

## 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 1996.

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

Bro. R. Scott, President, served as 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 (as does Bro. A. Gilchrist following his election).

The Union's Members of the Executive Committee of the NJC for 1996 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.

\* Retired during 1996.

## 2 PAY AGREEMENT 1996

### Revised Rates of Pay Effective from 7th November, 1996

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 1996 Pay Settlement. This produced a figure of 4.4 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	268.90	14,028
More than 6 months' service	281.26	14,673
<i>Firefighter (aged 19 years or more)</i>		
First 6 months' service	273.04	14,244

After 6 months' service and		
during 2nd year	285.35	14,886
during 3rd year	298.98	15,597
during 4th year	313.81	16,371
during 5th year (subject to being fully qualified)	341.65	17,823
<i>Firefighter after 15 years' service</i>		
Qualified	356.94	18,621
Unqualified	328.42	17,133
<i>Leading Firefighter</i>		
Leading Firefighter after 15 years' service	365.92	19,089
	380.93	19,872
<i>Sub-Officer</i>		
1st year	375.17	19,572
Sub-Officer 1st year after 15 years' service	390.24	20,358
2nd year	389.67	20,328
Sub-Officer 2nd year after 15 years' service	404.68	21,111

### CASUAL OVERTIME SCALES

	<i>Basic*</i> <i>Hourly</i> <i>Rate</i> <i>£</i>	<i>Casual</i> <i>Overtime</i> <i>Rate</i> <i>£</i>
<i>Firefighter (aged 18 years)</i>		
Less than 6 months' service	6.40	9.60
More than 6 months' service	6.70	10.05
<i>Firefighter (aged 19 years or more)</i>		
First 6 months' service	6.50	9.75
After 6 months' service and		
during 2nd year	6.79	10.19
during 3rd year	7.12	10.68
during 4th year	7.47	11.21
during 5th year (qualified)	8.13	12.20
<i>Firefighter after 15 years' service</i>		
Qualified	8.50	12.75
Unqualified	7.82	11.73
<i>Leading Firefighter</i>		
Leading firefighter after 15 years' service	8.71	13.07
	9.07	13.61
<i>Sub-Officer</i>		
1st year	8.93	13.40
Sub-Officer 1st year after 15 years' service	9.29	13.94
2nd year	9.28	13.92
Sub-Officer 2nd year after 15 years' service	9.64	14.46

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

### 3 CONTROL STAFF PAY 1996

<i>Rank</i>	<i>Weekly</i>			<i>Annual</i>		
	<i>42 hour week</i>	<i>40 hour week</i>	<i>Non-operational staff</i>	<i>42 hour week</i>	<i>40 hour week</i>	<i>Non-operational staff*</i>
	£	£	£	£	£	£
<i>Fire Control Operator</i>						
Before 17 years	224.73	209.04	N/A	11,724	10,095	N/A
In 18th year	232.56	216.22	N/A	12,132	11,280	N/A
— Less than 6 months' service	247.39	230.26	N/A	12,906	12,012	N/A
— More than 6 months' service	258.84	240.72	N/A	13,503	12,558	N/A
<i>Fire Control Operator (aged 19 years or more)</i>						
First 6 months	251.07	233.82	218.64	13,098	12,198	11,406
After 6 months and						
In 2nd year	262.40	244.29	228.30	13,689	12,744	11,910
In 3rd year	274.88	255.90	239.11	14,340	13,350	12,474
In 4th year	288.40	268.50	250.90	15,045	14,007	13,089
In 5th year (subject to appraisal: see para 2 of LRC/7/83)	314.62	292.54	273.27	16,413	15,261	14,256
After 15 years' service	328.19	305.13	285.35	17,121	15,918	14,886
<i>Leading Fire Control Operator</i>	336.76	312.95	292.59	17,568	16,326	15,264
After 15 years' service	350.27	325.72	304.67	18,273	16,992	15,894
<i>Senior Fire Control Operator</i>						
In 1st year	345.16	321.12	300.13	18,006	16,752	15,657
In 1st year after 15 years' service	358.73	333.71	312.15	18,714	17,409	16,284
In 2nd year	358.44	333.54	311.51	18,699	17,400	16,251
In 2nd year after 15 years' service	372.01	346.19	323.48	19,407	18,060	16,875

\*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

	<i>Basic Hourly Rate</i>		<i>Casual Overtime Rate</i>	
	<i>Fire Control staff</i>	<i>Non-operational staff</i>	<i>Fire Control staff</i>	<i>Non-operational staff</i>
	£	£	£	£
<i>Fire Control Operator</i>				
Before 17 years	5.23	N/A	7.85	N/A
In 18th year	5.41	N/A	8.12	N/A

Age 18 years				
— Less than 6 months' service	5.76	N/A	8.64	N/A
— More than 6 months' service	6.02	N/A	9.03	N/A
<i>Fire Control Operator</i> (aged 19 years or more)				
First 6 months	5.85	5.47	8.78	8.21
After 6 months and in 2nd year	6.11	5.71	9.17	8.57
In 3rd year	6.40	5.98	9.60	8.97
In 4th year	6.71	6.27	10.07	9.41
In 5th year (subject to appraisal)	7.31	6.83	10.97	10.25
After 15 years' service	7.63	7.13	11.45	10.70
<i>Leading Fire Control Operator</i>				
After 15 years' service	7.82	7.31	11.73	10.97
	8.14	7.62	12.21	11.43
<i>Senior Fire Control Operator</i>				
In 1st year	8.03	7.50	12.05	11.25
In 1st year after 15 years' service	8.34	7.80	12.51	11.70
In 2nd year	8.34	7.79	12.51	11.69
In 2nd year after 15 years' service	8.65	8.09	12.98	12.14

#### 4 CONTROL STAFF OFFICERS PAY 1995

	<i>42 hour week*</i>
	£
<i>Principal Fire Control Officer</i>	
In 1st year	26,025
After 15 years' service	26,721
In 2nd year	27,039
After 15 years' service	27,744
In 3rd year and thereafter	27,657
After 15 years' service	28,359
<i>Group Fire Control Officer</i>	
In 1st year	23,580
After 15 years' service	24,282
In 2nd year	24,045
After 15 years' service	24,747
In 3rd year and thereafter	24,546
After 15 years' service	25,260
<i>Fire Control Officer</i>	
In 1st year	20,901
After 15 years' service	21,606
In 2nd year	21,351
After 15 years' service	22,056
In 3rd year and thereafter	21,804
After 15 years' service	22,518

## 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	9.54	14.31
After 15 years' service	9.86	14.79
In 2nd year	9.74	14.61
After 15 years' service	10.07	15.11
In 3rd year and thereafter	9.95	14.93
After 15 years' service	10.28	15.42

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

## 5 OFFICERS PAY 1996

<i>Senior Divisional Officer</i>	£	<i>Divisional Officer III</i>	£
During 1st year in rank	32,358	During 1st year in rank	25,632
After 15 years' service	33,144	After 15 years' service	26,409
During 2nd year in rank	33,249	During 2nd year in rank	26,133
After 15 years' service	34,029	After 15 years' service	26,919
During 3rd year in rank	34,134	During 3rd year in rank	26,691
After 15 years' service	34,905	After 15 years' service	27,480
<i>Divisional Officer I</i>		<i>Assistant Divisional Officer</i>	
During 1st year in rank	30,060	During 1st year in rank	23,928
After 15 years' service	30,843	After 15 years' service	24,711
During 2nd year in rank	30,756	During 2nd year in rank	24,654
After 15 years' service	31,545	After 15 years' service	25,437
During 3rd year in rank	31,440	During 3rd year in rank	25,383
After 15 years' service	32,223	After 15 years' service	26,163
<i>Divisional Officer II</i>		<i>Station Officer</i>	
During 1st year in rank	27,216	During 1st year in rank	22,704
After 15 years' service	27,996	After 15 years' service	23,490
During 2nd year in rank	28,278	During 2nd year in rank	23,208
After 15 years' service	29,061	After 15 years' service	23,988
During 3rd year in rank	29,385	During 3rd year in rank	23,706
After 15 years' service	30,168	After 15 years' service	24,483

## 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	10.36	15.54
After 15 years' service	10.72	16.08
During 2nd year in rank	10.59	15.89
After 15 years' service	10.95	16.43
During 3rd year in rank	10.82	16.23
After 15 years' service	11.17	16.76

*Assistant Divisional Officers  
not on the flexible duty system*

During 1st year in rank	10.92	16.38
After 15 years' service	11.28	16.92
During 2nd year in rank	11.25	16.88
After 15 years' service	11.61	17.42
During 3rd year in rank	11.58	17.37
After 15 years' service	11.94	17.91

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

## 6 RETAINED AND OTHER FEES

The following to take effect from 7th November, 1996

### RETAINED MEMBERS FEES

#### (i) Annual Retaining Fee

<i>Rank</i>	During first 3 years' service £	After 3 years' service £
Sub-officer in charge of station	1,884	2,049
Sub-officer	1,752	1,884
Leading Firefighter	1,701	1,752
Firefighter	1,557	1,701
Fire Control Operator	1,452	1,557

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; payment for extra work £</i>	<i>Attendance fee £</i>	<i>Drill night fee £</i>
Sub-officer	15.29	6.57	7.69	12.91
Leading F/F	13.46	5.96	7.02	11.62
Firefighter	11.53	5.14	6.26	10.12
Fire Control Operator	9.27	4.12	5.01	8.13

#### (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>
10	714	783	822	897	996	1,193
15	837	930	954	1,044	1,149	1,403
20	951	1,059	1,089	1,194	1,299	1,587
25	1,110	1,224	1,275	1,386	1,521	1,851
30	1,221	1,356	1,410	1,539	1,686	2,038
35	1,347	1,497	1,548	1,680	1,848	2,229

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

The payment for authorised duty shall be at the rate of £5.14 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	1,023
Sub-Officer	951
Leading Firefighter	882
Firefighter	855
Fire Control Operator	780

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	£	2,130
After 3 years		2,412
Turn-out Fee		17.21
Pre-arranged Attendance Fee	}	7.88
Extra Payment for Remaining on Duty		
Payment for Extra Work		
Attendance Fee		8.25
Drill Attendance Fee		15.39

### 8 JUNIOR FIREFIGHTERS

WITH effect from 7th November 1996, the salaries of Junior Firefighters shall be as follows:

	£	
Age 16	6,192	Age 18 the same as for recruit firefighters of
Age 17	6,657	the same age

### 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, 1996.

<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	4.66	3.10	1.73
51-69 meals	5.54	3.75	1.98
70-89 meals	6.41	4.45	2.20
90-109 meals	7.28	4.85	2.61
110-129 meals	8.40	5.54	2.86
130 and over meals	9.29	6.17	3.32

These rates represent an increase of 4.4 per cent.



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**NATIONAL JOINT COUNCIL FOR  
CHIEF AND ASSISTANT CHIEF  
OFFICERS OF LOCAL  
AUTHORITIES' FIRE BRIGADES**

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

**Members of the National Joint Council**

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16th August 1996

Dear Sir/Madam,

**SALARIES OF CHIEF AND ASSISTANT CHIEF FIRE OFFICERS**

1. We are writing to inform you that the NJC has agreed a general salary increase of 2.9% with effect from 1st July 1996. All existing salaries and salary scales for officers within the scope of the NJC are to be increased by these amounts rounded to the nearest £3. Revised salary ranges are attached.
2. Assistant Chief Fire Officers/Firemasters, except those appointed as Deputy Chief Fire Officers, shall have their salary scale adjusted so that on 1st July 1996 it is at 75% at all points of the scale of the Chief Fire Officer as determined in accordance with paragraph 5.2(1) to 5.2(3) of the Gold Book. Those appointed as Deputies shall likewise have their scale adjusted so that it is at 80% at all points of the scale of the Chief Fire Officer as determined in accordance with paragraph 5.1(1) to 5.2(3) of the Gold Book.
4. New "underpinning" figures were sent out in the National Joint Council's circular dated 24th November 1995.

**Yours faithfully,  
CHARLES NOLDA  
MALCOLM EASTWOOD  
Joint Secretaries**



APPENDIX 1

SALARY RANGES FOR CHIEF FIRE OFFICERS FROM 1st JULY 1996

	<u>*Population range</u>	<u>Salary range</u>		<u>+Highest maximum for metropolitan and combined brigades</u>
		Min	Max	
		£	£	£
1.	Up to 240,000	41,832	56,508	
2.	240,001 to 360,000	42,924	58,779	61,452
3.	360,001 to 460,000	44,481	61,059	63,834
4.	460,001 to 600,000	46,137	62,598	65,445
5.	600,001 to 760,000	47,817	64,827	67,776
6.	760,001 to 940,000	49,491	67,611	70,686
7.	940,001 to 1,200,000	50,259	69,429	72,585
8.	1,200,001 to 1,700,000	52,716	71,016	74,244
9.	1,700,001 to 2,300,000	54,417	73,146	76,473
10.	2,300,001 and over	56,280	75,276	<del>76,699</del> 78,699
	London	64,722	86,562	90,504

\* population for salary purposes to be as for other officers of the local authority

+ see paragraph 7 of the Gold Book