

## SECTION A

# NATIONAL JOINT COUNCIL

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## 1 INTRODUCTION

THE following members represented the Union on the National Joint Council for Local Authority Fire Brigades during 1995.

*K. Algar	A. Jones
J. Cairney	B. Joyce
K. Cameron	M. Lawson
S. Charnley	*P. Lloyd
R. Clarke	P. Micallef
G. Davies	D. Patton
J. Faulkner	R. Scott
J. Fitzpatrick	I. Shaw
M. Fordham	G. Vassell
A. Gilchrist	D. Whatton
L. Harding	A. Willshaw

\* Retired during the year

Bro. R. Scott, President, served as Vice Chair of the Council during the year. Bro. K. Cameron is the Joint Secretary of the Council and Secretary of the Employees' side. National Officers D. Higgs, D. Matthews, A. Totterdell and I. Brandling attend all meetings of the Council.

The Union's Members of the Executive Committee of the NJC for 1995 were the General Secretary, President, Assistant General Secretary, Vice President, Treasurer and Executive Council Members B. Joyce, J. Faulkner and D. Patton.

The Union's members of the Officers' Committee of the Council were the General Secretary, President, Assistant General Secretary, Vice President, J. Faulkner — Officers' Executive Council Member and I. Shaw and S. Ellison officials of the Officers' National Committee, together with T. Sidley and R. Trinder, members of the ONC.

## 2 PAY AGREEMENT 1995

AS in previous years, the method of calculating Firefighters average earnings in respect of the pay formula was by a sample of earnings of qualified firefighters. This was carried out by the Lower Ranks Committee and used to calculate the 1995 pay settlement. This produced a figure of 3.5 per cent which was applied to all sections.

The revised rates are as follows:

Rank	Weekly £	Annual £
<i>Firefighter (aged 18 years)</i>		
Less than 6 months' service	257.57	13,437
More than 6 months' service	269.42	14,055
<i>Firefighter</i>		
First 6 months' service	261.54	13,644
After 6 months' service and during 2nd year	273.33	14,259

during 3rd year	286.38	14,940
during 4th year	300.59	15,681
during 5th year (subject to being fully qualified)	327.27	17,073
<i>Firefighter after 15 years' service</i>		
Qualified	341.88	17,835
Unqualified	314.56	16,410
<i>Leading Firefighter</i>		
Leading Firefighter after 15 years' service	350.50	18,285
	364.88	19,035
<i>Sub-Officer</i>		
1st year	359.36	18,747
Sub-Officer 1st year after 15 years' service	373.79	19,500
2nd year	373.22	19,470
Sub-Officer 2nd year after 15 years' service	387.60	20,220

### CASUAL OVERTIME SCALES

	<i>Basic* Hourly Rate £</i>	<i>Casual Overtime Rate £</i>
<i>Firefighter (aged 18 years)</i>		
Less than 6 months' service	6.13	9.20
More than 6 months' service	6.41	9.62
<i>Firefighter (aged 19 years or more)</i>		
First 6 months' service	6.23	9.35
After 6 months' service and		
during 2nd year	6.51	9.77
during 3rd year	6.82	10.23
during 4th year	7.16	10.74
during 5th year (qualified)	7.79	11.69
<i>Firefighter after 15 years' service</i>		
Qualified	8.14	12.21
Unqualified	7.49	11.24
<i>Leading Firefighter</i>		
Leading firefighter after 15 years' service	8.35	12.53
	8.69	13.04
<i>Sub-Officer</i>		
1st year	8.56	12.84
Sub-Officer 1st year after 15 years' service	8.90	13.35
2nd year	8.89	13.34
Sub-Officer 2nd year after 15 years' service	9.23	13.85

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

### 3 CONTROL STAFF PAY 1995

Rank	Weekly			Annual		
	42 hour week	40 hour week	Non-operational staff	42 hour week	40 hour week	Non-operational staff*
	£	£	£	£	£	£
<i>Fire Control Operator</i>						
Before 17 years	215.25	200.24	N/A	11,229	10,446	N/A
In 18th year	222.78	207.14	N/A	11,622	10,806	N/A
— Less than 6 months' service	236.98	220.54	N/A	12,363	11,505	N/A
— More than 6 months' service	247.91	230.60	N/A	12,933	12,030	N/A
<i>Fire Control Operator (aged 19 years or more)</i>						
First 6 months	240.49	223.99	209.44	12,546	11,685	10,926
After 6 months and						
In 2nd year	251.36	233.99	218.70	13,113	12,207	11,409
In 3rd year	263.32	245.09	229.05	13,737	12,786	11,949
In 4th year	276.26	257.17	240.32	14,412	13,416	12,537
In 5th year (subject to appraisal: see para 2 of LRC/7/83)	301.33	280.23	261.77	15,720	14,619	13,656
After 15 years' service	314.33	292.25	273.33	16,398	15,246	14,259
<i>Leading Fire Control Operator</i>						
After 15 years' service	322.56	299.78	280.29	16,827	15,639	14,622
	335.49	311.97	291.85	17,502	16,275	15,225
<i>Senior Fire Control Operator</i>						
In 1st year	330.61	307.60	287.48	17,247	16,047	14,997
In 1st year after 15 years' service	343.60	319.62	298.98	17,925	16,674	15,597
In 2nd year	343.32	319.51	298.40	17,910	16,668	15,567
In 2nd year after 15 years' service	356.31	331.58	309.85	18,588	17,298	16,164

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

### CASUAL OVERTIME SCALES

	Basic Hourly Rate		Casual Overtime Rate	
	Fire Control staff	Non-operational staff	Fire Control staff	Non-operational staff
	£	£	£	£
<i>Fire Control Operator</i>				
Before 17 years	5.01	N/A	7.52	N/A
In 18th year	5.18	N/A	7.77	N/A

Age 18 years				
— Less than 6 months' service	5.51	N/A	8.27	N/A
— More than 6 months' service	5.77	N/A	8.66	N/A
<i>Fire Control Operator</i> (aged 19 years or more)				
First 6 months	5.60	5.24	8.40	7.86
After 6 months and in 2nd year	5.85	5.47	8.78	8.21
In 3rd year	6.13	5.73	9.20	8.60
In 4th year	6.43	6.01	9.65	9.02
In 5th year (subject to appraisal)	7.01	6.54	10.52	9.81
After 15 years' service	7.31	6.83	10.97	10.25
<i>Leading Fire Control Operator</i>				
After 15 years' service	7.49	7.01	11.24	10.52
	7.80	7.30	11.70	10.95
<i>Senior Fire Control Operator</i>				
In 1st year	7.69	7.19	11.54	10.79
In 1st year after 15 years' service	7.99	7.47	11.99	11.21
In 2nd year	7.99	7.46	11.99	11.19
In 2nd year after 15 years' service	8.29	7.75	12.44	11.63

#### 4 CONTROL STAFF OFFICERS PAY 1995

	<i>42 hour week*</i>
	£
<i>Principal Fire Control Officer</i>	
In 1st year	24,927
After 15 years' service	25,596
In 2nd year	25,899
After 15 years' service	26,574
In 3rd year and thereafter	26,490
After 15 years' service	27,165
<i>Group Fire Control Officer</i>	
In 1st year	22,587
After 15 years' service	23,259
In 2nd year	23,031
After 15 years' service	23,703
In 3rd year and thereafter	23,511
After 15 years' service	24,195
<i>Fire Control Officer</i>	
In 1st year	20,019
After 15 years' service	20,694
In 2nd year	20,451
After 15 years' service	21,126
In 3rd year and thereafter	20,886
After 15 years' service	21,570

## OVERTIME SCALES

	<i>Basic Hourly Rate</i>	<i>Casual Overtime Rate</i>
<i>Fire Control Officer not on the flexible duty system</i>	£	£
In 1st year	9.14	13.71
After 15 years' service	9.44	14.16
In 2nd year	9.33	14.00
After 15 years' service	9.64	14.46
In 3rd year and thereafter	9.53	14.30
After 15 years' service	9.84	14.76

\*42 hour week for fire control officers not on the flexible duty system (see paragraph 2 of circular OC/15/79).

## 5 OFFICERS PAY 1995

<i>Senior Divisional Officer</i>	£	<i>Divisional Officer III</i>	£
During 1st year in rank	30,993	During 1st year in rank	24,552
After 15 years' service	31,746	After 15 years' service	25,296
During 2nd year in rank	31,848	During 2nd year in rank	25,032
After 15 years' service	32,595	After 15 years' service	25,785
During 3rd year in rank	32,694	During 3rd year in rank	25,566
After 15 years' service	33,435	After 15 years' service	26,322
<i>Divisional Officer I</i>		<i>Assistant Divisional Officer</i>	
During 1st year in rank	28,794	During 1st year in rank	22,920
After 15 years' service	29,544	After 15 years' service	23,670
During 2nd year in rank	29,460	During 2nd year in rank	23,616
After 15 years' service	30,216	After 15 years' service	24,366
During 3rd year in rank	30,114	During 3rd year in rank	24,312
After 15 years' service	30,864	After 15 years' service	25,059
<i>Divisional Officer II</i>		<i>Station Officer</i>	
During 1st year in rank	26,070	During 1st year in rank	21,747
After 15 years' service	26,817	After 15 years' service	22,500
During 2nd year in rank	27,087	During 2nd year in rank	22,230
After 15 years' service	27,837	After 15 years' service	22,977
During 3rd year in rank	28,146	During 3rd year in rank	22,707
After 15 years' service	28,896	After 15 years' service	23,451

## OVERTIME SCALES

	<i>Basic Hourly Rate</i>	<i>Casual Overtime Rate</i>
<i>Station Officers not on the flexible duty system</i>	£	£
During 1st year in rank	9.93	14.90
After 15 years' service	10.27	15.41
During 2nd year in rank	10.15	15.23
After 15 years' service	10.49	15.74
During 3rd year in rank	10.36	15.54
After 15 years' service	10.70	16.05

*Assistant Divisional Officers  
not on the flexible duty system*

During 1st year in rank	10.46	15.69
After 15 years' service	10.80	16.20
During 2nd year in rank	10.78	16.17
After 15 years' service	11.12	16.68
During 3rd year in rank	11.10	16.65
After 15 years' service	11.44	17.16

\*The above rates are derived by dividing the annual rate by 52.167 and then by 42.

## 6 RETAINED MEMBERS FEES

### (i) Annual Retaining Fee

<i>Rank</i>	<i>During first</i>	<i>After</i>
	<i>3 years' service</i>	<i>3 years' service</i>
	<i>£</i>	<i>£</i>
Sub-officer in charge of station	1,806	1,962
Sub-officer	1,677	1,806
Leading Firefighter	1,629	1,677
Firefighter	1,491	1,629
Fire Control Operator	1,392	1,491

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

<i>Rank</i>	<i>Turn-out fee</i>	<i>Pre-arranged attendance fees; extra payment for remaining on duty;</i>	<i>Attendance fee</i>	<i>Drill night fee</i>
		<i>payment for extra work</i>		
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Sub-officer	14.65	6.29	7.37	12.37
Leading F/F	12.89	5.71	6.72	11.13
Firefighter	11.04	4.92	6.00	9.69
Fire Control Operator	8.88	3.95	4.80	7.79

### (iii) Long Service Bounty Scheme

<i>Years of Service</i>	<i>Fire Control Operator</i>	<i>Firefighter</i>	<i>Leading Firefighter</i>	<i>Sub-officer</i>	<i>Sub-officer I/C Station</i>	<i>Station Officer</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
10	684	750	786	858	954	1,143
15	801	891	915	999	1,101	1,344
20	912	1,014	1,044	1,143	1,245	1,521
25	1,062	1,173	1,221	1,329	1,458	1,773
30	1,170	1,299	1,350	1,473	1,614	1,953
35	1,290	1,434	1,482	1,608	1,770	2,136

**(iv) Volunteer Firefighter: Payment for Authorised Duty**

The payment for authorised duty shall be at the rate of £4.92 for each hour of duty, i.e. the rate for retained firefighters who remain on duty.

**(v) Retained and Other Fees for Certain Wholetime members**

(Para 11 of Section VI of Scheme)

Annual Retaining Fees shall be as follows:	£
Sub-Officer in charge of station	981
Sub-Officer	912
Leading Firefighter	846
Firefighter	819
Fire Control Operator	747

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.

**7 RETAINED OFFICERS FEES**

**For Retained Station Officers and Above**

	£
Retaining Fee: During first 3 years	2,040
After 3 years	2,310
Turn-out Fee	16.48
Pre-arranged Attendance Fee	} 7.55
Extra Payment for Remaining on Duty	
Payment for Extra Work	
Attendance Fee	7.90
Drill Attendance Fee	14.74

**8 JUNIOR FIREFIGHTERS**

WITH effect from 7th November 1995, the salaries of Junior Firefighters shall be as follows:

	£
Age 16	5,931
Age 17	6,375

**9 MESS MANAGERS ALLOWANCE**

IN line with the previous decision of the Joint Council to increase Mess Managers Allowances in line with the general level of pay, below are the rates which apply from 7th November, 1995.

<i>Meals served per day</i>	<i>Mess Manager (without Deputy)</i>	<i>Mess Manager (with Deputy)</i>	<i>Deputy Mess Manager</i>
	£	£	£
Up to 50 meals	4.46	2.97	1.66
51-69 meals	5.31	3.59	1.90
70-89 meals	6.14	4.26	2.11
90-109 meals	6.97	4.65	2.50
110-129 meals	8.05	5.31	2.74
130 and over meals	8.90	5.91	3.18