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NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS' SECRETARY
AND JOINT SECRETARY
B. J. RUSBRIDGE

Tel: 01-235 6081

41 BELGRAVE SQUARE
LONDON SW1X 8NZ

15th December 1980

NJC/6/80

Dear Sir,

Agreement on salaries has now been 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

1980 AGREEMENT

1. Firemen, Leading Firemen and Sub-Officers

In accordance with the pay formula agreed in 1978, pay will be increased by 18.8% as follows:-

- (a) Pay scales for the full range of fire service duties will be increased by 13% from 7th November 1980 and the new schedules are attached at Appendix A.
- (b) Pay scales for the full range of fire service duties will be increased from 1st April 1981 by a further 5.8% (of the scales which applied prior to 7th November 1980). The new schedules are attached at Appendix B.

2. Fire Control Operators, Leading Fire Control Operators and Senior Fire Control Operators, and Non-Operational Personnel

Schedules of pay for control room and non-operation staff are attached as Appendices C and D.

- 3. These figures go beyond the money currently available and will create great difficulties for local authorities, but they are being offered, exceptionally, in the light of the Employers' wish to honour the existing pay formula.
- 4. A statement by the Employers is attached as Appendix E.
- 5. A statement by the Employees is attached as Appendix F.

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1980

<u>Rank</u>	<u>Weekly</u> £	<u>Annual</u> £
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	94.54	4932
More than 6 months' service	98.97	5163
<u>Fireman</u>		
First 6 months' service	96.04	5010
After 6 months' service and during 2nd year	100.41	5238
" 3rd "	105.12	5484
" 4th "	110.36	5757
" 5th " (subject to being fully qualified)	120.25	6273
<u>Long Service fireman (after 15 years' service)</u>		
Qualified	125.48	6546
Unqualified	115.53	6027
<u>Leading fireman</u>	128.76	6717
<u>Sub-Officer</u>		
1st year	131.92	6882
2nd year	137.04	7149

2. CASUAL OVERTIME SCALES

	<u>Basic *</u> <u>hourly rate</u> £	<u>Casual</u> <u>overtime rate</u> £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	2.25	3.38
More than six months' service	2.36	3.54
<u>Fireman (aged 19 years or more)</u>		
First six months' service	2.29	3.44
After six months' service and during second year	2.39	3.59
" third year	2.50	3.75
" fourth year	2.63	3.95
" fifth year (qualified)	2.86	4.29
<u>Long Serving fireman</u>		
Qualified	2.99	4.49
Unqualified	2.75	4.13
<u>Leading fireman</u>	3.07	4.61
<u>Sub-Officer</u>		
During first year	3.14	4.71
After first year	3.26	4.89

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

1. REVISED RATES OF PAY EFFECTIVE FROM 1ST APRIL 1981

<u>Rank</u>	<u>Weekly</u> £	<u>Annual</u> £
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	99.43	5187
More than 6 months' service	104.03	5427
<u>Fireman</u>		
First 6 months' service	100.98	5268
After 6 months' service and during 2nd year	105.53	5505
" 3rd "	110.53	5766
" 4th "	115.99	6051
" 5th " (subject to being fully qualified)	126.40	6594
<u>Long Service Fireman (after 15 years' service)</u>		
Qualified	131.92	6882
Unqualified	121.46	6336
<u>Leading Fireman</u>	135.32	7059
<u>Sub-Officer</u>		
1st year	138.71	7236
2nd year	144.06	7515

2. CASUAL OVERTIME SCALES

	<u>Basic *</u> <u>hourly rate</u> £	<u>Casual</u> <u>overtime rate</u> £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	2.37	3.56
More than six months' service	2.48	3.72
<u>Fireman (aged 19 years or more)</u>		
First six months' service	2.40	3.60
After six months' service and during second year	2.51	3.77
" third year	2.63	3.95
" fourth year	2.76	4.14
" fifth year (qualified)	3.01	4.52
<u>Long Serving Fireman</u>		
Qualified	3.14	4.71
Unqualified	2.89	4.34
<u>Leading Fireman</u>	3.22	4.83
<u>Sub-Officer</u>		
During first year	3.30	4.95
After first year	3.43	5.15

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

The Employers insist that full normal working should be maintained in brigades at all times and that the disputes procedures should be used for the resolution of industrial disputes.

The Employers give notice that they cannot guarantee payment under the 1978 pay formula in future years. They intend to examine the future position early in 1981 and will consult the Fire Service Unions as early as possible thereafter. The employers also give notice of their desire to move the pay review date for the fire service to April, and will propose this in the course of the next round of Fire Service pay negotiations.

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1980RANK

	<u>Weekly</u>			<u>Annual</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> £
<u>Fire Control Operator</u>						
Before 17 years	79.02	73.55	-	4122	3837	-
In 18th year	81.72	76.03	-	4263	3966	-
In 19th year	86.20	80.22	-	4497	4185	-
<u>Thereafter</u>						
First six months	88.33	82.18	76.83	4608	4287	4008
After six months and in second year	92.36	85.92	80.34	4818	4482	4191
In 3rd year	96.73	89.94	84.08	5046	4692	4386
In 4th year	101.50	94.43	88.27	5295	4926	4605
In 5th year (subject to appraisal: see para 1 of NJC/5/79)	110.64	102.88	96.21	5772	5367	5019
After 15 years service	115.42	107.37	100.41	6021	5601	5238
<u>Leading Fire Control Operator</u>						
	118.47	110.18	103.00	6180	5748	5373
<u>Senior Fire Control Operator</u>						
In 1st year	121.34	112.89	105.53	6330	5889	5505
In 2nd year	123.70	115.07	107.60	6453	6003	5613
In 3rd year	126.06	117.26	109.61	6576	6117	5718

2. CASUAL OVERTIME SCALESRANK

	<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> £
Before 17 years	1.84	-	2.76	-
In 18th year	1.90	-	2.85	-
In 19th year	2.01	-	3.02	-
<u>Thereafter</u>				
First six months	2.05	1.92	3.08	2.88
After six months and in 2nd year	2.15	2.01	3.23	3.02
In 3rd year	2.25	2.10	3.38	3.15
In 4th year	2.36	2.21	3.54	3.32
In 5th year (subject to appraisal)	2.57	2.41	3.86	3.62
After 15 years' service	2.68	2.51	4.02	3.77

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

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	<u>Basic hourly rate</u>		<u>Casual overtime rate</u>	
	<u>Fire Control staff</u>	<u>Non-opera- tional staff</u>	<u>Fire Control staff</u>	<u>Non-opera- tional staff</u>
	£	£	£	£
<u>Leading Fire Control Operator</u>	2.75	2.58	4.13	3.87
<u>Senior Fire Control Operator</u>				
In 1st year	2.82	2.64	4.23	3.96
In 2nd year	2.88	2.69	4.32	4.04
In 3rd year	2.93	2.74	4.40	4.11

1. REVISED RATES OF PAY EFFECTIVE FROM 1ST APRIL 1981

RANK	Weekly			Annual		
	42 hour week	40 hour week	Non-operational* staff	42 hour week	40 hour week	Non-operat- * ional staff
	£	£	£	£	£	£
<u>Fire Control Operator</u>						
Before 17 years	83.10	77.35	N/A	4335	4035	N/A
In 18th year	85.97	79.94	N/A	4485	4170	N/A
In 19th year	90.69	84.36	N/A	4731	4401	N/A
<u>Thereafter</u>						
First six months	92.93	86.43	80.80	4848	4509	4215
After six months and in second year	97.07	90.29	84.42	5064	4710	4404
In 3rd year	101.67	94.60	88.45	5304	4935	4614
In 4th year	106.73	99.26	92.82	5568	5178	4842
In 5th year (subject to appraisal: see para 1 of NJC/5/ 79).	116.28	108.17	101.10	6066	5643	5274
After 15 years service	121.34	112.89	105.53	6330	5889	5505
<u>Leading Fire Control Operator</u>						
	124.50	115.82	108.23	6495	6042	5646
<u>Senior Fire Control Operator</u>						
In 1st year	127.61	118.70	110.99	6657	6192	5790
In 2nd year	130.08	121.00	113.12	6786	6312	5901
In 3rd year	132.50	123.30	115.25	6912	6432	6012

2. CASUAL OVERTIME SCALES

Basic hourly rate		Casual overtime rate	
Fire Control staff	Non-opera- * tional staff	Fire Control staff	Non-opera- * tional staff
£	£	£	£

Fire Control Operator

Before 17 years	1.93	N/A	2.90	N/A
In 18th year	2.00	N/A	3.00	N/A
In 19th year	2.11	N/A	3.17	N/A

Thereafter

First six months	2.16	2.02	3.24	3.03
After six months and in 2nd year	2.26	2.11	3.39	3.17
In 3rd year	2.37	2.21	3.56	3.32
In 4th year	2.48	2.32	3.72	3.48
In 5th year (subject to appraisal)	2.70	2.53	4.05	3.80
After 15 years service	2.82	2.64	4.23	3.96

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

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	<u>Fire Control staff</u>	<u>Non-Opera- tional staff</u>	<u>Fire Control staff</u>	<u>Non-Opera- tional staff</u>
<u>Leading Fire Control Operator</u>	2.90	2.71	4.35	4.07
<u>Senior Fire Control Operator</u>				
In 1st year	2.97	2.77	4.46	4.16
In 2nd year	3.03	2.83	4.55	4.25
In 3rd year	3.08	2.88	4.62	4.32

EMPLOYERS' STATEMENT

The Employers require that this statement be attached to the 1980/81 agreement on Firemen's pay.

The Employers have sought every means to bridge the wide gap between the cost of honouring the 1978 pay agreement and the gravely depleted financial resources available to Local Government. The gap is still there and the problems remain. Action to reduce costs will require full co-operation throughout the Fire Service.

In the context of the current round of negotiations, the Employers regard the firemen's position as unique. The 1980/81 settlement for firemen sets no standard or precedent for any other group.

The Employers note the statement made by the TUC on 26th November 1980 which said :

"The General Council emphasised that whatever the position of unions generally in respect of the Government's six per cent cash limit, that was clearly a separate matter from the 1978 Agreement between the Fire Brigades' Union and the Local Authorities, where the issue was simply one of honouring a binding collective agreement and bore no direct relationship to the collective bargaining circumstances of other unions".

To meet the new scales of pay for firemen ways must be found to reduce the running costs of the Fire Service. Fire Authorities will follow the proper procedures as appropriate through the National Joint Council, the Central Fire Brigades Advisory Council and direct reference to the Home Secretary.

Levels of manning will be closely examined by fire authorities and redundancies cannot be ruled out.

The National Employers note the letter from the Home Secretary dated 28th November 1980, attached as the Annex.

The Employers will initiate early discussions in the National Joint Council on the more effective use of manpower and means for achieving economies. Among the items they will consider are :-

- (a) Rotas;
- (b) Variable manning;
- (c) Duty systems, including whole-time retained;
- (d) 10 day fortnight for day duty staff;
- (e) Working routines;
- (f) Home to duty travelling expenses;
- (g) Tradesmen's work.

The Employers will be recommending to fire authorities that any local payments and conditions in excess of the appropriate national agreements should be brought into line at the earliest opportunity.



ANNEX

QUEEN ANNE'S GATE LONDON SW1H 9AT

28 November 1980

Dear Mr Brannan,

I understand that during yesterday's negotiations on firemen's pay some of the employers thought that it would be helpful to have the Home Secretary's views on the future manning of the Fire Service.

As you know, under the terms of the Fire Service Act of 1947, I am responsible for considering any requests received from fire authorities for reductions in their establishment schemes. Before agreeing to reductions I have to satisfy myself that they would not result in fire cover falling below the minimum prescribed standards for the protection of the public. During the past 18 months I have considered 19 such requests. Each of these has been thoroughly examined by the Fire Service Inspectorate. In the light of H.M. Chief Inspector's professional advice I have approved all but one request. Three other cases are currently under examination: they and any new submissions will be dealt with as quickly as possible.

For the longer term, you will be aware that the Home Office's recent Fire Policy Review proposed, among other things, that a review should be undertaken of the standards of fire cover. A consultative document based on the review was issued in June and we are awaiting comments from all interested parties by the end of the year. On 11 November at a meeting of the Central Fire Brigades Advisory Council, on which both the local authority associations and the Fire Service organisations are represented, it was agreed that following the receipt of comments on the Review a special meeting of the Council should be arranged early in the New Year to consider the composition and terms of reference of a committee that might be set up under the auspices of the Council to undertake the proposed review of the standards of fire cover. I recognise the bearing the Review as a whole could have on future fire brigade establishments, and undertake for my part to ensure that the matter is processed as expeditiously as possible.

The Home Office will be prepared in consultation with the various interests concerned to assist in identifying possible areas for economy.

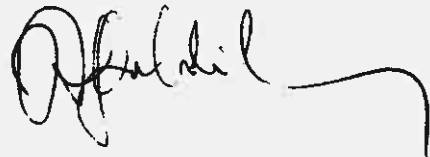
If it would be helpful I would be prepared to agree to further discussion of these issues.

T. M. Brannan, Esq., OBE.

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I am sending a copy of this letter to Mr. Rusbridge so that it can, if you wish, be circulated to all members of the Employers' Side of the National Joint Council and to the Secretaries of the local authority associations. I would, of course, have no objection to its being passed also to the representatives of the Employees' Side.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Abdul", followed by a long horizontal flourish extending to the right.

Approved by the Home Secretary
and signed in his absence

EMPLOYEES' STATEMENT

The Employers have attached an independent document to the 1980 Pay Agreement which is not part of the Pay Agreement.

All the items raised by the Employers have been the subject of discussion on the National Joint Council over many years and the proposals made by the Employers are seeking to reverse long standing decisions taken by the National Joint Council. The Union has stressed that there is machinery within the National Joint Council and the Central Fire Brigades Advisory Council for these matters to be raised and has placed on record that the Union could not be expected to acquiesce in reversing hard won decisions which would clearly worsen Fire Service conditions.

It would have been more appropriate for the Employers to have said in respect of Brigade establishments they would follow the procedures outlined by the Home Secretary in his letter to the Employers' Chairman of 28th November 1980, which is attached to their statement, rather than just noting the letter.

Job loss and/or redundancies will be totally resisted by the Union in accordance with the Union's Annual Conference policy.

The Union have the following points to make on paragraphs (a) to (g) raised by the Employers :-

(a) ROTAS: These were part of the 42 hour week Agreement and it is perfectly legitimate for the Union to oppose changes except by mutual agreement;

(b) VARIABLE MANNING: It is not clearly understood what this means. If it means, as it is suggested, less men are required on night shifts then the Union have a clear duty to oppose this. Statistics show that for logical reasons fires occurring at night are mostly more severe than those occurring in day time.

(c) DUTY SYSTEMS including Whole-Time Retained:

There is a Duty Systems Agreement in being which in its present form was negotiated as part of the settlement to end the strike in 1978. If longer hours or less men on forms of continuous duty are being proposed, then the Union do not see a place for such propositions against the social background of the 1980s. Shorter hours and more jobs are urgently required, not only in the Fire Service but throughout industry and commerce. The Whole-Time Retained System of fire cover has only recently been negotiated out of the Fire Service and there is no place for its return.

(d) 10 DAY FORTNIGHT FOR DAY STAFF: It is less than two years since the 9 day fortnight for day workers in the Fire Service was introduced as a result of an Arbitration Award.

The Employers accepted the Arbitration Award and there is no valid reason why that Award should now be set to one side.

(e) WORKING ROUTINES: These were settled at Brigade level as part of the 42 hour week Agreement. They do not mean a penny in cash savings. The Union regard this as a petty issue the Employers are raising.

(f) HOME TO DUTY TRAVEL ALLOWANCE: This matter was the subject of a National Joint Council Disputes Panel on 2nd May 1980 and the Award jointly made states :-

"That arrangements can only be altered in joint Agreements."

(g) TRADESMEN'S WORK: The Tradesmen's Work Agreement in the Fire Service Scheme of Conditions of Service is now of some 25 years' standing. It was drawn up in conjunction with a number of other trade unions. Any variant to that Agreement, which would presumably be to weaken it, would in any case require to be discussed in conjunction with those same unions and the outcome is inevitable.

Where the Employers raise the question of local payments, these are very few in the Fire Service and all have an attachment to the National Joint Council, the same principle of any variant upwards or downwards would have to be achieved by agreement.

The Employees feel it is necessary to make this independent statement in response to the Employers' Statement to indicate that there is a history involved in every point the Employers raised and that it is legitimate to remind the Employers and the Fire Service of this history. Nothing at this time has been tabled for discussion.

The above should clearly be seen by the Employers as an indication that the Union will oppose all such areas in discussion whereby our members' conditions, or standards of fire cover are threatened.

In defence of this position the Executive Council will recommend, if necessary, physical industrial action.

The Employees are committed to continuing the 1978 pay formula in future years. The experiences of this year show the need for this.

TP/BLB/NJC