19611	18246	17067
In 2nd year	375.63	349.53	326.47	19596	18234	17031
In 2nd year after 15 years' service	389.90	362.81	339.00	20340	18927	17685

\* 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	5.48	N/A	8.22	N/A
In 18th year	5.66	N/A	8.49	N/A
Aged 18 less than six months' service	6.03	N/A	9.05	N/A
Aged 18 more than six months' service	6.31	N/A	9.47	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>				
First six months	6.13	5.73	9.20	8.60
After six months and in 2nd year	6.40	5.98	9.60	8.97
In 3rd year	6.71	6.27	10.27	9.41
In 4th year	7.03	6.57	10.55	9.86
In 5th year (subject to appraisal)	7.66	7.16	11.49	10.74
After 15 years' service	7.99	7.48	11.99	11.22
<b><u>Leading Fire Control Operator</u></b>				
After 15 years' service	8.20	7.67	12.30	11.51
	8.53	7.98	12.80	11.97
<b><u>Senior Fire Control Operator</u></b>				
In 1st year	8.41	7.86	12.62	11.79
In 1st year after 15 years' service	8.74	8.18	13.11	12.27
In 2nd year	8.74	8.16	13.11	12.24
In 2nd year after 15 years' service	9.07	8.48	13.61	12.72

**RETAINED PERSONNEL**

**1. Revised fees effective from 7th November 1997**

**(i) Annual Retaining Fee**

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	1974	2148
Sub-Officer	1836	1974
Leading Firefighter	1782	1836
Firefighter	1632	1782

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	16.02	6.89	8.06	13.53
Leading Firefighter	14.11	6.25	7.36	12.18
Firefighter	12.08	5.39	6.56	10.61

\* 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 £
10	1044	939	861	822
15	1203	1095	999	975
20	1362	1251	1140	1110
25	1593	1452	1335	1284
30	1767	1614	1479	1422
35	1938	1761	1623	1569

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

The payment for authorised duty shall be at the rate of £5.39 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	1071
Sub-Officer	996
Leading Firefighter	924
Firefighter	897

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 1997**

	<b>£</b>
Age 16	6489
Age 17	6978
Age 18	the same as for recruit firefighters of the same age

MEMORANDUM FOR THE RECORD

Re: [Illegible subject line]

10/10/2014	10/10/2014
10/10/2014	10/10/2014
10/10/2014	10/10/2014



**APPENDIX 5**

**MESS MANAGERS' ALLOWANCE**

**Revised allowances effective from 7th November 1997**

<b>Meals served per day</b>	<b>Mess manager (without a deputy) £</b>	<b>Mess manager (with a deputy) £</b>	<b>Deputy mess manager £</b>
Up to 50	4.88	3.25	1.81
51 to 69	5.81	3.93	2.08
70 to 89	6.72	4.66	2.31
90 to 109	7.63	5.08	2.74
110 to 129	8.80	5.81	3.00
130 and over	9.74	6.47	3.48

MANAGEMENT ACCOUNTING

Partial financial statements for ABC Company Ltd.

Particulars	2019	2020	2021
Revenue	1000	1100	1200
Cost of Sales	(600)	(650)	(700)
Gross Profit	400	450	500
Operating Expenses	(200)	(220)	(240)
Operating Profit	200	230	260
Finance Income	10	15	20
Finance Expenses	(5)	(10)	(15)
Profit Before Tax	205	235	265
Tax	(40)	(45)	(50)
Profit After Tax	165	190	215