

NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS SECRETARY  
AND JOINT SECRETARY

B. J. RUSBRIDGE

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NJC/1/78

17th January, 1978

Dear Sir,

At a meeting of the National Joint Council on Tuesday,  
17th January, 1978 agreement was reached as attached.

Yours faithfully,

B.J. RUSBRIDGE

T. PARRY

Joint Secretaries

To: The Chief Executive (County Councils in England and Wales)  
The Clerk of the Fire Authority (London and Northern Ireland)  
The Chief Executive (Regional Fire Authorities, Scotland)  
(Copy enclosed for Treasurer and Chief Fire Officer/Firemaster)

Copy to: Members of the National Joint Council



NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITIES' FIRE BRIGADES

1977 AGREEMENT

1. The implementation of this agreement is contingent upon a resumption of full normal working, without any victimisation or discrimination by any party against individuals or groups or industrial or other buildings or premises, and upon a resumption of normal use of all fire service equipment, appliances and premises. All parties undertake to use their best endeavours to achieve this.
2. With effect from 7 November 1977 the basic rates of firemen, leading firemen and sub-officers shall be increased by the appropriate amount such as to ensure that the total earnings increase is equivalent to, but does not exceed, 10% as defined in the guidelines of the White Paper, Cmd 6882.
3. London and fringe area weighting allowances, Strathclyde allowance and Northern Ireland allowance, shall remain as they stand and shall not be included in the above calculation for November 1977 and these allowances shall remain for separate negotiation.
4. Agreement is registered in principle to introduce for firemen, leading firemen and sub-officers, a 42 hour working week without loss of pay from November 1978 subject to satisfactory completion of negotiations. Both sides recognise the many problems associated with the introduction into the fire service of a shorter working week and agree that on the resumption of normal working immediate negotiations shall commence within the N.J.C.
5. The rate of pay for the Qualified Fireman shall embrace all the duties included in the National Joint Council's Handbook "The Qualified Fireman's Job" inclusive of Appendices (as prepared by the Working Party on Job Evaluation), and this shall now be incorporated in the Scheme of Conditions of the NJC for Local Authorities' Fire Brigades. Similarly, job descriptions shall be formulated for other grades within the purview of the National Joint Council and adopted on the same basis as that of Qualified Firemen, with priority for control room staff.
6. Agreement is registered that the appropriate basic rate for a Qualified Fireman shall be such that the average earnings for

Firemen<sup>Ø</sup> throughout the United Kingdom are approximately at a level which equates with the earnings of the adult male manual upper quartile figure\* for April (as published in the New Earnings Survey) and updated by the Department of Employment earnings index to give a November figure.

7. At November 1978 the Qualified Fireman's basic rate will be adjusted upwards to reflect the following :-
  1. The difference between the adult male manual upper quartile\* at November 1977, and the equivalent figure for November 1976.

plus

  2. 50% of the gap between the Firemen's earnings (as published in the New Earnings Survey and updated to November 1977 inclusive of the November 1977 award) and the Adult Male Manual Upper Quartile\* as at November 1977.
8. At November 1979 the basic rate for the Qualified Fireman shall be adjusted again so that Firemen's average earnings equate fully with those of the upper quartile of adult male manual workers\* as in Paragraph 6.
9. Thereafter movements will take place annually to maintain this relationship.
10. The annex to this agreement sets out the new pay rates incorporating the 10% increase (see paragraph 2 above) and certain details connected with the return to work.

\* Upper Quartile means the level at which 75% of all adult male manual workers earn less and 25% earn more.

<sup>Ø</sup> as shown in Table 50 of the New Earnings Survey 1977 under the classification "Firemen".

1. REVISED RATES OF PAY EFFECTIVE FROM 7 NOVEMBER 1977  
 (Not to be used for the calculation of overtime rates)

<u>Rank</u>	<u>Weekly*</u> £	<u>Annual*</u> £
<u>Fireman</u>		
First 6 months' service	57.80	3015
After 6 months' service and during 2nd year	60.38	3150
" 3rd "	63.26	3300
" 4th "	66.36	3462
" 5th " (subject to being fully qualified)	72.29	3771
<u>Long service firemen (after 15 years' service)</u>		
Qualified	75.51	3939
Unqualified	69.48	3625
<u>Leading fireman</u>	77.45	4040
<u>Sub-Officer</u>		
1st year	79.37	4140
2nd year	82.43	4300
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	56.88	2967
More than 6 months' service	59.53	3106

\*NOTE: The above rates include the outstanding threshold payment of £1.20 per week (£62.64 per annum), the pay supplements of £6 per week and £2.50/5%/£4.00, all of which remain unconsolidated into basic pay.

2. CASUAL OVERTIME SCALES

	<u>Basic hourly rate</u> p	<u>Casual overtime rate</u> £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	91.2	1.37
More than six months' service	96.3	1.44
<u>Fireman (aged 19 years or more)</u>		
First six months' service	93.0	1.40
After six months' service and during second year	97.9	1.47
" third year	103.2	1.55
" fourth year	109.1	1.64
" fifth year (qualified)	120.2	1.80

	<u>Basic</u> <u>hourly rate</u> p	<u>Casual</u> <u>overtime rate</u> £
<u>Long serving fireman</u>		
Qualified	126.3	1.69
Unqualified	115.0	1.73
<u>Leading fireman</u>		
	130.0	1.95
<u>Sub-officer</u>		
During first year	133.7	2.01
After first year	139.4	2.09

3. ANNUAL LEAVE

Annual leave (including long service leave) rostered to have been taken during the period of the strike and foregone as a consequence, shall be paid for at the rate of a day's pay for each leave day foregone. Exceptionally, this should not exclude members applying for re-rostered leave. Where possible this should be considered favourably, in accordance with the conditions of the Grey Book.

4. PENSIONS

Fire authorities are asked to consider favourably all requests by firemen under Article 5G(1) of the firemen's Pension Scheme that the period of the strike be reckoned as pensionable service, subject to payment of the appropriate contributions by the employee. Fire authorities are also asked to allow the payment of such contributions to be phased over a reasonable period. Fire authorities should not obstruct the right of control room staff to buy back for pensions purposes the period of the strike, within the terms of the Local Government Superannuation Scheme.

5. RECKONING OF SERVICE

The period of the strike shall count towards the reckoning of service for :

increments;  
long-service leave;  
bounty payments and higher levels of  
retaining fees.

6. RETURN TO WORK

Pay shall be resumed with effect from 09.00 hours on Monday 16th January 1978\*, regardless of whether a member is rostered for annual or rota leave or for the night shift on that day, provided always that those concerned report for normal duty on their first rostered tour of duty.

7. PROBATIONARY PERIOD

The probationary period may be extended by the duration of the strike, subject to agreement with the accredited representatives of members of the brigade.

\* or from whatever time the morning shift started on that day.