

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITIES' FIRE BRIGADES

Employers' Secretary: David Thomas

41 BELGRAVE SQUARE, LONDON SW1X 8NZ
Tel: 01-235 6081 · Fax: 01-235 1257

Employees' Secretary: Ken Cameron

BRADLEY HOUSE, 68 COOMBE ROAD, KINGSTON UPON THAMES KT2 7AE
Tel: 01-541 1765

3rd November 1988

CIRCULAR LRC/3/88

Dear Sir/Madam,

1988 PAY SETTLEMENT

Agreement was reached on 2nd November 1988 on increases to the pay and fees of full and part-time personnel covered by the Lower Ranks' Committee. The new rates are effective from 7th November 1988. 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,
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

APPENDIX 11. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1988

<u>Rank</u>	Weekly £	Annual £
<u>Fireman (aged 18 years)</u>		
Less than 6 months' service	182.35	9513
More than 6 months' service	190.75	9951
<u>Fireman</u>		
First 6 months' service	185.11	9657
After 6 months' service and during 2nd year	193.45	10092
during 3rd year	202.65	10572
during 4th year	212.72	11097
during 5th year (subject to being fully qualified)	231.69	12087
<u>Fireman after 15 years' service</u>		
Qualified	241.93	12621
Unqualified	222.66	11616
<u>Leading Fireman</u>		
Leading fireman after 15 years' service	248.08	12942
	258.26	13473
<u>Sub-Officer</u>		
1st year	254.35	13269
Sub-officer 1st year after 15 years' service	264.53	13800
2nd year	264.13	13779
Sub-officer 2nd year after 15 years' service	274.31	14310

2. CASUAL OVERTIME SCALES

	Basic* hourly rate £	Casual overtime rate £
<u>Fireman (aged 18 years)</u>		
Less than six months' service	4.34	6.51
More than six months' service	4.54	6.81
<u>Fireman (aged 19 years or more)</u>		
First six months' service	4.41	6.62
After six months' service and during second year	4.61	6.92
during third year	4.83	7.25
during fourth year	5.06	7.59
during fifth year (qualified)	5.52	8.28
<u>Fireman after 15 years' service</u>		
Qualified	5.76	8.64
Unqualified	5.30	7.95
<u>Leading Fireman</u>		
Leading fireman after 15 years' service	5.91	8.87
	6.15	9.23
<u>Sub-officer</u>		
1st year	6.06	9.09
Sub-officer 1st year after 15 years' service	6.30	9.45
2nd year	6.29	9.44
Sub-officer 2nd year after 15 years' service	6.53	9.80

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

1. REVISED RATES OF PAY EFFECTIVE FROM 7TH NOVEMBER 1988

<u>RANK</u>	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	152.33	141.75	N/A	7947	7395	N/A
In 18th year	157.57	146.58	N/A	8220	7647	N/A
Aged 18						
Less than 6 mths service	167.74	156.07	N/A	8751	8142	N/A
- More than 6 mths service	175.45	163.20	N/A	9153	8514	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	170.22	158.49	148.13	8880	8268	7728
After six months and in second year	177.92	165.56	154.75	9282	8637	8073
In 3rd year	186.38	173.44	162.11	9723	9048	8457
In 4th year	195.58	182.01	170.10	10203	9495	8874
In 5th year (subject to appraisal: see para 2 of LRC/7/ 83).	213.29	198.28	185.28	11127	10344	9666
After 15 years service	222.43	206.85	193.45	11604	10791	10092
<u>Leading Fire Control Operator</u>						
After 15 years' service	228.30	212.20	198.34	11910	11070	10347
	237.50	220.82	206.50	12390	11520	10773
<u>Senior Fire Control Operator</u>						
In 1st year	233.99	217.66	203.46	12207	11355	10614
In 1st year after 15 years' service	243.19	226.17	211.62	12687	11799	11040
In 2nd year	243.02	226.06	211.16	12678	11793	11016
In 2nd year after 15 years' service	252.17	234.68	219.33	13155	12243	11442

*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	3.54	N/A	5.31	N/A
In 18th year	3.66	N/A	5.49	N/A
Age 18 years				
- Less than 6 mths service	3.90	N/A	5.85	N/A
- More than 6 mths service	4.08	N/A	6.12	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	3.96	3.70	5.94	5.55
After six months and in 2nd year	4.14	3.87	6.21	5.81
In 3rd year	4.34	4.05	6.51	6.08
In 4th year	4.55	4.25	6.83	6.38
In 5th year (subject to appraisal)	4.96	4.63	7.44	6.95
After 15 years service	5.17	4.84	7.75	7.26
<u>Leading Fire Control Operator</u>				
	5.31	4.96	7.97	7.44
After 15 years' service	5.52	5.16	8.28	7.74
<u>Senior Fire Control Operator</u>				
In 1st year	5.44	5.09	8.16	7.64
In 1st year after 15 years' service	5.65	5.29	8.48	7.94
In 2nd year	5.65	5.28	8.48	7.92
In 2nd year after 15 years' service	5.87	5.48	8.81	8.22

RETAINING AND OTHER FEES FOR LOWER RANKS

The following to take effect from 7th November 1988:-

1. Retained Members Fees(i) Annual retaining fee

Rank	During first 3 years' service	After 3 years' service
Sub-Officer in charge of station	£ 1278	£ 1386
Sub-Officer	£ 1188	£ 1278
Leading Fireman	£ 1152	£ 1188
Fireman	£ 1059	£ 1152
Fire Control Operator	£ 984	£ 1059

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	10.37	4.46	5.21	8.76
Leading Fireman	9.12	4.04	4.75	7.88
Fireman	7.82	3.49	4.25	6.85
Fire Control Operator	6.28	2.80	3.40	5.52

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	675	609	561	534	480
15	780	708	651	630	567
20	882	807	741	717	648
25	1032	942	864	831	750
30	1146	1044	957	918	828
35	1251	1140	1050	1014	912

3. Volunteer Firemen: Payment for Authorised Duty

The payment for authorised duty shall be at the rate of £3.49 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	£ 696
Sub-Officer	£ 648
Leading Fireman	£ 597
Fireman	£ 576
Fire Control Operator	£ 531

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 1988

Age 16	£4200
Age 17	£4512
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 1988

Meals served per day	Mess manager		Deputy mess
	(without a deputy)	(with a deputy)	manager
	£	£	£
Up to 50	3.16	2.10	1.18
51 to 69	3.76	2.54	1.35
70 to 89	4.34	3.01	1.50
90 to 109	4.94	3.29	1.78
110 to 129	5.69	3.76	1.93
130 and over	6.29	4.18	2.25

