



Volume 31 No. 1 July 2003

FIRE FIGHTER

INSIDE: new pay
scales and
agreement

**Now for
the future**

GENERAL SECRETARY

OUR year-long pay dispute with Fire Service Employers has finally come to a close. At the recall conference in Glasgow on 12 June, delegates voted overwhelmingly to accept the current pay offer.

The decision to settle wasn't an easy one. But let's not forget what we were up against. We started the campaign May last year to win a professional wage for a professional job. But what started as a wage claim became a battle to save the National Fire Service and the Union.

Lining up against us were the usual suspects. The powerful capitalist media – led by Murdoch's rag, the Sun – were shameful in their bias and their lies. The same old troublemakers among our Employers saw this pay dispute as an opportunity to smash the FBU. The intervention of Whitehall – the guardian of public sector pay restraint – was also expected.

But the violence of the Government's response could not have been predicted. It took the whole trade union movement by surprise. Not since Margaret Thatcher and the Miner's strike has the state been so menacing to workers. And from a Government that calls itself "Labour"!

Bolstering Ministers in their arrogance and bullying was the backdrop of its immoral and illegal war against Iraq. Troops that would otherwise be on standby for emergency fire cover were tied up in warmongering and then "peacekeeping". John Prescott made it clear. He would impose a settlement if Employers and the FBU failed to agree on one. And the Government let be known that it was prepared to ban strike action if we walked again. Against this formidable range of forces we saw tremendous solidarity by fellow trade unionists – here in the UK and abroad – and I cannot thank them enough for it. I also want to thank our supporters in the broader progressive movements. The public has been solid too.

But above all I want to pay tribute to the heroism shown by members – and your families. The show of strength on the picket lines was truly magnificent. And it was only with strikes that we got where we are now.

**Andy Gilchrist,
General
Secretary,
Fire Brigades
Union**



ANDREW WARD/REPORTPHOTOS.COM

WE SHOULD NOT UNDERESTIMATE OUR ACHIEVEMENTS

But there's a time to fight and there's a time to be smart. And it is, above all, by being smart that the FBU remains one of Britain's strongest unions.

Having said all this, we shouldn't underestimate our achievements. We have won the best settlement in the public sector in this pay round – and with fewer strings attached. A fully qualified firefighter will get a basic rate of £25,000 by next July.

Retained firefighters will enjoy equal pay by November this year, which excluding allowances will mean an average pay increase of 20% by July 2004.

There will be a 16% rise for fire control operators and a mechanism to pursue an increase of the 92% level. There will be opportunities for further rises in earnings in a role-based salary structure. We have won a national pay formula that will be negotiated and agreed upon by July. And we have preserved the national framework for establishing working conditions and duty systems.

Make no mistake. The FBU continues to believe that £30,000 a year is a fair wage, given the massive productivity rises in the Fire Service over the past 10 years and the range and level of skills displayed by firefighters today. But what the decision at recall



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conference allows us to do is to fight another day.

And there is a tremendous amount of work to do. Already discussions with Employers are taking place over a range of important issues central to the Back to Work agreement including pensions, discipline, return to normal working and victimisation. Also, we have agreed that any change to the current overtime ban can only be determined by a decision taken at the FBU's annual conference. In addition, it has been agreed that the Technical Advisory Panel will involve both the FBU and the Employers, who will shortly begin work on drafting a job description for the Panel's Independent Chair. On Control parity, both sides are now preparing their own cases and will report back to the joint secretaries who will then produce a report by July 31.

In addition, every effort is being made to speed progress on the Pay Formula, and in early July members will be consulted.

But there are other struggles to wage too. For as this issue of *Firefighter* went to press, the Fire Service Bill, which will empower John Prescott and any future Secretary of State to impose a pay settlement and close or downsize fire stations, was still heading towards the statute books. There can be no conceivable reason why the Government should be still pursuing such draconian legislation. There is no valid excuse to launch such an attack on collective bargaining, on basic trade union rights and on democracy. There can be no justification to tear up the ILO Conventions and the European Social Charter to which the UK is a signatory. And while Britain's record on respecting international social and labour agreements has long been shameful, it is notable that even our own Joint Parliamentary Committee on Human Rights, which in mid-June issued a report on the Bill, is less than impressed with this piece of legislation. So we – and our allies in the labour movement – will do everything we can to persuade the Government to see sense.

And the Government has yet to release its long-anticipated White Paper on the Fire Service, which is designed to come into effect as the Fire Bill's powers run to term. Much of the Fire White Paper will hopefully be positive but much of it may not. We will have to mount a fight on that front too.

Our pay dispute may be over, but the campaign to defend our essential public service remains as live as ever. Sisters and brothers, we have all shown great unity throughout the past year. By standing shoulder to shoulder we have emerged strengthened. We must maintain that unity for the trying months and years ahead.

- **Best public sector settlement in this pay round**
- **Fully qualified firefighter on basic rate of £25,000 by next July**
- **Retained firefighters will enjoy equal pay by November this year – excluding allowances an average pay increase of 20% by July 2004**
- **A 16% rise for fire control operators and a mechanism to pursue an increase of the 92% level**
- **Opportunities for further rises in earnings in a role-based salary structure**
- **A national pay formula that will be negotiated and agreed upon by July**
- **National framework for establishing working conditions and duty systems preserved**

And let's not forget the Government's "modernisation" drive on fire cover. Today national standards ensure that all across the UK people have good protection against fire deaths and injuries, that there are enough firefighters effecting rescues, and that this coverage is 24 hours a day, seven days a week. With these standards in place, the Fire Service meets 95 per cent of its targets and is acclaimed by the Government's own Audit Commission as a top performing public service.

But over the next few months up and down the country UK Fire Chiefs will be drawing up so-called integrated risk management plans – plans that threaten to destroy a very successful system and replace it by something untried and unproven. And in many brigades they may well try to introduce these changes with a budget-cutting agenda. So we will have to fight every job cut, every attempt to close down or downgrade a fire station, every attempt to use private sector facilities to replace jobs previously carried out by our

members. And we will have to mobilise MPs, councillors, fellow trade unions and local communities to start working together now with the FBU at a local level to defend the Fire Service.

Our pay dispute may be over, but the campaign to defend our essential public service remains as live as ever. Sisters and brothers, we have all shown great unity throughout the past year. By standing shoulder to shoulder we have emerged strengthened. We must maintain that unity for the trying months and years ahead.



F B U C O N F I D E N T I A L F R E E P H O N E H E L P L I N E

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FAIRNESS AT WORK is about treating others as we would wish to be treated ourselves – with respect

RECALL CONFERENCE

Recall backs EC, unites around employers' offer

Three to one vote for Executive resolution

THE FBU recall conference in Glasgow on June 12 voted 3:1 in favour of the Executive Council resolution. This recommended the Employers' current offer as the solution to our year-long pay dispute. The resolution made it clear that there were a number of issues that needed to be further agreed within the National Joint Council and that the membership would be further consulted ahead of any agreement.

This vote was supplemented by another backing a resolution put forward by Devon brigade that reiterated the Union's position that pay rises would not be traded for job cuts and that the union would strongly oppose changes resulting from the pay agreement if employers sought to impose them.

During the debate, reps from across the country expressed misgivings about the Employers' offer, in particular the lack of detail on a number of issues. However, a resolution calling for the EC to go back to Employers, negotiate more guarantees and then come back to a further recall conference, was defeated.

A London delegate, **Andy Dark**, said that accepting the offer was "signing up to the dismantlement of the Fire Service" and that it would allow employers to "return to the smash and grab" tactics seen a few years ago. **Matt Lee** from Derbyshire called on conference not to "sign up to the dismantlement of the Fire Service."

However, the overwhelming majority chose to give the EC the mandate to go ahead with hammering out the details.



Andy Gilchrist addresses the conference

REALITY CHECK

Trevor Shanahan from Fife said that like many brigades, there was a significant minority opposed to the offer. But the "reality of rejection" was that there were not many members willing to take illegal strike action. Nottingham's **Alan McClean** gave a "cautious" yes to the EC resolution, saying that the "alternative was worse".

Nick Sutcliffe of West Yorkshire said many of his members were deeply concerned about the possibility of imposition and he'd been mandated to "trust our elected leaders" to get those details every member wanted to see in the offer.

"We didn't get everything we wanted," added **Tony Maguire**

EC RESOLUTION: "The Executive Council recommend to recall conference that on behalf of the membership the 'Fire Service Pay and Conditions Agreement 2003' is the resolution to the current pay dispute. Conference recognises that this offer requires further detailed agreement within the NJC on a number of matters. Conference agrees that the membership will be fully consulted prior to final agreement being reached on each of these issues."

DEVON RESOLUTION: "This FBU National Conference declares that in no way will we endorse or accept cuts to our service to finance pay increases. Furthermore, this conference declares that it will oppose by all means available changes resulting from the pay agreement if these are introduced without proper consideration, consultation or agreement."

from Northern Ireland. But, he said, the offer represented "significant progress" and that conference should accept in order to move ahead with the next stage of the battle in what was going to be long war to defend the Fire Service.

Carl St Paul of the B&EMM section said the "consensus" of black & ethnic minority members supported the EC.

In backing the EC decision, **Pete Gallagher**, West Midlands, called on the EC to defend 15-year payments, differentials and control staff. On the pay formula, he stressed that the Union should retain the option to "negotiate higher wages for new skills."

NO ROOM FOR PERSONAL AGENDAS

General Secretary **Andy Gilchrist** warned against "personal" agendas and "prevarication". He said that "the offer is here now. If we don't pick it up it will disappear and we'll be faced with imposition."

"The agreement on offer," Andy added, "not only provides the Resolution, but critically for the continuation of the struggle, it also gives us the best settlement won by any group of public sector workers this pay round, with fewer strings."

He pointed out that while the offer does not give us our full monetary claim, it does give:

- £25k for a fully qualified Firefighter by next July
- A role based pay structure in which nobody will lose out
- 16% for fire control operators & mechanism so that they could reach 100% of Firefighters pay
- Pay parity for retained members by November 2003
- National pay formula with professional status

The General Secretary promised that "in this coming phase with this new agreement we will not only be challenging every management decision made, we will be doing so at all levels of the Union".



Delegates vote

NO JOB IS FOR SALE

Andy reiterated that "no job is for sale in this service," but that the FBU would have to fight for them in the traditional way at a local level.

He also stressed that now was the time to focus members' minds on ensuring that new risk-based fire cover systems adequately protect Firefighters and the public round the clock; to campaign for fire standards which meet the criteria laid down in the Pathfinder report; and to fight for every job and oppose closure and station downgrading. "We've always had to do this, to fight industrially against Section 19 closures. This is nothing new," says Andy.

In addition, the General Secretary reminded conference that attention needed to be focused on maintaining the integrity of Fire Control Centres and the rural fire service.

TIME TO SETTLE, MOVE ON

"In the view of the Executive Council we have reached the time to settle and move onto the next phase," Andy said. "This is a unique opportunity to forge real workplace control, placing our union at the heart of a modern fire service. Give us the authority to finish the detailed negotiations and refer the results to the members at each stage. Give us the authority we need to keep this union solid and strong for the struggles ahead. Support the EC and let's get on with the job."

Despite some differing views expressed at the conference, all made a commitment to respect the will of the overwhelming majority and the FBU motto: "Out together, stick together, back together."



President Ruth Winters



All pictures in this issue by Andrew Wiard/reportphotos.com



NJC PAY CIRCULARS

The following pages contain the text of circulars NJC/01/03 and NJC/02/03 issued by the National Joint Council for Local Authorities' Fire Brigades

Circular NJC/01/03

13th June 2003

FIRE SERVICE PAY AND CONDITIONS AGREEMENT 2003

1 INTRODUCTION

- 1.1** This agreement sets out the changes in conditions of service, and associated pay rises, for a modern fire service.
- 1.2** In reaching this agreement the NJC recognises that the role of a modern service is the reduction in loss of life, injury, economic and social cost arising from fires and other hazards.
- 1.3** The fire service is responsible for:
 - risk reduction and risk management in relation to fires and some other types of hazard or emergency,
 - community fire safety and education,
 - fire safety enforcement,
 - emergency responses to fires and other emergencies where it is best fitted to act as the primary agency responsible for the rescue of people including road traffic accidents, chemical spillages and other large-scale incidents such as transport accidents; and
 - emergency preparedness coupled with the capacity and resilience to respond to major incidents of terrorism and other chemical, biological, radiological or nuclear threats.
- 1.4** The principal components of "firefighting" and "fire control" work are covered by the relevant fire service national role maps. These role maps reflect fire service responsibilities incorporated into local risk management plans in order to:
 - apply a risk-based approach to fire cover and to all its activities in deciding how best to use its resources,
 - focus on reducing the level of fire and other emergencies,
 - develop and maintain effective partnerships with a range of agencies in the public, private and voluntary sectors where these can deliver cost-effective improvements in community safety,
 - adopt safe systems of working to secure the health and safety of both its staff and the general public; and
 - minimise the impact of the incidents it attends and of its response at those incidents on the environment.

2 PAY

2.1 STAGE 1

With effect from 7th November 2002

All current pay rates and retained fees for all ranks will be increased by 4%. This increase will be paid as soon as possible after this agreement has been ratified and will be backdated.

STAGE 2

With effect from 7th November 2003

A new pay structure, linked to the IPDS role structure and producing average pay increases of 7%, will be agreed by the NJC by 31st October 2003. The NJC has already agreed a role-based structure to replace the current rank structure and also that, in developing the detail of a new pay structure, it will need to consider differentials between each role, increments within each role (including the 15-year long service increment) and protection arrangements for individuals, where they are needed. It is for this reason that the pay increase at this stage is expressed as an average of 7%.

STAGE 3

With effect from 1st July 2004

An increase of 4.2% will be applied to the new pay structure agreed at Stage 2. For qualified/competent firefighters this would produce a cumulative increase of 16% over stages 1 to 3 and an annual salary of £25,000.

The pay increases at stages 2 and 3 are subject to:

- (a) completion of all the negotiations and consultations referred to in this agreement and, where appropriate, their ratification by the Fire Service National Employers, the Fire Brigades Union and Government; and
- (b) verification by the Audit Commission (England and Wales), Accounts Commission (Scotland) and Government (Northern Ireland) that the intended benefits (including savings) of the various national changes are being delivered locally.

STAGE 4

With effect from 1st July 2005

Pay to be increased in line with a pay formula. The details and terms will be agreed by the NJC by 31st July 2003.

STAGE 5

With effect from 1st July 2006

Pay to be increased in line with the pay formula agreed at Stage 4. Both sides of the NJC recognise that firefighters are now placed in the "Associate Professional and Technical" occupational classification in the Government's New Earnings Survey and that this will be an important consideration in agreeing this pay formula.

Retained firefighters

- 2.2** The NJC has agreed the principle of pay parity for retained firefighters with their whole-time counterparts. By 31st October 2003 the NJC will agree a new pay structure, for implementation on 7th November 2003, incorporating this principle and covering all existing fees and allowances. Any pay improvements resulting from this new structure will be in addition to those at paragraph 2.1.

Emergency fire control staff

- 2.3** The NJC will make arrangements for a joint evaluation of the relative job weights of the firefighters' and emergency fire control operators' jobs, taking all relevant considerations into account. The results of this evaluation will be reported to the NJC by 31st July 2003. If it is agreed that the existing 92% relationship should be improved, this will be backdated to 7th November 2002.

NJC PAY CIRCULARS

3 INTEGRATED RISK MANAGEMENT AND WORKING TIME ARRANGEMENTS

Integrated Risk Management Plans

- 3.1** Following recent decisions by Government, fire authorities are now required to produce Integrated Risk Management Plans. These plans will not only include the provision of appropriate cover to respond to fire and other emergencies but will also take into account other factors such as legislative and community fire safety and the training of firefighters and emergency fire control staff. Each of these issues has been the subject of detailed work by the CFBAC and there has been broad agreement between all stakeholders on the way forward.
- 3.2** The Integrated Risk Management Plan, including the determination of the number of personnel on duty at each location at different times of day, is a decision for the fire authority, having consulted with the appropriate parties. It does not require any formal collective agreement and, as at present for Section 19 applications, cannot be a matter for the disputes procedure.

Duty systems

- 3.3** Employees currently work on one of five duty systems: shift, day crewing, retained, day duty and flexible (the shift system usually operates on a 2-2-4 basis although this is not required by the existing national agreement). These duty systems will continue to operate on the basis that employees will undertake the duties appropriate to their role and be deployed to meet the requirements of the fire authority's Integrated Risk Management Plan, including working at different locations. The basic weekly hours for the shift, day crewing and day duty systems are 42 per week (including meal breaks) and whole-time and part-time employees on those duty systems will also be free to undertake retained duties where appropriate.
- 3.4** Where the fire authority decides that alternative duty systems are needed for the delivery of its Integrated Risk Management Plan, these should be discussed with the recognised trade union, based on the following principles:
- (i) Average 42 hours' basic week (inclusive of three hours' meal breaks in every 24 hours) for whole-timers; pro-rata for part-timers.
 - (ii) At least two periods of 24 hours free of duty every week.
 - (iii) Compliance with any relevant UK or European law, including the Working Time Regulations and Health, Safety and Welfare at Work legislation.
 - (iv) Working arrangements will have regard to the special circumstances of individual employees and be family friendly.
- 3.5** If there is no agreement between the fire authority and trade union over any alternative duty system then this difference can be referred to a Technical Advisory Panel. The Panel will be chaired by an Independent Expert (to be appointed by the two sides of the NJC), who will be assisted by the Joint Secretaries.
- 3.6** The members of the Panel will seek to broker an agreement between the parties. If that is not possible then the Panel will make recommendations. The Panel's recommendations would ensure that the duty system follows the four principles set out at paragraph 3.4 and is compatible with the deployment of resources that the fire authority has determined is necessary to implement

its Integrated Risk Management Plan. This process would have to be concluded within one month of reference to the Panel, or longer with the agreement of the parties. The parties will decide their responses to any recommendations from the Panel within fourteen days of receipt.

Part-time employees

- 3.7** This agreement provides for the introduction of part-time working for employees in all roles in the fire service. The conditions of service of part-time employees will be the same as those of whole-time employees and their pay and leave will be proportionate to the number of hours worked.

Overtime

- 3.8** Employees will be free to undertake pre-arranged overtime at premium rates of pay for no more than 24 hours per month, averaged over a six-month period. This will be on a voluntary basis. Pre-arranged overtime will not be used to make up any planned shortfall in the overall staffing levels set out in the fire authority's risk management plan. This will require the Fire Brigades Union to lift its current ban on pre-arranged overtime.

4 OTHER CONDITIONS OF SERVICE IN THE NATIONAL AGREEMENT

- 4.1** By 31st October 2003 the NJC will agree for inclusion in the Grey Book statements of commitment on:
- health and safety
 - occupational health
 - family friendly working arrangements
- 4.2** By 31st October 2003 the NJC will review the following parts of the Grey Book:
- fairness at work
 - maternity provisions
- 4.3** By 31st October 2003 the NJC will agree a revised Grey Book, drawn up on the principle that detailed conditions of service for local application will be derived from the nationally agreed framework.

5 DISPUTES PROCEDURE

- 5.1** Locally unresolved differences over the alternative working arrangements at paragraph 3.4 can be referred to the Technical Advisory Panel in accordance with paragraph 3.5.
- 5.2** The NJC will review the operation of the procedure for dealing with other local disputes by 31st October 2003.

6 DISCIPLINE

- 6.1** If the Fire Service Discipline Regulations are abolished then the NJC will agree a procedure to take their place that takes into account the principles of the ACAS Code of Practice on Disciplinary and Grievance Procedures.

7 NEGOTIATING MACHINERY

- 7.1** By 30th November 2003 a working group representative of fire service stakeholders will propose revisions to the Constitution of the NJC. The report of this working group will be presented to the appropriate fire service stakeholders for ratification during December 2003.

Circular NJC/02/03

13th June 2003

2002 PAY SETTLEMENT

1. The NJC has agreed an increase of 4% for all ranks with effect from 7th November 2002. Fire authorities are asked to make the backdated payments due under this agreement as soon as possible.
2. The following revised rates of pay and fees are attached (*below*):
 - (1) Whole-time members (Firefighter to Senior Divisional Officer)
 - (2) Whole-time members (Fire Control Operator to Principal Fire Control Officer)
 - (3) Retained and volunteer members
 - (4) Non-operational staff

(5) Junior firefighters and mess managers' allowance

3. Annual salaries for the ranks of Station Officer to Senior Divisional Officer and Fire Control Officer to Principal Fire Control Officer are exclusive of any entitlement to the 20% flexible duty system supplement.
4. The weekly rates for whole-time members are equivalent to the annual rates divided by 52.167 (rounded down to the nearest penny). The hourly rates are equivalent to the weekly rates divided by 42 (to the nearest penny) except for non-operational staff where the weekly rates are divided by 40 and the ranks of Fire Control Operator to Senior Fire Control Operator where they are equivalent to the 40-hour weekly rate divided by 40.
5. The casual overtime rates for the ranks of Station Officer, Assistant Divisional Officer and Fire Control Officer apply only to members in those ranks who are not on the flexible duty system.

(1) WHOLE-TIME MEMBERS (FIREFIGHTER TO SENIOR DIVISIONAL OFFICER)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Firefighter (aged 18)				
During first 6 months	17619	337.74	8.04	12.06
After 6 months	18435	353.38	8.41	12.62
Firefighter (aged 19 or over)				
During first 6 months	17895	343.03	8.17	12.26
After 6 months and during 2nd year	18702	358.50	8.54	12.81
During 3rd year	19596	375.63	8.94	13.41
During 4th year	20568	394.27	9.39	14.09
During 5th year (subject to being fully qualified)	22392	429.23	10.22	15.33
After 15 years' service (qualified)	23391	448.38	10.68	16.02
After 15 years' service (unqualified)	21522	412.55	9.82	14.73
Leading Firefighter	23976	459.60	10.94	16.41
After 15 years' service	24966	478.57	11.39	17.09
Sub-Officer				
During 1st year in rank	24588	471.33	11.22	16.83
After 15 years' service	25578	490.30	11.67	17.51
During 2nd year in rank	25536	489.50	11.65	17.48
After 15 years' service	26523	508.42	12.11	18.17
Station Officer				
During 1st year in rank	28524	546.78	13.02	19.53
After 15 years' service	29511	565.70	13.47	20.21
During 2nd year in rank	29157	558.91	13.31	19.97
After 15 years' service	30138	577.72	13.76	20.64
During 3rd year in rank	29784	570.93	13.59	20.39
After 15 years' service	30759	589.62	14.04	21.06

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Assistant Divisional Officer				
During 1st year in rank	30063	576.28	13.72	20.58
After 15 years' service	31041	595.03	14.17	21.26
During 2nd year in rank	30972	593.70	14.14	21.21
After 15 years' service	31962	612.68	14.59	21.89
During 3rd year in rank	31893	611.36	14.56	21.84
After 15 years' service	32868	630.05	15.00	22.50
Divisional Officer III				
During 1st year in rank	32199	617.22		
After 15 years' service	33180	636.03		
During 2nd year in rank	32832	629.36		
After 15 years' service	33825	648.39		
During 3rd year in rank	33531	642.76		
After 15 years' service	34527	661.85		
Divisional Officer II				
During 1st year in rank	34188	655.35		
After 15 years' service	35175	674.27		
During 2nd year in rank	35523	680.94		
After 15 years' service	36510	699.86		
During 3rd year in rank	36918	707.68		
After 15 years' service	37905	726.60		
Divisional Officer I				
During 1st year in rank	37764	723.90		
After 15 years' service	38748	742.76		
During 2nd year in rank	38640	740.69		
After 15 years' service	39633	759.73		
During 3rd year in rank	39498	757.14		
After 15 years' service	40485	776.06		
Senior Divisional Officer				
During 1st year in rank	40653	779.28		
After 15 years' service	41640	798.20		
During 2nd year in rank	41772	800.73		
After 15 years' service	42750	819.48		
During 3rd year in rank	42885	822.07		
After 15 years' service	43854	840.64		

	Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £		Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £
Fire Control Operator							Fire Control Officer						
Aged under 17 years	14730	282.36	13698	262.57	6.56	9.84	During 1st year in rank	26259	503.36			11.98	17.97
Aged 17 years	15240	292.13	14169	271.60	6.79	10.19	After 15 years' service	27147	520.38			12.39	18.59
Aged 18 years							During 2nd year in rank	26829	514.29			12.25	18.38
during first 6 months	16212	310.77	15096	289.37	7.23	10.85	After 15 years' service	27708	531.14			12.65	18.98
Aged 18 years after 6 months	16962	325.14	15780	302.49	7.56	11.34	During 3rd year in rank	27396	525.15			12.50	18.75
Fire Control Operator (aged 19 or over)							After 15 years' service						
During first 6 months	16458	315.48	15324	293.74	7.34	11.01	28287	542.23				12.91	19.37
After 6 months							Group Fire Control Officer						
and during 2nd year	17202	329.74	16011	306.91	7.67	11.51	During 1st year in rank	29622	567.83				
During 3rd year	18018	345.39	16776	321.58	8.04	12.06	After 15 years' service	30507	584.79				
During 4th year	18900	362.29	17598	337.33	8.43	12.65	During 2nd year in rank	30204	578.98				
During 5th year							After 15 years' service	31092	596.00				
(subject to appraisal)*	20619	395.24	19176	367.58	9.19	13.79	During 3rd year in rank	30837	591.12				
After 15 years' service	21510	412.32	19998	383.34	9.58	14.37	After 15 years' service	31734	608.31				
Leading Fire Control Operator							Principal Fire Control Officer						
	22074	423.14	20508	393.12	9.83	14.75	During 1st year in rank	32694	626.71				
After 15 years' service	22953	439.99	21348	409.22	10.23	15.35	After 15 years' service	33573	643.56				
Senior Fire Control Operator							During 2nd year in rank						
During 1st year in rank	22620	433.60	21048	403.47	10.09	15.14	After 15 years' service	34857	668.18				
After 15 years' service	23508	450.62	21873	419.28	10.48	15.72	During 3rd year in rank	34746	666.05				
During 2nd year in rank	23493	450.34	21855	418.94	10.47	15.71	After 15 years' service	35631	683.01				
After 15 years' service	24384	467.42	22689	434.93	10.87	16.31	<i>* See paragraph 2 of circular LRC/7/83</i>						

Annual retaining fee					Long service bounty payments						
		During first 3 years' service	After 3 years' service		10 years' service	15 years' service	20 years' service	25 years' service	30 years' service	35 years' service	
		£	£		£	£	£	£	£	£	
Firefighter		1956	2136		987	1170	1332	1542	1707	1881	
Leading Firefighter		2136	2199	Firefighter	1029	1197	1362	1596	1773	1941	
Sub-Officer		2199	2364	Leading Firefighter	1128	1314	1497	1740	1932	2109	
Sub-Officer i/c of station		2364	2574	Sub-Officer	1248	1437	1635	1908	2115	2325	
Station Officer		2676	3030	Sub-Officer i/c of station	1497	1761	1995	2328	2565	2802	
The annual retaining fee may be reduced by up to 25% where cover is provided for a limited period only					Station Officer						
					Annual retaining fee for members on the day crewing system						
	Turn-out fee	Pre-arranged attendance fee*	Attendance fee	Drill night fee	£						
	£	£	£	£	Firefighter	1077					
Firefighter	14.49	6.45	7.86	12.71	Leading Firefighter	1107					
Leading Firefighter	16.92	7.49	8.83	14.60	Sub-Officer	1194					
Sub-Officer	19.21	8.27	9.66	16.23	Sub-Officer i/c of station	1284					
Station Officer	21.62	9.90	10.36	19.33	For members on the day crewing system the turn-out fees, attendance fees, drill night fees and extra payments for remaining on duty are as for retained members						
* Also extra payment for remaining on duty and payment for extra work					For volunteer firefighters the payment for authorised duty is £6.45 per hour (the rate for retained firefighters who remain on duty)						

(4) NON-OPERATIONAL STAFF

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)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Non-operational staff (Fire Control Operator equivalent)				
During first 6 months	14328	274.65	6.87	10.31
After 6 months and during 2nd year	14964	286.84	7.17	10.76
During 3rd year	15675	300.47	7.51	11.27
During 4th year	16446	315.25	7.88	11.82
During 5th year	17910	343.32	8.58	12.87
After 15 years' service	18702	358.50	8.96	13.44
Non-operational staff (Leading Fire Control Operator equivalent)				
	19179	367.64	9.19	13.79
After 15 years' service	19965	382.71	9.57	14.36
Non-operational staff (Senior Fire Control Operator equivalent)				
During 1st year in rank	19674	377.13	9.43	14.15
After 15 years' service	20460	392.20	9.81	14.72
During 2nd year in rank	20418	391.39	9.78	14.67
After 15 years' service	21204	406.46	10.16	15.24

(5) JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

Junior firefighters' annual pay

	£
Aged 16	7782
Aged 17	8364
Aged 18	as for recruit firefighters of the same age

Mess managers' allowance

Meals served per day	Mess manager (without a deputy) £	Mess manager (with a deputy) £	Deputy mess manager £
Up to 50	5.84	3.90	2.17
51 to 69	6.97	4.71	2.50
70 to 89	8.06	5.58	2.77
90 to 109	9.15	6.08	3.29
110 to 129	10.55	6.97	3.60
130 and over	11.69	7.76	4.16



