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

**To: Chief Fire Officers/Firemasters
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities**

Members of the National Joint Council

3 November 1998

CIRCULAR LRC/1/98

Dear Sir/Madam,

1998 PAY SETTLEMENT

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1998:

- 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 PERSONNEL

1. Revised rates of pay effective from 7th November 1998

	Weekly £	Annual £
<u>Firefighter (aged 18 years)</u>		
Less than 6 months' service	297.54	15522
More than 6 months' service	311.28	16239
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	302.20	15765
After 6 months' service and during 2nd year	315.77	16473
During 3rd year	330.89	17262
During 4th year	347.28	18117
During 5th year (subject to being fully qualified)	378.11	19725
<u>Firefighter after 15 years' service</u>		
Qualified	395.01	20607
Unqualified	363.44	18960
<u>Leading Firefighter</u>		
After 15 years' service	404.91	21123
	421.58	21993
<u>Sub-Officer</u>		
1st year	415.20	21660
1st year after 15 years' service	431.88	22530
2nd year	431.24	22497
2nd year after 15 years' service	447.86	23364

2. Casual overtime scales

	Basic hourly rate* £	Casual overtime rate £
<u>Firefighters (aged 18 years)</u>		
Less than 6 months' service	7.08	10.62
More than 6 months' service	7.41	11.12
<u>Firefighter (aged 19 years or more)</u>		
First 6 months' service	7.20	10.80
After 6 months' service and during 2nd year	7.52	11.28
During 3rd year	7.88	11.82
During 4th year	8.27	12.41
During 5th year (qualified)	9.00	13.50
<u>Firefighter after 15 years' service</u>		
Qualified	9.41	14.12
Unqualified	8.65	12.98
<u>Leading Firefighter</u>		
After 15 years' service	9.64	14.46
	10.04	15.06
<u>Sub-Officer</u>		
1st year	9.89	14.84
1st year after 15 years' service	10.28	15.42
2nd year	10.27	15.41
2nd year after 15 years' service	10.66	15.99

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

WHOLE-TIME CONTROL ROOM PERSONNEL**1. Revised rates of pay effective from 7th November 1998**

	<u>Weekly</u>			<u>Annually</u>		
	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	248.72	231.29	N/A	12975	12066	N/A
In 18th year	257.34	239.28	N/A	13425	12483	N/A
Aged 18 less than six months' service	273.73	254.81	N/A	14280	13293	N/A
Aged 18 more than six months' service	286.44	266.43	N/A	14943	13899	N/A
<u>Fire Control Operator (aged 19 years or more)</u>						
First six months	277.87	258.78	241.93	14496	13500	12621
After six months and in 2nd year	290.41	270.34	252.68	15150	14103	13182
In 3rd year	304.21	283.22	264.65	15870	14775	13806
In 4th year	319.16	297.14	277.64	16650	15501	14484
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	348.20	323.76	302.43	18165	16890	15777
After 15 years' service	363.21	337.68	315.77	18948	17616	16473
<u>Leading Fire Control Operator</u>						
After 15 years' service	372.70	346.31	323.82	19443	18066	16893
	387.60	360.45	337.16	20220	18804	17589
<u>Senior Fire Control Operator</u>						
In 1st year	381.96	355.39	332.16	19926	18540	17328
In 1st year after 15 years' service	396.97	369.37	345.50	20709	19269	18024
In 2nd year	396.68	369.08	344.75	20694	19254	17985
In 2nd year after 15 years' service	411.75	383.11	357.98	21480	19986	18675

* 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> £
<u>Fire Control Operator</u>				
Before 17 years	5.78	N/A	8.67	N/A
In 18th year	5.98	N/A	8.97	N/A
Aged 18 less than six months' service	6.37	N/A	9.56	N/A
Aged 18 more than six months' service	6.66	N/A	9.99	N/A
<u>Fire Control Operator (aged 19 years or more)</u>				
First six months	6.47	6.05	9.71	9.08
After six months and in 2nd year	6.76	6.32	10.14	9.48
In 3rd year	7.08	6.62	10.62	9.93
In 4th year	7.43	6.94	11.15	10.41
In 5th year (subject to appraisal)	8.09	7.56	12.14	11.34
After 15 years' service	8.44	7.89	12.66	11.84
<u>Leading Fire Control Operator</u>				
	8.66	8.10	12.99	12.15
After 15 years' service	9.01	8.43	13.52	12.65
<u>Senior Fire Control Operator</u>				
In 1st year	8.88	8.30	13.32	12.45
In 1st year after 15 years' service	9.23	8.64	13.85	12.96
In 2nd year	9.23	8.62	13.85	12.93
2nd year after 15 years' service	9.58	8.95	14.37	13.43

RETAINED PERSONNEL**1. Revised fees effective from 7th November 1998****(i) Annual Retaining Fee**

	During first 3 years' service £	After 3 years' service £
Sub-Officer in charge of station	2085	2268
Sub-Officer	1938	2085
Leading Firefighter	1881	1938
Firefighter	1722	1881

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

	Turn-out fee £	Pre-arranged attendance fee* £	Attendance fee £	Drill night fee £
Sub-Officer	16.92	7.28	8.51	14.29
Leading Firefighter	14.90	6.60	7.77	12.86
Firefighter	12.76	5.69	6.93	11.20

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

2. Long service bounty scheme

Years of Service	Sub-Officer i/c station £	Sub- Officer £	Leading Firefighter £	Fire- fighter £
10	1101	993	909	867
15	1269	1155	1056	1029
20	1437	1320	1203	1173
25	1683	1533	1410	1356
30	1866	1704	1563	1503
35	2046	1860	1713	1656

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

The payment for authorised duty shall be at the rate of £5.69 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

	£
Sub-Officer in charge of station	1131
Sub-Officer	1053
Leading Firefighter	975
Firefighter	948
Fire Control Operator	861

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 1998

	£
Age 16	6852
Age 17	7368
Age 18	the same as for recruit firefighters of the same age

MESS MANAGERS' ALLOWANCE

Revised allowances effective from 7th November 1998

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	5.15	3.43	1.91
51 to 69	6.14	4.15	2.20
70 to 89	7.10	4.92	2.44
90 to 109	8.06	5.36	2.89
110 to 129	9.29	6.14	3.17
130 and over	10.29	6.83	3.67