

Employers' Secretary, Charles Nolda  
Layden House, 76-86 Turnmill Street,  
London EC1M 5QU  
Telephone 0171-296 6600 Fax 0171-296 6666

Employees' Secretary, Ken Cameron  
Bradley House, 68 Coombe Road,  
Kingston upon Thames KT2 7AE  
Telephone 0181-541 1765

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

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

**Members of the National Joint Council**

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4 November 1997

**CIRCULAR LRC/1/97**

Dear Sir/Madam,

**1997 PAY SETTLEMENT**

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1997:

- 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 PERSONNEL1. Revised rates of pay effective from 7th November 1997

	Weekly £	Annual £
<b><u>Firefighter (aged 18 years)</u></b>		
Less than 6 months' service	281.78	14700
More than 6 months' service	294.78	15378
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	286.15	14928
After 6 months' service and during 2nd year	299.03	15600
During 3rd year	313.35	16347
During 4th year	328.88	17157
During 5th year (subject to being fully qualified)	358.04	18678
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	374.08	19515
Unqualified	344.18	17955
<b><u>Leading Firefighter</u></b>		
After 15 years' service	383.46	20004
	399.21	20826
<b><u>Sub-Officer</u></b>		
1st year	393.17	20511
1st year after 15 years' service	408.99	21336
2nd year	408.36	21303
2nd year after 15 years' service	424.11	22125

2. Casual overtime scales

	Basic hourly rate* £	Casual overtime rate £
<b><u>Firefighters (aged 18 years)</u></b>		
Less than 6 months' service	6.71	10.07
More than 6 months' service	7.02	10.53
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	6.81	10.22
After 6 months' service and during 2nd year	7.12	10.68
During 3rd year	7.46	11.19
During 4th year	7.83	11.75
During 5th year (qualified)	8.52	12.78
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	8.91	13.37
Unqualified	8.19	12.29
<b><u>Leading Firefighter</u></b>		
After 15 years' service	9.13	13.70
	9.51	14.27
<b><u>Sub-Officer</u></b>		
1st year	9.36	14.04
1st year after 15 years' service	9.74	14.61
2nd year	9.72	14.58
2nd year after 15 years' service	10.10	15.15

\* 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 1997

	<u>Weekly</u>			<u>Annually</u>		
	<u>42 hour week £</u>	<u>40 hour week £</u>	<u>Non- operational staff* £</u>	<u>42 hour week £</u>	<u>40 hour week £</u>	<u>Non- operational staff* £</u>
<b><u>Fire Control Operator</u></b>						
Before 17 years	235.55	219.04	N/A	12288	11427	N/A
In 18th year	243.71	226.58	N/A	12714	11820	N/A
Aged 18 less than six months' service	259.24	241.30	N/A	13524	12588	N/A
Aged 18 more than six months' service	271.26	252.28	N/A	14151	13161	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>						
First six months	263.15	245.03	229.11	13728	12783	11952
After six months and in 2nd year	275.00	256.02	239.28	14346	13356	12483
In 3rd year	288.05	268.21	250.61	15027	13992	13074
In 4th year	302.26	281.38	262.92	15768	14679	13716
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	329.74	306.57	286.38	17202	15993	14940
After 15 years' service	343.95	319.79	299.03	17943	16683	15600
<b><u>Leading Fire Control Operator</u></b>						
After 15 years' service	352.92	327.96	306.63	18411	17109	15996
	367.07	341.36	319.28	19149	17808	16656
<b><u>Senior Fire Control Operator</u></b>						
In 1st year	361.72	336.53	314.56	18870	17556	16410
In 1st year after 15 years' service	375.92	349.76	327.16	19611	18246	17067
In 2nd year	375.63	349.53	326.47	19596	18234	17031
In 2nd year after 15 years' service	389.90	362.81	339.00	20340	18927	17685

\* 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> £
<b><u>Fire Control Operator</u></b>				
Before 17 years	5.48	N/A	8.22	N/A
In 18th year	5.66	N/A	8.49	N/A
Aged 18 less than six months' service	6.03	N/A	9.05	N/A
Aged 18 more than six months' service	6.31	N/A	9.47	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>				
First six months	6.13	5.73	9.20	8.60
After six months and in 2nd year	6.40	5.98	9.60	8.97
In 3rd year	6.71	6.27	10.27	9.41
In 4th year	7.03	6.57	10.55	9.86
In 5th year (subject to appraisal)	7.66	7.16	11.49	10.74
After 15 years' service	7.99	7.48	11.99	11.22
<b><u>Leading Fire Control Operator</u></b>				
	8.20	7.67	12.30	11.51
After 15 years' service	8.53	7.98	12.80	11.97
<b><u>Senior Fire Control Operator</u></b>				
In 1st year	8.41	7.86	12.62	11.79
In 1st year after 15 years' service	8.74	8.18	13.11	12.27
In 2nd year	8.74	8.16	13.11	12.24
2nd year after 15 years' service	9.07	8.48	13.61	12.72



**RETAINED PERSONNEL**

**1. Revised fees effective from 7th November 1997**

**(i) Annual Retaining Fee**

	<b>During first 3 years' service £</b>	<b>After 3 years' service £</b>
Sub-Officer in charge of station	1974	2148
Sub-Officer	1836	1974
Leading Firefighter	1782	1836
Firefighter	1632	1782

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**

	<b>Turn-out fee £</b>	<b>Pre-arranged attendance fee* £</b>	<b>Attendance fee £</b>	<b>Drill night fee £</b>
Sub-Officer	16.02	6.89	8.06	13.53
Leading Firefighter	14.11	6.25	7.36	12.18
Firefighter	12.08	5.39	6.56	10.61

\* Also extra payment for remaining on duty and payment for extra work

**2. Long service bounty scheme**

<b>Years of Service</b>	<b>Sub-Officer i/c station £</b>	<b>Sub- Officer £</b>	<b>Leading Firefighter £</b>	<b>Fire- fighter £</b>
10	1044	939	861	822
15	1203	1095	999	975
20	1362	1251	1140	1110
25	1593	1452	1335	1284
30	1767	1614	1479	1422
35	1938	1761	1623	1569

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

The payment for authorised duty shall be at the rate of £5.39 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**

	<b>£</b>
Sub-Officer in charge of station	1071
Sub-Officer	996
Leading Firefighter	924
Firefighter	897

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 1997**

	<b>£</b>
Age 16	6489
Age 17	6978
Age 18	the same as for recruit firefighters of the same age

**APPENDIX 5**

**MESS MANAGERS' ALLOWANCE**

**Revised allowances effective from 7th November 1997**

<b>Meals served per day</b>	<b>Mess manager (without a deputy) £</b>	<b>Mess manager (with a deputy) £</b>	<b>Deputy mess manager £</b>
Up to 50	4.88	3.25	1.81
51 to 69	5.81	3.93	2.08
70 to 89	6.72	4.66	2.31
90 to 109	7.63	5.08	2.74
110 to 129	8.80	5.81	3.00
130 and over	9.74	6.47	3.48