

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

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5th November 1987

LRC/4/87

Dear Sir,

1987 PAY SETTLEMENT

Agreement was reached on 4th November 1987 on increases to the pay and fees of full and part-time personnel covered by the Lower Ranks' Committee and effective from 7th November 1987. 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.

Agreement was also reached on the claim by the Employees' Side for increases to long service bounty payments to all existing bounty payment points with effect from 7th November 1987. The new bounty sums are included in this Circular and incorporate the pay award referred to above.

Yours faithfully,
D.E. THOMAS
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
The Chief Fire Officer of the Fire and Civil Defence Authority

Copy enclosed for Treasurer

Copy enclosed for Chief Fire Officer/Firemaster (County and Regional Authorities)

c.c. Members of the Lower Ranks' Committee

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1987RANK

	Weekly			Annual		
	42 hour	40 hour	Non-	42 hour	40 hour	Non-
	week	week	operational	week	week	operational
	£	£	staff*	£	£	staff*
<u>Fire Control Operator</u>						
Before 17 years	140.26	130.54	N/A	7317	6810	N/A
In 18th year	145.09	134.97	N/A	7569	7041	N/A
And 18						
- Less than 6 mths service	154.46	143.71	N/A	8058	7497	N/A
- More than 6 mths service	161.53	150.26	N/A	8427	7839	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	156.76	145.95	136.40	8178	7614	7116
After six months and in second year	163.83	152.45	142.50	8547	7953	7434
In 3rd year	171.60	159.69	149.28	8952	8331	7788
In 4th year	180.11	167.57	156.65	9396	8742	8172
In 5th year (subject to appraisal; see para 2 of LRC/7/83).	196.38	182.58	170.62	10245	9525	8901
After 15 years service	204.84	190.46	178.15	10686	9936	9294
<u>Leading Fire Control Operator</u>						
After 15 years' service	210.24	195.41	182.64	10968	10194	9528
<u>Senior Fire Control Operator</u>						
In 1st year	215.48	200.41	187.35	11241	10455	9774
In 1st year after 15 years' service	223.93	208.29	194.89	11682	10866	10167
In 2nd year	223.76	208.17	194.43	11673	10860	10143
In 2nd year after 15 years' service	232.21	216.11	201.96	12114	11274	10536

*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	3.26	N/A	4.89	N/A
In 18th year	3.37	N/A	5.06	N/A
Age 18 years				
- Less than 6 mths service	3.59	N/A	5.39	N/A
- More than 6 mths service	3.76	N/A	5.64	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	3.65	3.41	5.48	5.12
After six months and in 2nd year	3.81	3.56	5.72	5.34
In 3rd year	3.99	3.73	5.99	5.60
In 4th year	4.19	3.92	6.29	5.88
In 5th year (subject to appraisal)	4.56	4.27	6.84	6.41
After 15 years service	4.76	4.45	7.14	6.68
<u>Leading Fire Control Operator</u>				
	4.89	4.57	7.34	6.86
After 15 years' service	5.08	4.75	7.62	7.13
<u>Senior Fire Control Operator</u>				
In 1st year	5.01	4.68	7.52	7.02
In 1st year after 15 years' service	5.21	4.87	7.82	7.31
In 2nd year	5.20	4.86	7.80	7.29
In 2nd year after 15 years' service	5.40	5.05	8.10	7.58

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1987:-

1. Retained Members Fees(i) Annual retaining fee

Rank	During first 3 years' service	After 3 years' service
Sub-Officer in charge of station	£ 1176	£ 1275
Sub-Officer	£ 1095	£ 1176
Leading Fireman	£ 1062	£ 1095
Fireman	£ 975	£ 1062
Fire Control Operator	£ 906	£ 975

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	9.55	4.11	4.80	8.07
Leading Fireman	8.40	3.72	4.37	7.26
Fireman	7.20	3.21	3.91	6.31
Fire Control Operator	5.78	2.58	3.13	5.08

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>
	£	£	£	£	£
10	621	561	516	492	441
15	717	651	600	579	522
20	813	744	681	660	597
25	951	867	795	765	690
30	1056	960	882	846	762
35	1152	1050	966	933	840

3. Volunteer Firemen: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £3.21 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	£ 642
Sub-Officer	£ 597
Leading Fireman	£ 549
Fireman	£ 531
Fire Control Operator	£ 489

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.

REVISED RATES OF PAY FOR JUNIOR FIREMEN
EFFECTIVE FROM 7TH NOVEMBER 1987

Age 16	£3867
Age 17	£4155
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 1987

Meals served per day	Mess manager (without a deputy)	Mess manager (with a deputy)	Deputy mess manager
	£	£	£
Up to 50	2.91	1.93	1.09
51 to 69	3.46	2.34	1.24
70 to 89	4.00	2.77	1.38
90 to 109	4.55	3.03	1.64
110 to 129	5.24	3.46	1.78
130 and over	5.79	3.85	2.07