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

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

**Members of the National Joint Council**

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28 October 1999

**CIRCULAR LRC/1/99**

Dear Sir/Madam

**1999 PAY SETTLEMENT**

The following revised rates of pay and fees for members covered by the Lower Ranks' Committee are effective from 7th November 1999:

- 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 1999**

	<b>Weekly £</b>	<b>Annual £</b>
<b><u>Firefighter (aged 18 years)</u></b>		
Less than 6 months' service	303.46	15831
More than 6 months' service	317.49	16563
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	308.24	16080
After 6 months' service and during 2nd year	322.10	16803
During 3rd year	337.51	17607
During 4th year	354.24	18480
During 5th year (subject to being fully qualified)	385.70	20121
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	402.89	21018
Unqualified	370.69	19338
<b><u>Leading Firefighter</u></b>		
After 15 years' service	413.01	21546
	430.04	22434
<b><u>Sub-Officer</u></b>		
1st year	423.48	22092
1st year after 15 years' service	440.50	22980
2nd year	439.87	22947
2nd year after 15 years' service	456.84	23832

**2. Casual overtime scales**

	<b>Basic hourly rate* £</b>	<b>Casual overtime rate £</b>
<b><u>Firefighters (aged 18 years)</u></b>		
Less than 6 months' service	7.23	10.85
More than 6 months' service	7.56	11.34
<b><u>Firefighter (aged 19 years or more)</u></b>		
First 6 months' service	7.34	11.01
After 6 months' service and during 2nd year	7.67	11.51
During 3rd year	8.04	12.06
During 4th year	8.43	12.65
During 5th year (qualified)	9.18	13.77
<b><u>Firefighter after 15 years' service</u></b>		
Qualified	9.59	14.39
Unqualified	8.83	13.25
<b><u>Leading Firefighter</u></b>		
After 15 years' service	9.83	14.75
	10.24	15.36
<b><u>Sub-Officer</u></b>		
1st year	10.08	15.12
1st year after 15 years' service	10.49	15.74
2nd year	10.47	15.71
2nd year after 15 years' service	10.88	16.32

\* 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 1999**

	<b>42 hour week £</b>	<b><u>Weekly</u> 40 hour week £</b>	<b>Non- operational staff* £</b>	<b>42 hour week £</b>	<b><u>Annually</u> 40 hour week £</b>	<b>Non- operational staff* £</b>
<b><u>Fire Control Operator</u></b>						
Before 17 years	253.72	235.89	N/A	13236	12306	N/A
In 18th year	262.52	244.06	N/A	13695	12732	N/A
Aged 18 less than six months' service	279.19	259.93	N/A	14565	13560	N/A
Aged 18 more than six months' service	292.19	271.78	N/A	15243	14178	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>						
First six months	283.45	263.95	246.76	14787	13770	12873
After six months and in 2nd year	296.22	275.74	257.74	15453	14385	13446
In 3rd year	310.31	288.91	269.94	16188	15072	14082
In 4th year	325.55	303.06	283.22	16983	15810	14775
In 5th year (subject to appraisal - see para 2 of LRC/7/83)	355.16	330.26	308.47	18528	17229	16092
After 15 years' service	370.46	344.41	322.10	19326	17967	16803
<b><u>Leading Fire Control Operator</u></b>						
	380.18	353.21	330.32	19833	18426	17232
After 15 years' service	395.36	367.64	343.89	20625	19179	17940
<b><u>Senior Fire Control Operator</u></b>						
In 1st year	389.61	362.52	338.83	20325	18912	17676
In 1st year after 15 years' service	404.91	376.73	352.40	21123	19653	18384
In 2nd year	404.62	376.44	351.65	21108	19638	18345
In 2nd year after 15 years' service	419.97	390.76	365.17	21909	20385	19050

\* 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>	
	<b>Fire Control Staff</b> £	<b>Non-Operational Staff</b> £	<b>Fire Control Staff</b> £	<b>Non-Operational Staff</b> £
<b><u>Fire Control Operator</u></b>				
Before 17 years	5.90	N/A	8.85	N/A
In 18th year	6.10	N/A	9.15	N/A
Aged 18 less than six months' service	6.50	N/A	9.75	N/A
Aged 18 more than six months' service	6.79	N/A	10.19	N/A
<b><u>Fire Control Operator (aged 19 years or more)</u></b>				
First six months	6.60	6.17	9.90	9.26
After six months and in 2nd year	6.89	6.44	10.34	9.66
In 3rd year	7.22	6.75	10.83	10.13
In 4th year	7.58	7.08	11.37	10.62
In 5th year (subject to appraisal)	8.26	7.71	12.39	11.57
After 15 years' service	8.61	8.05	12.92	12.08
<b><u>Leading Fire Control Operator</u></b>				
	8.83	8.26	13.25	12.39
After 15 years' service	9.19	8.60	13.79	12.90
<b><u>Senior Fire Control Operator</u></b>				
In 1st year	9.06	8.47	13.59	12.71
In 1st year after 15 years' service	9.42	8.81	14.13	13.22
In 2nd year	9.41	8.79	14.12	13.19
2nd year after 15 years' service	9.77	9.13	14.66	13.70

**RETAINED PERSONNEL****1. Revised fees effective from 7th November 1999****(i) Annual Retaining Fee**

	<b>During first 3 years' service £</b>	<b>After 3 years' service £</b>
Sub-Officer in charge of station	2127	2313
Sub-Officer	1977	2127
Leading Firefighter	1920	1977
Firefighter	1755	1920

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	17.26	7.43	8.68	14.58
Leading Firefighter	15.20	6.73	7.93	13.12
Firefighter	13.02	5.80	7.07	11.42

\* 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	1122	1014	927	885
15	1293	1179	1077	1050
20	1467	1347	1227	1197
25	1716	1563	1437	1383
30	1902	1737	1593	1533
35	2088	1896	1746	1689

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

The payment for authorised duty shall be at the rate of £5.80 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	1155
Sub-Officer	1074
Leading Firefighter	996
Firefighter	966
Fire Control Operator	879

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 1999

	£
Age 16	6990
Age 17	7515
Age 18	the same as for recruit firefighters of the same age

**MESS MANAGERS' ALLOWANCE**

**Revised allowances effective from 7th November 1999**

<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	5.25	3.50	1.95
51 to 69	6.26	4.23	2.24
70 to 89	7.24	5.02	2.49
90 to 109	8.22	5.47	2.95
110 to 129	9.48	6.26	3.23
130 and over	10.50	6.97	3.74