

Employers' Secretary, Charles Nolda
41 Belgrave Square, London SW1X 8NZ
Telephone 071 235 6081 Fax 071 235 1257

Employees' Secretary, Ken Cameron
Bradley House, 68 Coombe Road,
Kingston Upon Thames KT2 7AE
Telephone 081 541 1765

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

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

Members of the National Joint Council

22nd October 1993

CIRCULAR LRC/1/93

Dear Sir/Madam,

1993 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1993:

- 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 1993

	Weekly £	Annual £
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	243.54	12705
More than 6 months' service	254.75	13290
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	247.22	12897
After 6 months' service and during 2nd year	258.38	13479
During 3rd year	270.74	14124
During 4th year	284.14	14823
During 5th year (subject to being fully qualified)	309.44	16143
<u>Firefighter after 15 years' service</u>		
Qualified	323.19	16860
Unqualified	297.37	15513
<u>Leading Firefighter</u>		
After 15 years' service	344.93	17994
<u>Sub-Officer</u>		
1st year	339.75	17724
1st year after 15 years' service	353.38	18435
2nd year	352.86	18408
2nd year after 15 years' service	366.43	19116

2. Casual overtime scales

	Basic hourly rate* £	Casual overtime rate £
<u>Firefighters (aged 18 years)</u>		
Less than 6 months' service	5.80	8.70
More than 6 months' service	6.07	9.11
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	5.89	8.84
After 6 months' service and during 2nd year	6.15	9.23
During 3rd year	6.45	9.68
During 4th year	6.77	10.16
During 5th year (qualified)	7.37	11.06
<u>Firefighter after 15 years' service</u>		
Qualified	7.70	11.55
Unqualified	7.08	10.62
<u>Leading Firefighter</u>		
After 15 years' service	8.21	12.32
<u>Sub-Officer</u>		
1st year	8.09	12.14
1st year after 15 years' service	8.41	12.62
2nd year	8.40	12.60
2nd year after 15 years' service	8.72	13.08

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

WHOLE-TIME CONTROL ROOM PERSONNEL1. Revised rates of pay effective from 7th November 1993

	42 hour week £	Weekly 40 hour week £	Non- operational staff £	42 hour week £	Annually 40 hour week £	Non- operational staff £
<u>Fire Control Operator</u>						
Before 17 years	203.46	189.31	N/A	10614	9876	N/A
In 18th year	210.59	195.81	N/A	10986	10215	N/A
Aged 18 less than six months' service	224.04	208.46	N/A	11688	10875	N/A
Aged 18 more than six months' service	234.34	218.01	N/A	12225	11373	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	227.38	211.74	197.99	11862	11046	10329
After six months and in 2nd year	237.62	221.17	206.73	12396	11538	10785
In 3rd year	248.95	231.69	216.51	12987	12087	11295
In 4th year	261.19	243.14	227.21	13626	12684	11853
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	284.89	264.93	247.45	14862	13821	12909
After 15 years' service	297.14	276.26	258.38	15501	14412	13479
<u>Leading Fire Control Operator</u>						
	304.90	283.45	264.99	15906	14787	13824
After 15 years' service	317.21	294.95	275.86	16548	15387	14391
<u>Senior Fire Control Operator</u>						
In 1st year	312.55	290.81	271.78	16305	15171	14178
In 1st year after 15 years' service	324.86	302.14	282.64	16947	15762	14745
In 2nd year	324.57	302.03	282.13	16932	15756	14718
In 2nd year after 15 years' service	336.82	313.47	292.94	17571	16353	15282

* 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> £
<u>Fire Control Operator</u>				
Before 17 years	4.73	N/A	7.10	N/A
In 18th year	4.90	N/A	7.35	N/A
Aged 18 less than six months' service	5.21	N/A	7.82	N/A
Aged 18 more than six months' service	5.45	N/A	8.18	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	5.29	4.95	7.94	7.43
After six months and in 2nd year	5.53	5.17	8.30	7.76
In 3rd year	5.79	5.41	8.69	8.12
In 4th year	6.08	5.68	9.12	8.52
In 5th year (subject to appraisal)	6.62	6.19	9.93	9.29
After 15 years' service	6.91	6.46	10.37	9.69
<u>Leading Fire Control Operator</u>				
After 15 years' service	7.09	6.62	10.64	9.93
	7.37	6.90	11.06	10.35
<u>Senior Fire Control Operator</u>				
In 1st year	7.27	6.79	10.91	10.19
In 1st year after 15 years' service	7.55	7.07	11.33	10.61
In 2nd year	7.55	7.05	11.33	10.58
2nd year after 15 years' service	7.84	7.32	11.76	10.98

RETAINED PERSONNEL1. Revised fees effective from 7th November 1993(i) Annual Retaining Fee

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	1707	1854
Sub-Officer	1584	1707
Leading Firefighter	1542	1584
Firefighter	1410	1542
Fire Control Operator	1314	1410

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	13.85	5.95	6.97	11.69
Leading Firefighter	12.18	5.40	6.35	10.52
Firefighter	10.44	4.65	5.68	9.16
Fire Control Operator	8.40	3.74	4.54	7.37

* 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	900	810	744	711	645
15	1041	945	867	843	756
20	1176	1080	987	960	864
25	1380	1257	1155	1110	1005
30	1527	1392	1278	1227	1107
35	1674	1521	1401	1356	1218

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

The payment for authorised duty shall be at the rate of £4.65 for 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	927
Sub-Officer	864
Leading Firefighter	798
Firefighter	774
Fire Control Operator	708

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 1993

	£
Age 16	5607
Age 17	6027
Age 18	the same as for recruit firefighters of the same age

MESS MANAGERS' ALLOWANCE

Revised allowances effective from 7th November 1993

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	4.22	2.81	1.57
51 to 69	5.02	3.40	1.80
70 to 89	5.80	4.03	2.00
90 to 109	6.59	4.39	2.37
110 to 129	7.61	5.02	2.59
130 and over	8.41	5.59	3.00

