

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

EMPLOYERS' SECRETARY
AND JOINT SECRETARY
B. J. RUSBRIDGE C.B.E.

Tel. 01 235 6081

41 BELGRAVE SQUARE
LONDON SW1X 8NZ

17th November 1986

LRC/2/86

Dear Sir,

1986 PAY SETTLEMENT

Agreement was reached today on increases to the pay and fees of full and part-time personnel covered by the Lower Ranks' Committee. The details are attached as follows :-

- Appendix 1 - whole-time operational personnel ;
- Appendix 2 - whole-time control room personnel ;
- Appendix 3 - retained personnel ;
- Appendix 4 - junior firemen;
- Appendix 5 - mess managers allowance.

Yours faithfully,
B.J. RUSBRIDGE
K. CAMERON
Joint Secretaries

To: The Chief Executive of the County Council
The Chief Executive of the Regional Fire Authority
The Secretary to the Fire Authority for Northern Ireland
The Appropriate Officer of the Fire and Civil Defence Authority

Copy enclosed for the Treasurer and the Chief Fire Officer/Firemaster

c.c. Members of the National Joint Council (Lower Ranks' Committee)

APPENDIX 1

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1986

<u>Rank</u>	Weekly £	Annual £
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	156.47	8163
More than 6 months' service	163.66	8538
<u>Fireman</u>		
First 6 months' service	158.83	8286
After 6 months' service and during 2nd year	166.02	8661
during 3rd year	173.90	9072
during 4th year	182.52	9522
during 5th year (subject to being fully qualified)	198.86	10374
<u>Fireman after 15 years' service</u>		
Qualified	207.60	10830
Unqualified	191.04	9966
<u>Leading Fireman</u>		
Leading fireman after 15 years' service	212.89	11106
	221.63	11562
<u>Sub-Officer</u>		
1st year	218.29	11388
Sub-officer 1st year after 15 years' service	227.04	11844
2nd year	226.63	11823
Sub-officer 2nd year after 15 years' service	235.37	12279

2. CASUAL OVERTIME SCALES

	Basic* hourly rate £	Casual overtime rate £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	3.73	5.60
More than six months' service	3.90	5.85
<u>Fireman (aged 19 years or more)</u>		
First six months' service	3.78	5.67
After six months' service and during second year	3.95	5.93
during third year	4.14	6.21
during fourth year	4.35	6.53
during fifth year (qualified)	4.73	7.10
<u>Fireman after 15 years' service</u>		
Qualified	4.94	7.41
Unqualified	4.55	6.83
<u>Leading Fireman</u>		
Leading fireman after 15 years' service	5.07	7.61
	5.28	7.92
<u>Sub-officer</u>		
1st year	5.20	7.80
Sub-officer 1st year after 15 years' service	5.41	8.12
2nd year	5.40	8.10
Sub-officer 2nd year after 15 years' service	5.60	8.40

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

APPENDIX 2

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1986

RANK

	Weekly			Annual		
	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	130.71	121.68	N/A	6819	6348	N/A
In 18th year	135.20	125.76	N/A	7053	6561	N/A
Aged 18						
- Less than 6 mths service	143.94	133.93	N/A	7509	6987	N/A
- More than 6 mths service	150.55	140.03	N/A	7854	7305	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	146.12	136.00	127.14	7623	7095	6633
After six months and in second year	152.68	142.10	132.78	7965	7413	6927
In 3rd year	159.92	148.82	139.11	8343	7764	7257
In 4th year	167.86	156.19	146.01	8757	8148	7617
In 5th year (subject to appraisal: para 2 of LRC/7/ ...).	183.04	170.16	159.00	9549	8877	8295
After 15 years service	190.92	177.52	166.02	9960	9261	8661
<u>Leading Fire Control Operator</u>						
After 15 years' service	195.92	182.12	170.22	10221	9501	8880
<u>Senior Fire Control Operator</u>						
In 1st year	200.81	186.78	174.59	10476	9744	9108
In 1st year after 15 years' service	208.69	194.14	181.60	10887	10128	9474
In 2nd year	208.52	194.03	181.20	10878	10122	9453
In 2nd year after 15 years' service	216.40	201.39	188.22	11289	10506	9819

*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.

2. CASUAL OVERTIME SCALES

	Basic hourly rate		Casual overtime rate	
	Fire Control staff	Non-operational staff	Fire Control staff	Non-operational staff
	£	£	£	£
<u>Fire Control Operator</u>				
Before 17 years	3.04	N/A	4.56	N/A
In 18th year	3.14	N/A	4.71	N/A
Age 18 years				
- Less than 6 mths service	3.35	N/A	5.03	N/A
- More than 6 mths service	3.50	N/A	5.25	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	3.40	3.18	5.10	4.77
After six months and in 2nd year	3.55	3.32	5.33	4.98
In 3rd year	3.72	3.48	5.58	5.22
In 4th year	3.90	3.65	5.85	5.48
In 5th year (subject to appraisal)	4.25	3.98	6.38	5.97
After 15 years service	4.44	4.15	6.66	6.23
<u>Leading Fire Control Operator</u>				
After 15 years' service	4.55	4.26	6.83	6.39
After 15 years' service	4/74	4.43	7.11	6.65
<u>Senior Fire Control Operator</u>				
In 1st year	4.67	4.36	7.01	6.54
In 1st year after 15 years' service	4.85	4.54	7.28	6.81
In 2nd year	4.85	4.53	7.28	6.80
In 2nd year after 15 years' service	5.03	4.71	7.55	7.07

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1986:-

1. Retained Members Fees(i) Annual retaining fee

Rank	During first 3 years' service	After 3 years' service
Sub-Officer in charge of station	£ 1095	£ 1188
Sub-Officer	£ 1020	£ 1095
Leading Fireman	£ 990	£ 1020
Fireman	£ 909	£ 990
Fire Control Operator	£ 843	£ 909

Note: Annual fees to be reduced by up to 25% for those providing cover only for limited period.

(ii) Turn-out, attendance and other fees

Rank	Turn-out	Pre-arranged attendance fees; extra payment for remaining on duty; payment for extra work	Attendance fee	Drill night fee
	£	£	£	£
Sub-Officer	8.90	3.83	4.47	7.52
Leading Fireman	7.83	3.67	4.07	6.77
Fireman	6.71	2.99	3.64	5.88
Fire Control Operator	5.39	2.40	2.92	4.73

2. Long Service Bounty Scheme

<u>Years of Service</u>	<u>Sub-Officer i/c Station</u>	<u>Sub- Officer</u>	<u>Leading Fireman</u>	<u>Fireman</u>	<u>Fire Control Operator</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
10	531	441	384	348	276
15	531	441	384	372	294
20	531	465	384	372	294
25	678	585	498	465	372
30	717	609	516	465	372
35	717	609	516	495	384

3. Volunteer Firemen: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £2.99 for each hour of such duty, i.e. the rate for retained firemen who remain on duty.

4. Retaining and other Fees for Certain Whole-Time Members
(para 11 of Section VI of Scheme)

Annual retaining fees shall be as follows:

Sub-Officer in charge of station	£ 597
Sub-Officer	£ 555
Leading Fireman	£ 513
Fireman	£ 495
Fire Control Operator	£ 456

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

REVISED RATES OF PAY FOR JUNIOR FIREMEN
EFFECTIVE FROM 7TH NOVEMBER 1986

Age 16	£ 3603
Age 17	£ 3873
Age 18	the same as for recruit firemen of the same age

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APPENDIX 5

MESS MANAGERS' ALLOWANCE
EFFECTIVE FROM 7TH NOVEMBER 1986

Meals served per day	Mess manager (without a deputy)	Mess manager (with a deputy)	Deputy mess manager
	£	£	£
Up to 50	2.71	1.80	1.02
51 to 69	3.22	2.18	1.16
70 to 89	3.73	2.58	1.29
90 to 109	4.24	2.82	1.53
110 to 129	4.88	3.22	1.66
130 and over	5.40	3.59	1.93