1954 No. 1158

The Fire Services (Conditions of Service) Regulations, 1954

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In pursuance of the powers conferred on me by subsection (1) of section seventeen of the Fire Services Act, 1947(a), I hereby make the following Regulations:—

Ranks

1.—(1) Every fire authority shall organise the members of the brigade under the chief officer in ranks.

(2) The ranks of members of a brigade shall be such of those set out below in order of superiority for male and female members respectively as the fire authority consider necessary in the circumstances of the brigade.

For male members of a brigade—

Assistant Chief Officer
Divisional Officer (Grade I)
Divisional Officer (Grade II)
Divisional Officer (Grade III)
Assistant Divisional Officer
Station Officer
Sub-Officer
Leading Fireman
Fireman.

For female members of a brigade—

Group Officer
Assistant Group Officer
Senior Leading Firewoman
Leading Firewoman
Firewoman.

Deputy chief officer

2. The fire authority may appoint a member of the brigade holding a rank not lower than that of station officer to be deputy chief officer and a member so appointed shall, during the absence or incapacity of the chief officer or during any vacancy in that office, have all the functions of a holder of that office other than those excepted by resolution of the fire authority.

Age of compulsory retirement

3.—(1) Retirement shall be compulsory for male whole-time members of a brigade—

(*a*) of the rank of assistant divisional officer or any higher rank, on attaining the age of sixty, and

(*b*) of the rank of station officer or any lower rank, on attaining the age of fifty-five,

except that in special cases the fire authority may extend any such member's service for a further period on being satisfied that such extension would be in the interests of efficiency:

(a) 10 & 11 Geo. 6. c. 41.

Provided that nothing in this paragraph shall apply to a member in whose case any regulations made for the purposes set out in paragraph 7 of the Schedule to the Fire Services (Emergency Provisions) Act, 1941(a), had effect immediately before the first day of April, 1948, until he is entitled without a medical certificate to retire and receive a pension at the rate of two-thirds of his pensionable pay.

(2) Retirement shall also be compulsory for any male whole-time member of a brigade who has completed twenty-five years' pensionable service if he is required to retire by the fire authority on the grounds that his retention in the brigade would not be in the general interests of its efficiency:

Provided that nothing in this paragraph shall apply to a member of the brigade in whose case the National Fire Service (Preservation of Pensions) (Police Firemen) Regulations, 1941(b), the National Fire Service (Preservation of Pensions) (Birmingham and Leicester) Regulations, 1941(c), or the National Fire Service (Preservation of Pensions) (Bolton and Derby) Regulations, 1941(d), had effect immediately before the first day of April, 1948, or to a member who immediately before the eighteenth day of August, 1941, was a professional fireman within the meaning of the Fire Brigade Pensions Act, 1925(e), as amended by the Fire Brigades Act, 1938(f), and in whose case the National Fire Service (Preservation of Pensions) (General Pension Funds) Regulations, 1941(g), had effect immediately before the first day of April, 1948.

(3) In this Regulation the expressions "pensionable pay" and "pensionable service" have the same meanings as in the Firemen's Pension Scheme.

(4) Nothing in this Regulation shall apply to a member of a brigade employed on a contract under which his duties do not include fire-fighting

Prohibition of outside employment

4.—(1) A whole-time member of a brigade who—

(*a*) is of the rank of station officer, assistant group officer or any higher rank,

(*b*) is wholly or mainly engaged in control-room duties, or

(*c*) is engaged in duties subject to the normal duty system described in the First Schedule to these Regulations,

shall not hold any other office or employment for hire or gain or carry on any trade or business:

Provided that the fire authority on the recommendation of the chief officer and in consideration of the circumstances may, in their absolute discretion, permit such a member to hold such an office or employment or to carry on a trade or business on such conditions and subject to such restrictions as they think fit.

(2) A whole-time member of a brigade not being such a member as is described in sub-paragraph (*a*), (*b*) or (*c*) of paragraph (1) of this Regulation shall not hold any other office or employment for hire or gain or carry on any trade or business without the approval of the fire authority, which shall not be withheld unless the holding of such other office or employment or the carrying on of the trade or business would, in their opinion, interfere with his efficiency.

(a) 4 & 5 Geo. 6. c. 22.
(b) S.R. & O. 1941/1271 (1941 I, p. 328).
(c) S.R. & O. 1941/1273 (1941 I, p. 337).
(d) S.R. & O. 1941/1274 (1941 I, p. 342).
(e) 15 & 16 Geo. 5. c. 47.
(f) 1 & 2 Geo. 6. c. 72.
(g) S.R. & O. 1941/1270 (1941 I, p. 325).

The approval of the fire authority under this paragraph may be given either generally or in relation to particular individuals or classes or descriptions of individuals and on such conditions and subject to such restrictions as they think fit.

Periods of duty of whole-time members

5. The plan of regular periods of operational duties and control-room duties for whole-time members of a brigade of a rank below that of station officer or assistant group officer shall be in accordance with the provisions of the First Schedule to these Regulations.

Annual leave and leave for public holidays of whole-time members

6. The annual leave and leave for public holidays of a whole-time member of a brigade shall be in accordance with the provisions of the Second Schedule to these Regulations.

Medical expenditure and sick leave of whole-time members

7. The reimbursement of the medical charges and expenditure incurred by a whole-time member of a brigade and the sick leave to which he is entitled shall be in accordance with the provisions of the Third Schedule to these Regulations.

Emoluments of members

8.—(1) Subject to the provisions of Regulations 7 and 9 of these Regulations, the emoluments of a whole-time member of a brigade shall be in accordance with the provisions of the Fourth Schedule to these Regulations.

(2) The emoluments of a part-time member of a brigade shall be in accordance with the provisions of the Fifth Schedule to these Regulations.

(3) No emoluments other than those specified in the Fourth and Fifth Schedules to these Regulations shall be granted by way of pay or in respect of the other matters referred to in those Schedules, and no emolument shall be granted in respect of any matters not so referred to except with the approval of the Secretary of State.

Suspension

9.—(1) The chief officer, if it appears to him that a member of a brigade has committed an offence against discipline or a criminal offence, may suspend him, and any member of a brigade who is in legal custody shall be deemed to have been so suspended.

(2) The period of any suspension under this Regulation and the rights to emoluments during that period of a member of a brigade who is suspended shall be in accordance with the provisions of the Sixth Schedule to these Regulations.

Regulations not to apply to auxiliary firemen

10. These Regulations shall not apply in relation to an auxiliary fireman.

Interpretation

11.—(1) In these Regulations the following expressions have the meanings hereby respectively assigned to them, that is to say:—

"the Act" means the Fire Services Act, 1947;

"auxiliary fireman" means a member of a brigade who is enrolled for service therein which is restricted except in a war emergency to such duties as are desirable for training;

"brigade" means a fire brigade maintained under the provisions of the Act;

"Firemen's Pension Scheme" means the scheme for the time being in force under section twenty-six of the Act as amended by section one of the Fire Services Act, 1951(a);

"retained member" in relation to a brigade has the meaning assigned to it by paragraph 15 of the Fifth Schedule to these Regulations.

(2) A reference to an officer of a higher rank includes a reference to the chief officer.

(3) A reference to any form of civil defence means a reference to any form of civil defence for the time being recognised by the Secretary of State as being appropriate to be undertaken by the members of a brigade.

(4) The Interpretation Act, 1889(b), shall apply to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament.

Revocations

12.—(1) The Regulations set out in the Seventh Schedule to these Regulations are hereby revoked.

(2) Section thirty-eight of the Interpretation Act, 1889, shall apply as if these Regulations were an Act of Parliament and as if any Regulations revoked by these Regulations were Acts of Parliament repealed by an Act of Parliament.

(3) Any appointment, grant or determination made, any extension of service or increment granted, any promotion, approval, warning, consent, orders or direction given, any restriction or conditions imposed, any increment withdrawn or other thing done under any Regulation revoked by these Regulations shall not be invalidated by the revocation effected by paragraph (1) of this Regulation, but shall, in so far as it could have been made, granted, given, imposed, withdrawn or done under a provision of these Regulations, have effect as if it had been made, granted, given, imposed, withdrawn or done under that provision.

Citation and commencement

13.—(1) These Regulations may be cited as the Fire Services (Conditions of Service) Regulations, 1954, and shall come into operation on the thirteenth day of September, 1954.

(2) These Regulations shall not apply to Scotland.

James Stuart,
One of Her Majesty's Principal Secretaries of State.

Whitehall.
1st September, 1954.

(a) 14 & 15 Geo. 6. c. 27.

(b) 52 & 53 Vict. c. 63.

FIRST SCHEDULE

Regulation 5

PLAN OF DUTY OF WHOLE-TIME MEMBERS OF A BRIGADE BELOW THE RANK OF STATION OFFICER

PART I

Operational duty

1.—(1) Wherever circumstances permit, the fire authority shall introduce or, as the case may be, maintain at a fire station which it is necessary should continuously be manned, the system of operational duties, hereafter in this Part of this Schedule described as the normal duty system.

(2) The normal duty system shall be a system based on a rota of duties designed to secure the following:—

(*a*) that the periods of duty shall be calculated with reference to a cycle of a number of weeks;

(*b*) that during the cycle the average period of duty in each week shall be sixty hours;

(*c*) that each period of twenty-four hours shall be divided into a day shift and a night shift of which the latter shall be not less than twelve hours;

(*d*) that during the cycle no person's successive periods of duty on the night shift shall amount to more than ten;

(*e*) that during the cycle a person shall on an average be free from any duty for two complete periods of twenty-four hours each in each week.

2. At a station which it is necessary should be manned for operational duties for some part only of each day the system of operational duties shall be designed to secure that the average of the periods of duty of each member stationed there shall not (subject to paragraph 4 of this Schedule) exceed sixty hours a week.

3. As long as owing to shortage of manpower it is impracticable to introduce at a station either of the systems described in paragraphs 1 and 2 of this Schedule the fire authority may maintain at that station the system of operational duties which was in force thereat immediately before the first day of April, 1948, with such modifications as may be made thereto by the fire authority to enable members of the brigade to be free from duty for additional or longer periods.

4.—(1) A member of a brigade whose usual place of duty is at a station to which this paragraph applies may volunteer to accept, in respect of periods when he would otherwise be off duty, obligations similar to those of a retained member of the brigade which are set out in sub-paragraph (1) (*b*) and (*c*) of paragraph 8 of the Fifth Schedule to these Regulations.

(2) This paragraph applies to a station at which the system of operational duties described in paragraph 2 of this Schedule either has been in force since before the first day of April, 1948, or has on or after that date, after consultation with the accredited representatives of the members of the brigade whose usual place of duty is at the station, been introduced by the fire authority.

5. In this Part of this Schedule "operational duties" means duties which include fire-fighting.

PART II

Control-room duties

6. The system of duty for a whole-time member of a brigade employed on control-room duties, other than a member in charge of the control-room system, shall be designed to secure that the average of the periods of duty of each such member shall not exceed forty-eight hours a week.

7. The system of duty for a whole-time member of a brigade in charge of the control-room system shall be designed to secure that the average of his periods of duty shall not exceed sixty hours a week.

Regulation 6

SECOND SCHEDULE

ANNUAL LEAVE AND LEAVE FOR PUBLIC HOLIDAYS OF WHOLE-TIME MEMBERS OF A BRIGADE

1. Every whole-time member of a brigade shall, in each calendar year, so far as the exigencies of duty permit, be granted that number of days paid leave of absence set opposite in the subjoined Table to the rank which he holds:—

TABLE

Men

Divisional Officer (Grade I) or officer of higher rank ...	35 days
Divisional Officer (Grade II)	28 „
Divisional Officer (Grade III)	26 „
Assistant Divisional Officer	26 „
Station Officer	24 „
Sub-Officer	21 „
Leading Fireman	21 „
Fireman	21 „

Women

Group Officer	26 days
Assistant Group Officer	24 „
Senior Leading Firewoman	21 „
Leading Firewoman	21 „
Firewoman	21 „

2.—(1) Every whole-time member of a brigade shall, so far as the exigencies of duty permit, be granted a day's leave on the following public holidays, namely, the first Monday in August, Christmas Day and the twenty-sixth day of December or, if that day falls on a Sunday, the twenty-seventh day of December.

(2) If on any of the aforesaid public holidays a member is required to do duty he shall be granted a day's leave in lieu within three months after that public holiday.

Regulation 7

THIRD SCHEDULE

MEDICAL CHARGES AND EXPENDITURE AND SICK LEAVE

PART I

Reimbursement of medical charges and expenditure

1. The fire authority shall reimburse a pensionable member of a brigade any charges incurred in his case under section thirty-eight of the National Health Service Act, 1946(a) (as amended by section sixteen of the National Health Service (Amendment) Act, 1949(b)), under section one of the National Health Service Act, 1951(c), or under section one or section two of the National Health Service Act, 1952(d) (which sections relate to charges for certain drugs, medicines and appliances and for dental treatment).

2. The fire authority may, to such extent as they think fit, reimburse a pensionable member of a brigade any charges or expenditure incurred in his case in respect of which he is not entitled to be reimbursed under the preceding paragraph, being charges or expenditure in respect of medical attendance and treatment, including hospital treatment, dental services, the provision of dental and optical appliances and special treatment.

3. In this Part of this Schedule the expression "pensionable member of a brigade" means a member of a brigade of a class prescribed for the purposes of section two of the Fire Services Act, 1951.

(a) 9 & 10 Geo. 6. c. 81.
(b) 12, 13 & 14 Geo. 6. c. 93.
(c) 14 & 15 Geo. 6. c. 31.
(d) 15 & 16 Geo. 6 & 1 Eliz. 2. c. 25.

PART II

3RD SCH. —*cont.*

Sick leave

4.—(1) Subject to the provisions of paragraphs 6 and 7 of this Schedule, a whole-time member of a brigade whose duties include a liability to engage in fire-fighting duties shall, without prejudice to the provisions of paragraph 1 of the Second Schedule to these Regulations (which relates to annual leave), be entitled to sick leave on full pay so long as he is unfit for duty and has not ceased to be a member of the brigade:

Provided that—

(i) if at any time after twelve months' continuous sick leave a registered medical practitioner selected by the fire authority is unable to certify that a member is likely to be fit in the future to return to duty, the member shall no longer be entitled to sick leave on full pay, but may, if the fire authority so decide, be granted such further period of sick leave on full pay or on half pay as they think fit;

(ii) a member shall be entitled only to such paid sick leave as the fire authority may determine in respect of an infirmity which, in the opinion of the fire authority acting on medical advice, is wholly attributable to his holding any other office or employment for hire or gain or carrying on a trade or business.

(2) A whole-time member as aforesaid whose sick leave includes any public holiday within the meaning of paragraph 2 of the Second Schedule to these Regulations shall be deemed not to be on sick leave on such a day but such sick leave shall, notwithstanding this provision, be deemed to be continuous for the purpose of proviso (i) to sub-paragraph (1) of this paragraph.

5. Subject to the provisions of paragraphs 6 and 7 of this Schedule, a whole-time member of a brigade other than a whole-time member referred to in paragraph 4 of this Schedule shall be granted such sick leave on full pay or on half pay as the fire authority may determine.

6.—(1) While a member of a brigade is on sick leave on full pay, his pay shall be reduced by the amount—

(*a*) of any sickness benefit to which he may be entitled under the National Insurance Acts, 1946 to 1953;

(*b*) of any injury benefit to which he may be entitled under the National Insurance (Industrial Injuries) Acts, 1946 to 1953;

(*c*) of any weekly payments he receives under the Workmen's Compensation Acts, 1925 to 1945, by way of compensation for the injury or sickness causing the infirmity;

(*d*) of any allowance which he receives in respect of a dependant, whether an adult or otherwise, in respect of any period during which he receives approved treatment under any of the following instruments, namely, any statutory rule, order or instrument under the Pensions (Navy, Army, Air Force and Mercantile Marine) Act, 1939(**a**), as amended by the Pensions (Mercantile Marine) Act, 1942(**b**), or under the Personal Injuries (Emergency Provisions) Act, 1939(**c**), any Order in Council under the Naval and Marine Pay and Pensions Act, 1865(**d**), any order under section two of the Air Force (Constitution) Act, 1917(**e**), or any royal warrant concerning pensions and other grants for members of the military forces, and of the nursing and auxiliary forces thereof, disabled in consequence of services either during the 1914-1918 war or after the second day of September, 1939.

(2) While a member of a brigade is on sick leave on half pay and is in receipt of any benefit, payment or allowance mentioned in sub-paragraph (1) of this paragraph, his pay shall be reduced by the amount, if any, by which his half pay and any such benefit, payment or allowance exceeds his full pay.

(**a**) 2 & 3 Geo. 6. c. 83. (**b**) 5 & 6 Geo. 6. c. 26. (**c**) 2 & 3 Geo. 6. c. 82.
(**d**) 28 & 29 Vict. c. 73. (**e**) 7 & 8 Geo. 5. c. 51.

3RD SCH. —*cont.*

PART III

Effect of neglect or default

7. If a member of a brigade refuses or neglects to submit himself to any medical examination required by the fire authority or if, in the opinion of the fire authority acting on medical advice, a member of a brigade has—

(*a*) caused or substantially aggravated any infirmity by neglect or default, or

(*b*) has refused or neglected fully to co-operate in any medical treatment which the fire authority consider necessary in his case,

paragraph 1 of this Schedule shall not apply in his case unless and until the fire authority otherwise determine and his rights to paid sick leave under Part II of this Schedule shall forthwith cease unless and until the fire authority determine to restore them or any of them.

Regulation 8 (1)

FOURTH SCHEDULE

EMOLUMENTS OF WHOLE-TIME MEMBERS OF A BRIGADE

PART I

Pay

Pay of chief officer and assistant chief officer

1. The rate of pay of a chief officer and an assistant chief officer shall be such as is determined in each case by the fire authority with the approval of the Secretary of State.

Pay of other members above the rank of fireman and firewoman

2. Subject to the following provisions of this Part of this Schedule:—

(*a*) the rate of pay of a divisional officer (Grade I) shall be in accordance with the following scale:—

During the 1st year of service in that rank £1,042 a year

During the 2nd year of service in that rank £1,050 a year

During the 3rd year of service in that rank £1,057 a year

During the 4th year of service in that rank £1,077 a year

During the 5th year of service in that rank £1,097 a year

During the 6th year of service in that rank £1,117 a year;

(*b*) the rate of pay of a member of a brigade holding one of the ranks set out in the subjoined Table shall be in accordance with the scale which begins with the rate set opposite in the second column of the said Table to the rank he holds and increases on the completion of each year of service in that rank by the amount of the annual increment set opposite thereto in the third column of the said Table until the maximum rate set opposite thereto in the fourth column of the said Table is reached:—

TABLE

Rank	Minimum Rate	Annual Increment	Maximum Rate
	£	£	£
Divisional Officer (Grade II) ...	917 a year	15	992 a year
Divisional Officer (Grade III) ...	842 „	15	917 „
Assistant Divisional Officer ...	792 „	10	842 „
Station Officer	692 „	10	742 „

(*c*) the rate of pay of a group officer shall be £532 a year and the rate of pay of an assistant group officer shall be £462 a year;

(*d*) the rate of pay of a sub-officer shall be in accordance with the following scale:—

During the 1st year of service in that rank 212s. weekly

During the 2nd year of service in that rank 215s. weekly

During the 3rd year of service in that rank 218s. weekly

During the 4th year of service in that rank 221s. weekly

During the 5th year of service in that rank 224s. weekly

During the 6th year of service in that rank 227s. weekly;

(*e*) the rate of pay of a senior leading firewoman shall be £420 a year;

(*f*) the rate of pay of a leading fireman shall be in accordance with the following scale:—

During the 1st year of service in that rank 189s. weekly

During the 2nd year of service in that rank 192s. weekly

During the 3rd year of service in that rank 195s. weekly

During the 4th year of service in that rank 198s. weekly

During the 5th year of service in that rank 201s. weekly

During the 6th year of service in that rank 204s. weekly

During the 7th year of service in that rank 207s. weekly;

(*g*) the rate of pay of a leading firewoman shall be £380 a year.

Special pay provisions for certain officers

3. A member of a brigade who, immediately before the twenty-eighth day of April, 1950, held the rank of divisional officer (Grade I, II or III), assistant divisional officer or station officer, and was entitled to the maximum rate of pay for his rank, shall be entitled while holding that rank to pay at the maximum rate for his rank.

Special pay provisions for leading firemen

4.—(1) A fireman who is promoted to leading fireman on or after the thirteenth day of September, 1954, and who immediately before such promotion was in receipt of pay under paragraphs 5 and 6 of this Schedule at the rate of 188s. or more weekly shall on promotion be entitled to pay at the rate in the scale set out in sub-paragraph (*f*) of paragraph 2 of this Schedule next above the rate of pay of which he was so in receipt, and he shall receive his first increment in the said scale on the date on which he first completes after his promotion a period consisting of one or more years of service from the date on which he last received an increment in his pay and thereafter shall receive an increment in the said scale on the completion of each year of service so, however, that a fireman who immediately before his said promotion was in receipt of a long service increment under paragraph 6 of this Schedule shall after his said promotion receive an increment in the said scale on the completion of each year of service in the rank of leading fireman.

(2) A leading fireman who was promoted to that rank before the thirteenth day of September, 1954, shall have the rate of pay in the scale set out in sub-paragraph (*f*) of paragraph 2 of this Schedule attributable to that number of years' service in the rank of leading fireman to which his rate of pay immediately before the said date in the scale then in force was attributable; and he shall receive his annual increments on the dates on which he would have received them had these Regulations not been made.

4TH SCH. —cont.

Pay of firemen and firewomen

5.—(1) Subject to the following provisions of this Part of this Schedule:—

(*a*) the rate of pay of a fireman who has attained the age of nineteen years shall be in accordance with the following scale, but in applying that scale service before attaining that age shall be disregarded:—

During the 1st and 2nd years of service after appointment 170s. weekly
During the 3rd year of service after appointment 173s. weekly
During the 4th year of service after appointment 176s. weekly
During the 5th year of service after appointment 179s. weekly
During the 6th year of service after appointment 182s. weekly
During the 7th year of service after appointment 185s. weekly
During the 8th year of service after appointment 188s. weekly
During the 9th year of service after appointment 191s. weekly;

(*b*) the rate of pay of a firewoman who has attained the age of twenty years shall be in accordance with the following scale, but in applying that scale service before attaining that age shall be disregarded except in the case of a firewoman who attained the age of twenty years before the eighth day of October, 1951:—

During the 1st year of service after appointment £320 a year
During the 2nd year of service after appointment £335 a year
During the 3rd year of service after appointment £345 a year
During the 4th year of service after appointment £355 a year
During the 5th year of service after appointment £365 a year;

(*c*) the rate of pay of a firewoman who has not attained the age of twenty years shall be in accordance with the following scale:—

Before attaining the age of 17 years	£225 a year
During the 18th year of age	£240 a year
During the 19th year of age	£255 a year
During the 20th year of age	£270 a year

Long service increments for firemen

6.—(1) Subject to the provisions of sub-paragraph (5) of this paragraph, a fireman who has completed ten years of service may be granted a long service increment of 4s. a week in his pay if the chief officer is satisfied that he has shown zeal and proficiency in the performance of his duties and is well conducted.

(2) Subject as aforesaid, a fireman who has completed fifteen years of service may be granted in lieu of the long service increment (if any) granted to him under sub-paragraph (1) of this paragraph a long service increment of 8s. a week in his pay if the chief officer is satisfied as aforesaid.

(3) As soon as a fireman has completed ten or, as the case may be, fifteen years of service, the chief officer shall consider whether a long service increment shall be granted to him under sub-paragraph (1) or, as the case may be, sub-paragraph (2) of this paragraph.

(4) If the chief officer is of opinion that a fireman in receipt of a long service increment under this paragraph is not showing zeal or proficiency in the performance of his duties or that he is not well conducted, the fireman shall be given a written warning of the opinion of the chief officer, and if at the end of a period of two months from the date of the warning or of such longer period as may be specified in the warning the chief officer is of the same opinion the increment shall be withdrawn:

Provided that if after the last grant of an increment under this paragraph to a fireman—

(*a*) the fireman is guilty of an offence against discipline for which he is punished by a stoppage of pay amounting in the aggregate to 10s. or any greater punishment, or

(*b*) the fireman is guilty during any period of twelve months of two offences against discipline for which he is punished, or

(*c*) the fireman is guilty of more than three offences against discipline for which he is punished,

the increment may be withdrawn without notice.

(5) No long service increment shall be granted under this paragraph to a fireman from whom a long service increment has been withdrawn under sub-paragraph (4) of this paragraph until a period of one year has elapsed from the date of withdrawal.

(6) The withholding or withdrawal of any increment under this paragraph shall be subject to confirmation by the fire authority.

(7) For the purposes of this paragraph service shall not include service before the fireman has attained the age of nineteen years.

Increased pay for members stationed in London

7. The rate of pay of a member of a brigade below the rank of assistant chief officer whose usual place of duty is at a station in the metropolitan police district or the City of London police area shall be increased—

(*a*) by 10s. a week if he holds the rank of sub-officer, leading fireman, or fireman; and

(*b*) by £26 a year if he or she holds any other rank:

Provided that this paragraph shall not apply to a member who is a recruit at a local training centre other than a recruit who is a member of a brigade for an area wholly within the metropolitan police district and the City of London police area.

The counting of certain previous service by members above the rank of fireman

8.—(1) A member of a brigade who—

(*a*) on the thirty-first day of March, 1949, held one of the following ranks, namely, divisional officer (Grade I, II or III), assistant divisional officer, station officer, sub-officer or leading fireman,

(*b*) holds the same rank that he held on that date,

(*c*) either was transferred to a brigade from the National Fire Service or, having been discharged from that service on the thirty-first day of March, 1948, joined a brigade on the first day of April, 1948, and

(*d*) has since the first day of April, 1948, served continuously in one brigade,

shall, for the purpose of reckoning his period of service under the scales of pay in paragraph 2 of this Schedule, be entitled to count a period or periods during which he held in the National Fire Service a rank higher than or equivalent to the rank he holds.

(2) Subject to sub-paragraph (1) of paragraph 10 of this Schedule, if such a member on the thirty-first day of March, 1949, held a rank on a temporary promotion thereto or thereafter has been or is temporarily promoted this paragraph shall not apply to him.

(3) A member of a brigade who either in the National Fire Service or since the first day of April, 1948, is or has been reduced in rank as a punishment shall not be entitled to count under this paragraph any period of service before the date of such reduction.

(4) For the purposes of this paragraph each of the ranks in the National Fire Service set out in the second column of the Table subjoined to this sub-paragraph shall be deemed to be the equivalent of the rank set opposite to it

4TH SCH. —*cont.* in the first column of the said Table and a rank higher than the appropriate rank in the National Fire Service shall be deemed to be a higher rank than the equivalent rank in a fire brigade :—

TABLE

Divisional Officer (Grade I)	Divisional Officer
Divisional Officer (Grade II)	Divisional Officer
Divisional Officer (Grade III)	Column Officer
Assistant Divisional Officer	Senior Company Officer
Station Officer	Company Officer
Sub-Officer	Section Leader

(5) A member of a brigade to whom sub-paragraph (1) of this paragraph applies and who ceased to perform service within the meaning of sub-paragraph (*a*) of paragraph 9 of this Schedule and within four weeks of so ceasing began a period of war service within the meaning of the Reinstatement in Civil Employment Act, 1944(**a**), and within five weeks of the end of such service, or any longer period which the Secretary of State may have in any particular case allowed, applied to join or rejoin the National Fire Service, shall, for the purpose of the said sub-paragraph (1), be entitled to count any period of such war service after the seventeenth day of August, 1941, as if it were service in the rank he held on so joining or rejoining the National Fire Service.

The counting by firemen and firewomen of certain previous service

9. In reckoning service in the brigade of a fireman or firewoman who either was transferred thereto from the National Fire Service or who having been discharged from the National Fire Service joined the brigade before the first day of May, 1948, there shall for the purposes of paragraphs 5 and 6 of this Schedule be included the following service and in the case of a fireman or firewoman who having been discharged from the National Fire Service joins the brigade on or after the first day of May, 1948, there may if the fire authority think fit be included for the purposes of the said paragraphs the whole or any part of the following service :—

(*a*) service of one or more of the following descriptions :—

(i) service as a member of a fire brigade being either the London Fire Brigade or a brigade maintained under the Fire Brigades Act, 1938, by a local authority ;

(ii) service as a member of the Auxiliary Fire Service or any Women's Auxiliary Fire Service, membership of which did not involve membership of the Auxiliary Fire Service ;

(iii) service as a fireman in the National Fire Service ;

(iv) service with the Auxiliary Fire Service in the service of the Crown, by virtue of the National Service Act, 1941(**b**),

but in calculating such service there shall be disregarded any period of service which was not whole-time paid service, and for the purpose only of applying the scale set out in sub-paragraph (1) (*a*) of paragraph 5 of this Schedule in relation to members of the London Fire Brigade or the West Ham Fire Brigade in whose case the Firemen's Pension Scheme has effect under the provisions of subsection (2) of section twenty-seven of the Act, subject to the modifications referred to in that subsection, there shall also be disregarded any period of service in either of those brigades (other than service in the London Fire Brigade as a member entitled to benefit from the superannuation and provident fund established by virtue of the London Council (General Powers) Act, 1891(**c**)) in excess of eight years ; and

(**a**) 7 & 8 Geo. 6. c. 15. (**b**) 4 & 5 Geo. 6. c. 15. (**c**) 54 & 55 Vict. c. ccvi.

(*b*) in relation to any person who ceased to perform service within the meaning of sub-paragraph (*a*) of this paragraph and within four weeks of so ceasing began a period of war service within the meaning of the Reinstatement in Civil Employment Act, 1944, and within five weeks of the end of such service or any longer period which the Secretary of State may have in any particular case allowed, applied to join or rejoin the National Fire Service, any period of such war service after the thirty-first day of August, 1939.

General provisions for counting service

10.—(1) A member of a brigade who at the end of a period of temporary promotion reverts or reverted to the rank he held immediately before that period shall thereafter be deemed for the purpose of reckoning service under the preceding provisions of this Schedule and for the purposes of paragraphs 3 and 4 of this Schedule to have held during that period the rank to which he so reverts or reverted.

(2) For the purpose of reckoning service under the preceding provisions of this Schedule—

(*a*) a member of a brigade on promotion shall, for the purpose of reckoning his service in the rank to which he is promoted, be entitled to count any previous period or periods of service in that rank in that brigade during a temporary promotion thereto;

(*b*) no account shall be taken of any period of unpaid leave unless the fire authority otherwise determine.

The counting of discontinuous service and service in two or more brigades

11.—(1) After transfer from one brigade to another a member of a brigade shall, for the purposes of the preceding provisions of this Schedule, be entitled to count, in addition to the service he is entitled to count under those provisions in the new brigade, the service that he was entitled to count for the purposes of pay in his old brigade immediately before the date of transfer, and for the purposes of sub-paragraph (1) (*d*) of paragraph 8 of this Schedule he shall be deemed to have served continuously in one brigade.

(2) Where a member of a brigade before joining the brigade, otherwise than by way of transfer, has retired from the same or another brigade, then, for the purposes of the preceding provisions of this Schedule, the fire authority may, if they think fit, allow the member to count, in addition to the service he is entitled to count under those provisions in the new brigade, the service that he was entitled to count for the purposes of pay in his old brigade immediately before he retired, and for the purposes of sub-paragraph (1) (*d*) of paragraph 8 of this Schedule he may, if the fire authority think fit, be deemed to have served continuously in one brigade.

(3) In this paragraph a reference to the transfer of a member of a brigade from one brigade to another is a reference to his retirement from the one brigade for the purpose of joining the other with the written consent of the fire authority maintaining the brigade from which he retires, and such consent may be given after he has left that brigade, but only if he has applied therefor while still a member of the brigade.

The counting of service in the armed forces

12.—(1) This paragraph shall apply in the case of a person who—

(*a*) immediately before undertaking such service in the armed forces of the Crown as is mentioned in sub-paragraph (3) of this paragraph was a member of a brigade; and

(*b*) within one month of the end of such service resumes service in his brigade or joins another brigade.

(2) He shall be entitled on resuming service or on joining the brigade to reckon for the purposes of pay the service he was so entitled to reckon immediately before undertaking service in the armed forces of the Crown

4TH SCH. —*cont.*

together with his service in those forces and for the purposes of sub-paragraph (1) (*d*) of paragraph 8 of this Schedule he shall be deemed to have served continuously in one brigade.

(3) The service in the armed forces of the Crown referred to in this paragraph is that specified in the First Schedule to the Reserve and Auxiliary Forces (Protection of Civil Interests) Act, 1951(a), other than that specified in sub-paragraph (*b*) of paragraph 5 thereof.

Transitional provision as to the counting of service

13. Without prejudice to the preceding paragraphs of this Schedule, on the coming into operation of these Regulations a member of a brigade shall be entitled to reckon for the purposes of pay the service he was so entitled to reckon immediately theretofor.

Unpaid leave

14. Notwithstanding anything in this Part of this Schedule a fire authority may on the request of a member of a brigade grant him unpaid leave and in respect of such a period of unpaid leave he shall not be entitled to any pay.

PART II

Allowances and other emoluments

Provision of accommodation or rent allowance for chief officer and assistant chief officer

15. A chief officer and an assistant chief officer shall be provided by the fire authority with residential accommodation free of rent and rates or shall be paid a rent allowance of an amount determined with the approval of the Secretary of State by the fire authority, and where such accommodation is provided the fire authority may also provide free fuel and light.

Provision of accommodation for other ranks

16. A fire authority may provide residential accommodation for members of the brigade below the rank of assistant chief officer for such a payment and made at such periods as may be determined in the circumstances of each case by the fire authority and where such accommodation is provided may provide free fuel and light.

Lodging allowance

17.—(1) Subject to the provisions of this paragraph, a lodging allowance shall be paid to a member of a brigade to whom this paragraph applies, that is to say, who—

(*a*) has been transferred otherwise than at his own request from one place of duty to another either while he was serving in the National Fire Service or by order of a fire authority ;

(*b*) is and before the said transfer was—

(i) a married man, or

(ii) a single man or single woman with a dependent child, parent, brother or sister, or

(iii) a married woman with a husband, child, parent, brother or sister wholly or mainly dependent on her ;

(*c*) immediately before the said transfer was living with his family and is now living apart from his family in lodgings or on brigade premises ; and

(*d*) satisfies the chief officer that the only reason why he is living apart from his family is that he is unable to find suitable accommodation for his family at a reasonable cost within a distance from the place of duty to which he has been transferred such that he could reasonably travel there for his off-duty periods.

(a) 14 & 15 Geo. 6. c. 65.

(2) A fire authority may provide a member of the brigade to whom this paragraph applies with free accommodation on brigade premises other than residential accommodation.

(3) Subject to the provisions of sub-paragraph (5) of this paragraph, the amount of the lodging allowance to be paid to a member holding the rank of leading fireman, fireman, leading firewoman or firewoman shall be 24s. 6d. weekly unless the member in question is provided with accommodation under sub-paragraph (2) of this paragraph in which case the amount of the lodging allowance shall be 17s. 6d. weekly.

(4) Subject to the provisions of sub-paragraph (5) of this paragraph, the amount of the lodging allowance to be paid to a member holding a rank higher than that of leading fireman or leading firewoman shall be equal to the actual cost incurred by the member in question on board and lodging less a deduction of 2s. a day subject to a maximum and a minimum (varying according to whether he is or is not provided with accommodation under sub-paragraph (2) of this paragraph) of the amounts set opposite in the subjoined Table to the rank he holds:—

TABLE

Rank	If not provided with accommodation under sub-paragraph (2)		If provided with accommodation under sub-paragraph (2)	
	Maximum	Minimum	Maximum	Minimum
	s. d.	s. d.	s. d.	s. d.
Divisional Officer (Grade II) or officer of higher rank	47 0 wkly.	24 6 wkly.	33 0 wkly.	17 6 wkly.
Divisional Officer (Grade III) Assistant Divisional Officer Station Officer	45 6 „	24 6 „	32 0 „	17 6 „
Group Officer ... ... Assistant Group Officer ...	38 6 „	24 6 „	27 6 „	17 6 „
Sub-Officer ... ... Senior Leading Firewoman ...	31 6 „	24 6 „	22 6 „	17 6 „

(5) A fire authority may reduce or abrogate the lodging allowance of a member of a brigade who is temporarily absent from his lodgings.

(6) Where a member of a brigade who is not subject to a duty system involving off-duty periods of less than twenty-four hours satisfies the chief officer that he would, if he were subject to such a system, be unable to live with his family and in that event would be a person to whom this paragraph applies, the fire authority may, in their discretion, pay him the travelling expenses incurred in travelling to and from his family.

(7) For the purposes of this paragraph the expression "child" means a child who is under sixteen years of age or who is receiving full-time education.

Allowance for travelling expenses

18. Where a member of a brigade has been appointed or transferred to a station which is so situated that the expense he necessarily incurs in travelling between the station and his home are in the opinion of the fire authority unduly heavy, the fire authority may reimburse so much of the expenses actually incurred as they think fit.

Provision of accommodation at training centres

19.—(1) A fire authority may, for the purposes of such attendance or appointment, provide a student attending at, or an instructor appointed to, a local training centre with free board and lodging.

4TH SCH. —*cont.*

(2) Where a student attending the central training institution or a student attending at, or an instructor appointed to, a local training centre is, for the purposes of such attendance or appointment, provided with free board and lodging he shall not be entitled to a lodging allowance under paragraph 17 of this Schedule.

Subsistence allowance

20. A member of a brigade who is absent on duty from his home and his usual place of duty and necessarily incurs additional expense in obtaining food or lodgings or both, may be paid subsistence allowance at such reasonable rates as the fire authority may determine.

Removal expenses allowance

21.—(1) Where a member of a brigade moves from one home to another in consequence of an order given by the fire authority, he shall be paid a removal expenses allowance equal to the cost of removal calculated in accordance with sub-paragraph (3) of this paragraph.

(2) Where a person moves from one home to another in consequence of his appointment to a brigade, having, for the purpose of joining the brigade, retired from another brigade, he may be paid a removal expenses allowance of an amount not exceeding the cost of removal calculated in accordance with sub-paragraph (3) of this paragraph.

(3) For the purposes of sub-paragraphs (1) and (2) of this paragraph the fire authority may require the submission of not more than three tenders by contractors and the cost of removal shall be the actual expense of the removal or, where tenders are required, the actual expense or the amount of the tender approved by the fire authority, whichever is the less.

(4) A fire authority may pay grants of amounts not exceeding those approved by the Secretary of State in respect of any expenses incidental to such a removal as is referred to in sub-paragraph (1) or (2) of this paragraph, other than the cost of removal.

Uniform allowance

22. A member of a brigade above the rank of sub-officer or senior leading firewoman who is not supplied with uniform by the fire authority shall be paid in lieu of such uniform an allowance at a rate calculated to cover the cost of supplying and maintaining the necessary uniform.

Lodging, meals and refreshments

23.—(1) A member of a brigade of a rank below that of station officer or assistant group officer who is employed on a duty system maintained under paragraph 3 of the First Schedule to these Regulations which comprises duty periods of twelve hours or more may be provided with free meals—

(*a*) if the period of duty is not less than twelve but not more than twenty-four hours, to a value of 2s.;

(*b*) if the period of duty exceeds twenty-four hours, in respect of each complete period of twenty-four after the first, to a value of 3s.

(2) Where a member of a brigade of the rank of station officer or assistant group officer or any higher rank was immediately before the first day of April, 1948, in receipt of free meals, in accordance with paragraph 3 of the General Fire Force Instruction No. 21/1943, he shall be entitled to the provision of free meals on the scale set out in the preceding sub-paragraph as long as the duty system which governed his hours of duty immediately before the first day of April, 1948, continues to govern his hours of duty.

(3) A member of a brigade while on duty at a fire or other occurrence may be provided with such lodging, meals or refreshments as are necessary in the interests of efficiency.

Retaining and other fees for certain members

24.—(1) A member of a brigade whose usual place of duty is a station which it is necessary should be manned for operational duties for some part only of each day and who undertakes the obligations of a retained member of

the brigade set out in sub-paragraph (1) (*b*) and (*c*) of paragraph 8 of the Fifth Schedule to these Regulations in respect of periods when he would otherwise be off duty shall be paid in respect of the performance of those obligations an annual retaining fee in accordance with the provisions of sub-paragraph (2) of this paragraph and, subject to the provisions of sub-paragraph (3) of this paragraph, the remuneration described in paragraphs 3, 4 and 5 of the said Fifth Schedule to which he would be entitled if he were a retained member of the brigade. 4TH SCH. —*cont.*

(2) The annual retaining fee shall be that set opposite in the subjoined Table to the rank he holds:—

TABLE

Sub-Officer	£20
Leading Fireman	£18
Fireman	£15

(3) In computing for the purposes of this paragraph any period of duty performed by a member of a brigade which is due to the obligations referred to in sub-paragraph (1) of this paragraph which he has undertaken, any period during which he would have been on duty if he had not undertaken the said obligations shall be ignored.

Allowance for acting as an assistant

25. A member of a brigade who is required in addition to his ordinary duties to act as an assistant to an officer of higher rank may be paid an allowance of an amount determined with the approval of the Secretary of State by the fire authority.

Allowance for performing the duties of a higher rank

26.—(1) A member of a brigade who—

(*a*) has performed for a continuous period of twenty-eight days the duties of another member of the brigade of higher rank or has performed such duties for an aggregate equal to twenty-eight days of periods each of which is a continuous period exceeding three days; and

(*b*) thereafter performs such duties for a continuous period exceeding three days,

shall be entitled to an allowance in respect of the last-mentioned period.

(2) The allowance to which a member of a brigade is entitled under the preceding sub-paragraph shall be at a rate equal to half the difference between the minimum of the rate of pay for the rank he holds and the minimum of the rate of pay for the rank held by the member whose duties he is required to perform:

Provided that the rate of the allowance shall be such that the combined rate of the allowance and the pay to which he is entitled is not less than the minimum nor greater than the maximum rate of pay for the rank held by the member whose duties he is required to perform.

(3) Where the rate of pay of a member of a brigade who is temporarily promoted for the purpose of performing the duties of another member of the brigade of higher rank is less than would have been the combined rate of his pay and his allowance under sub-paragraph (1) of this paragraph if he—

(*a*) had not been promoted; and

(*b*) had become entitled to such an allowance,

he shall be entitled to an allowance at a rate equal to the difference between his rate of pay and the said combined rate.

(4) This paragraph shall apply only where the member of the brigade of a higher rank whose duties are performed is on sick leave or is temporarily posted to other duties and shall not apply to a member of the brigade who is appointed deputy chief officer.

4TH SCH. —*cont.*

Allowance for additional responsibilities

27. A member of a brigade whose ordinary duties involve responsibilities additional to those normally attaching to his rank, may be paid an allowance of an amount determined, with the approval of the Secretary of State, by the fire authority:

Provided that an allowance shall not be payable under this paragraph in respect of any period for which he is in receipt of an allowance under either of the two preceding paragraphs.

Mess manager's allowance

28. A member of a brigade who undertakes the duties of mess manager or deputy mess manager may be paid an allowance approved by the Secretary of State.

Instructor's allowance

29.—(1) A member of a brigade who gives instruction to auxiliary firemen or instruction in any form of civil defence to part-time members of a brigade when he would otherwise be off duty may be paid an allowance in accordance with the provisions of sub-paragraph (2) of this paragraph.

(2) The said allowance may include—

(*a*) in respect of each period of such instruction of one hour's duration a fee not exceeding 10s. 6d., and

(*b*) in respect of each occasion that he gives such instruction, a sum in respect of his travelling expenses incurred by reason of such instruction of an amount approved by the Secretary of State.

(3) (*a*) A member of a brigade to whom this sub-paragraph applies who gives instruction to auxiliary firemen or instruction in any form of civil defence to part-time members of a brigade during his periods of duty may be paid an allowance not exceeding 10s. 6d. in respect of each period of such instruction of one hour.

(*b*) This sub-paragraph shall apply to a member of a brigade other than a member whose system of duty is designed to secure that the average of his periods of duty shall not exceed sixty hours a week.

Compensatory grant

30.—(1) In any year commencing on the sixth day of April and ending on the following fifth day of April a chief officer and an assistant chief officer of a brigade who has, during the preceding year, paid income tax in respect of a rent allowance or any compensatory grant paid or made to him in respect of his service in the brigade shall be paid a compensatory grant.

(2) The amount of compensatory grant shall be equal to the amount by which the income tax in fact deducted during the preceding year according to the tax tables prepared or prescribed by the Commissioners of Inland Revenue from the said person's emoluments in respect of his service in the brigade is increased by virtue of the inclusion in such emoluments of a rent allowance or any compensatory grant paid or made to him.

(3) The compensatory grant may, except in the circumstances described in sub-paragraph (4) of this paragraph, be paid by such instalments throughout the year in which it is payable as the fire authority may determine.

(4) Where a chief officer or an assistant chief officer leaves the brigade or dies whilst serving in the brigade, he or his personal representatives, as the case may be, shall be paid the whole of the compensatory grant due to the said person during that year and, in addition, shall be paid a further compensatory grant equal to the amount by which the income tax in fact deducted between the beginning of the year and the date on which he leaves the brigade or dies, according to the tax tables prepared or prescribed by the Commissioners of Inland

Revenue, from the said person's emoluments in respect of his service in the brigade during that period is increased by virtue of the inclusion in such emoluments of a rent allowance or any compensatory grant paid or made to him.

(5) In this paragraph a reference to compensatory grant or a rent allowance is a reference to such grant or such an allowance under these Regulations or, where the context so requires, under the Fire Services (Ranks and Conditions of Service) Regulations, 1948(a), as amended by the Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1950(b).

Allowance consequent on the consolidation of rates of pay

31.—(1) Where immediately before the twenty-eighth day of April, 1950 (hereafter in this paragraph referred to as "the appointed day"), the rate of the emoluments of a male member of a brigade below the rank of assistant chief officer calculated in accordance with sub-paragraph (2) of this paragraph was greater than his rate of pay on the appointed day, that member shall receive an allowance, at a rate equal to the difference between the said rates, until the allowance is terminated or varied in accordance with sub-paragraph (3) of this paragraph.

(2) For the purposes of the preceding sub-paragraph, the rate of the emoluments of a member of a brigade immediately before the appointed day shall be the aggregate of—

(*a*) his rate of pay immediately before the appointed day;

(*b*) (i) if immediately before the appointed day he was in receipt of a supplementary allowance, the supplementary allowance to which he was entitled immediately before such day computed at an annual or weekly rate according to whether his pay was at an annual or weekly rate, or

(ii) if immediately before the appointed day he was provided with free residential accommodation, the value of that accommodation as determined by the fire authority computed at an annual or weekly rate according to whether his pay was at an annual or weekly rate;

(*c*) the compensatory grant payable in the year commencing the sixth day of April, 1950, together with any further compensatory grant paid in the year commencing the sixth day of April, 1949, but disregarding any further compensatory grant payable in the year commencing the sixth day of April, 1950.

(3) (*a*) Where a member of a brigade who on the appointed day held a rank to which he had been temporarily promoted, subsequently reverted to the rank he held before such temporary promotion, then, for the purpose of calculating after such reversion the allowance referred to in sub-paragraph (1) of this paragraph, for the rate of his emoluments and rate of pay immediately before and on the appointed day there shall be substituted the rate of emoluments and rate of pay to which he would have been entitled immediately before and on the appointed day had he not been temporarily promoted.

(*b*) Where a member of a brigade is or after the appointed day has been promoted to the rank of assistant chief officer, the allowance referred to in sub-paragraph (1) of this paragraph shall not be payable.

(*c*) Where a member of a brigade is or after the appointed day has been promoted to the rank of station officer or to any higher rank below that of assistant chief officer, then, from the rate of the allowance calculated in accordance with the preceding sub-paragraphs of this paragraph there shall be subtracted—

(i) the difference between the rate of pay to which the member was entitled immediately before promotion and the rate of pay to which he is, or was, entitled, as the case may be, immediately after promotion, and

(ii) the amounts by which his rate of pay after promotion was, or is, increased from time to time by way of annual increments.

(a) S.I. 1948/546 (Rev. VII, p. 732: 1948 I, p. 1127).
(b) S.I. 1950/686 (1950 I, p. 723).

4TH SCH. —*cont.*

(*d*) Notwithstanding the preceding provisions of this sub-paragraph, in the case of a member being temporarily promoted to the rank of station officer or any higher rank and subsequently reverting to the rank held before such promotion, the member shall after so reverting receive the allowance to which he would be entitled under this paragraph had he not been so promoted.

(4) For the purposes of this paragraph—

(*a*) in the computation of an annual or weekly rate, the weekly rate shall be deemed to be the annual rate divided by fifty-two and one-seventh;

(*b*) "rate of pay" means the rate of pay to which a member of a brigade is or was, at the times specified in this paragraph, entitled, calculated in accordance with the regulations made under subsection (1) of section seventeen of the Act then in force, and for the purposes of this calculation a member shall be treated as entitled to pay notwithstanding the grant of unpaid sick leave and no account shall be taken of any additional pay to which he may have been entitled before the thirteenth day of September, 1954, for acting as an assistant to an officer of higher rank or for performing the duties of another member of the brigade of higher rank;

(*c*) "supplementary allowance" means such an allowance to which a member of a brigade was, at the time specified in this paragraph, entitled, calculated in accordance with the regulations made under subsection (1) of section seventeen of the Act then in force; and

(*d*) "compensatory grant" and "further compensatory grant" mean such grants to which a member of a brigade was, during the periods specified in this paragraph, entitled, calculated in accordance with the regulations made under subsection (1) of section seventeen of the Act then in force.

Regulation 8 (2)

FIFTH SCHEDULE

EMOLUMENTS OF PART-TIME MEMBERS OF A BRIGADE

Retained member to be paid retaining fee

1. A retained member of a brigade shall, subject to the provisions of paragraph 2 of this Schedule, be paid an annual retaining fee.

Amount of retaining fee

2.—(1) The payment of a retaining fee shall be subject to the satisfactory performance of the duties to which the obligations set out in paragraph 8 of this Schedule relate.

(2) The annual retaining fee shall—

(*a*) in the case of a male retained member of a brigade, be that set opposite in the subjoined Table to the rank he holds:—

TABLE

Station Officer or officer of higher rank	£62
Sub-Officer	£39
Leading Fireman	£32 10s.
Fireman	£30;

(*b*) in the case of a female retained member of a brigade, be £20:

Provided that—

(i) the annual retaining fee for a sub-officer in charge of a station shall be £52;

5TH SCH. —*cont.*

(ii) if a retained member has enrolled on conditions requiring his attendance only during limited periods, the retaining fee may be proportionately reduced;

(iii) if a retained member fails to attend in accordance with the obligations set out in sub-paragraph (1) (*a*) of paragraph 8 of this Schedule, the retaining fee may be proportionately reduced.

Turn-out fee

3.—(1) If while a male retained member of a brigade is on duty, whether in response to a call or otherwise, an appliance leaves the station in consequence of a fire or other occurrence and the member is required either to attend the fire or other occurrence, to stand by at another station or to do telephone duties, he shall be entitled, in accordance with the succeeding provisions of this paragraph and the provisions of paragraph 5 of this Schedule, to the payments specified in those provisions.

(2) If the appliance leaves the station in consequence of a fire or to attend an occurrence necessitating immediate attention, he shall be entitled to a turn-out fee.

(3) If the appliance leaves the station otherwise than in consequence of a fire and otherwise than to attend an occurrence necessitating immediate attention, he shall be entitled to the payments specified in sub-paragraph (5) of this paragraph.

(4) The turn-out fee shall be that set opposite in the subjoined Table to the rank held by the retained member:—

TABLE

Station Officer or officer of higher rank	18s.
Sub-Officer	16s.
Leading Fireman	14s.
Fireman	12s.

(5) The payment referred to in sub-paragraph (3) of this paragraph shall, in respect of each hour during which the retained member continues to do the duties which under sub-paragraph (1) of this paragraph entitle him to the payment, be that set opposite in the subjoined Table to the rank he holds:—

TABLE

Station Officer or officer of higher rank	6s.
Sub-Officer	6s.
Leading Fireman	5s.
Fireman	5s.

(6) For the purposes of this paragraph the expression "occurrence" includes an imaginary occurrence for the purposes of training and an occurrence shall be deemed to be one necessitating immediate attention if it is one to deal with which a call is sent out to retained members or would be so sent out if sufficient retained members were not already present.

Attendance fee

4.—(1) An attendance fee shall be paid to a male retained member of a brigade who attends at his station in response to a call within what the officer in charge considers to be a reasonable time and is not entitled in respect of that attendance to a payment specified in paragraph 3 of this Schedule.

(2) An attendance fee shall be paid to a female retained member of a brigade who attends at her station in response to a call within what the officer in charge considers to be a reasonable time and performs watch-room duties.

5TH SCH. —*cont.*

(3) The attendance fee shall—

(*a*) in the case of a male retained member of a brigade, be the amount set opposite in the subjoined Table to the rank he holds:—

TABLE

Station Officer or officer of higher rank	10s.
Sub-Officer	9s.
Leading Fireman	8s.
Fireman	7s.; and

(*b*) in the case of a female retained member of a brigade, be 5s.

Extra payments for remaining on duty

5.—(1) Where a male retained member of a brigade has become entitled to a turn-out fee and remains on duty on that occasion for more than two hours from the time, if he attended in response to a call, of his first attendance at the station, or from the time, if he was already on duty at the station when the fire or other occurrence was notified at the station, of such notification, he shall be paid in respect of each hour after the first two hours the amount set opposite in the Table subjoined to sub-paragraph (5) of paragraph 3 of this Schedule to the rank he holds.

(2) Where a retained member of a brigade has become entitled to an attendance fee and remains on duty on that occasion for more than one hour from the time of his first attendance at the station, he shall be paid in respect of each hour after the first hour in the case of a male member the amount set opposite in the Table subjoined to sub-paragraph (5) of paragraph 3 of this Schedule to the rank he holds, and in the case of a female retained member 2s.

Payments for extra work

6. Where a retained member of a brigade undertakes in addition to his obligations as such to perform work in connection with the functions of the fire authority, he may be paid 4s. in respect of each hour while engaged on such work.

Compensation for wages lost by retained member

7. Nothing in this Schedule shall prevent a fire authority, with the consent of the Secretary of State, arranging to make special payments to a retained member of a brigade in compensation for wages lost where by reason of the peculiar circumstances of the member's ordinary occupation his retention on duty beyond a certain time involves a loss of remuneration disproportionate to the time during which he is so retained on duty.

Obligations of retained member

8.—(1) The obligations of a male retained member of a brigade shall include an obligation—

(a) to attend at the station to which he is attached for training and maintenance duties for an average of two hours each week or such less time as the officer in charge of the station, subject to any orders of the chief officer, considers necessary;

(*b*) to attend promptly at the said station in response to a call at any time;

(*c*) to attend at any fire or other occurrence or to attend any other station for reserve or stand-by duties in accordance with the orders he receives:

Provided that the said obligations may be limited either by pre-arrangement or with the sanction of any superior officer so as to provide that during specified periods he is not required to be available.

(2) The obligations of a female retained member of a brigade shall include an obligation— 5TH SCH. —*cont.*

(*a*) to attend at the station to which she is attached for maintenance and clerical duties for an average of two hours each month;

(*b*) to attend promptly at the said station in response to a call at any time and perform watch-room duties:

Provided that the said obligations may be limited either by pre-arrangement or with the sanction of any superior officer so as to provide that during specified periods she is not required to be available.

Compensation for remuneration lost by volunteer member

9.—(1) A volunteer member of a brigade shall be entitled to compensation for remuneration lost in his private employment by reason of the performance of the duties he may have undertaken to perform.

(2) The said compensation shall be equal to whichever is the lesser of the two following amounts, namely, the amount of the said loss or the amount of the pay in respect of the period for which the loss is incurred appropriate to a whole-time member of a brigade on appointment in the rank held by him.

Lodging, meals and refreshments

10. A part-time member of a brigade while on duty at a fire or other occurrence may be provided with such lodging, meals or refreshments as are necessary in the interests of efficiency.

Subsistence allowance for volunteer member

11.—(1) A volunteer member of a brigade who attends at his station or at a fire or other occurrence in response to a call, or attends at his station in pursuance of any obligation he has undertaken to attend thereat at regular stated times for duties other than training shall be entitled in respect of the tour of duty performed on each such attendance to a subsistence allowance of an amount in accordance with the subjoined Table:

Provided that—

(*a*) in respect of attendance at a fire or other occurrence no subsistence allowance shall be payable where meals and refreshments are provided under the preceding paragraph to a value of two-thirds or more of the appropriate subsistence allowance; and

(*b*) in respect of attendance at the station the fire authority may instead of paying a subsistence allowance provide meals and refreshments to a value of two-thirds of the appropriate subsistence allowance:—

TABLE

Length of authorised tour of duty performed	Provision authorised
A tour of duty of less than 4 hours	9d.
A tour of duty of 4 hours or more but of less than 8 hours	1s. 6d.
A tour of duty of 8 hours or more but not exceeding 12 hours	3s. 0d.
A tour of duty exceeding 12 hours but not exceeding 18 hours	4s. 6d.
A tour of duty exceeding 18 hours but not exceeding 24 hours	6s. 0d.

(2) Where a tour of duty exceeds twenty-four hours the subsistence allowance in respect of the excess period shall be of the amount appropriate if the tour had begun at the end of the first twenty-four hours.

5TH SCH. —*cont.*

Free accommodation and allowance for attendance at training centres

12. A part-time member of a brigade—

(*a*) who attends the central training institution as a student or a local training centre as a student or instructor shall, so far as is necessary for the purpose of such attendance, be provided with meals and accommodation without charge to him;

(*b*) who attends the central training institution or a local training centre as a student may be granted compensation for remuneration lost in his private employment by reason of such attendance calculated in accordance with sub-paragraph (2) of paragraph 9 of this Schedule;

and in respect of such attendance he shall not be entitled to any payment under the preceding provisions of this Schedule.

Payments for attendance for civil defence instruction

13. A part-time member of a brigade who receives training with a view to his taking part in any form of civil defence may be paid 4s. in respect of each hour of such training and shall not, in respect of any such training for which payment as aforesaid is made, be entitled to any payment under the preceding provisions of this Schedule.

Instructor's allowance

14.—(1) A part-time member of a brigade who undertakes to give instruction to auxiliary firemen or instruction in any form of civil defence to part-time members of a brigade may be paid an allowance in accordance with the provisions of sub-paragraph (2) of this paragraph, and in respect of such instruction he shall not be entitled to any payment under the preceding provisions of this Schedule.

(2) The said allowance may include—

(*a*) in respect of each period of such instruction of one hour's duration a fee not exceeding 10s. 6d., and

(*b*) in respect of each occasion that he gives such instruction, a sum in respect of his travelling expenses incurred by reason of such instruction of an amount approved by the Secretary of State.

Compensation for injury or disease

15.—(1) Where any part-time member of a brigade in consequence of injury or disease without his own default caused by or arising out of the performance of his duty as such loses remuneration in his private employment, he shall be paid for so long as he continues to lose such remuneration or for a period of twenty-six weeks, whichever is the less, compensation for such loss of remuneration at a rate equal to the loss or the pay appropriate to a whole-time member of a brigade holding the same rank and having the same service in that rank as himself, whichever is the less.

(2) In computing loss of remuneration for the purposes of this paragraph there shall be deducted from such loss—

(*a*) any sickness benefit to which he may be entitled under the National Insurance Acts, 1946 to 1953;

(*b*) any injury benefit to which he may be entitled under the National Insurance (Industrial Injuries) Acts, 1946 to 1953;

(*c*) any weekly payments he receives under the Workmen's Compensation Acts, 1925 to 1945, by way of compensation for the injury or sickness causing the infirmity; and

(*d*) any payments which he is entitled to claim under any scheme made under the Personal Injuries (Emergency Provisions) Act, 1939(a).

(3) In computing service in a rank for the purpose of this paragraph, the following service shall be counted:—

(*a*) all service, whether continuous or not, in the rank or in any higher rank as a member of a brigade;

(*b*) all service in an equivalent or higher rank in the National Fire Service.

(a) 2 & 3 Geo. 6. c. 82.

(4) For the purpose of this paragraph each of the ranks in the National Fire Service set out in the second column of the Table subjoined to this sub-paragraph shall be deemed to be the equivalent of the rank set opposite to it in the first column of the said Table and a rank higher than the appropriate rank in the National Fire Service shall be deemed to be a higher rank than the equivalent rank in a fire brigade:— 5TH SCH. —*cont.*

TABLE

Divisional Officer (Grade I)	Divisional Officer
Divisional Officer (Grade II)	Divisional Officer
Divisional Officer (Grade III)	Column Officer
Assistant Divisional Officer	Senior Company Officer
Station Officer	Company Officer
Sub-Officer	Section Leader

(5) Any payment under this paragraph shall cease at the date on which the member is discharged from the brigade with a pension under the Firemen's Pension Scheme.

Interpretation

16.—(1) In this Schedule the expression "retained member", in relation to a brigade means a part-time member of the brigade who has undertaken the obligations set out in paragraph 8 of this Schedule in return for the emoluments specified in paragraphs 1 to 7 of this Schedule, and the expression "volunteer member" in relation to a brigade means a part-time member of the brigade who has undertaken obligations as such a part-time member otherwise than as a retained member of the brigade.

(2) In reckoning an hour for the purposes of paragraph 3, 6 or 13 of this Schedule, or in reckoning an hour after the first two hours for the purposes of sub-paragraph (1) of paragraph 5 of this Schedule, or in reckoning an hour after the first hour for the purposes of sub-paragraph (2) of the said paragraph 5, a period of time less than a complete hour but which exceeds fifteen minutes shall be reckoned as a complete hour.

SIXTH SCHEDULE

Regulation 9

SUSPENSION

1. Where a member of a brigade is suspended on the ground of absence from duty, the period of suspension shall, if the chief officer so directs, begin with the date which appears to him to be the date on which the absence commenced.

2. The period of suspension of a member of a brigade shall continue until either it is terminated by the chief officer or terminated by discharge from the brigade or until any disciplinary proceedings against the member of the brigade concerned have been concluded, whichever first happens:

Provided that where disciplinary proceedings have been contemplated but it has been decided that no such proceedings shall be taken, the chief officer shall forthwith terminate the suspension.

3. A whole-time member of a brigade who has been suspended shall not be entitled in respect of the period of suspension to any pay, but shall be paid—

(*a*) if he has been suspended on the ground of absence from duty, such suspension allowance, if any, as may from time to time be directed by the chief officer;

(*b*) in any other case such suspension allowance not being less than half his pay as may from time to time be so directed;

6TH SCH. —*cont.*

Provided that—

(i) if the suspension of a member of a brigade terminates without his having been found guilty of an offence against discipline or a criminal offence, he shall receive in respect of the period of suspension the pay which he would, but for the suspension, have received less the amount of any suspension allowance paid to him;

(ii) where a member of a brigade is found guilty of an offence against discipline, the award in respect of the offence may contain a direction that the member shall be treated as having been suspended only for a specified part of the period of his suspension, and where a member is found guilty of a criminal offence the chief officer may give a similar direction, and where such a direction is given the member shall receive in respect of the remainder of that period of suspension the sum which he would have received in respect thereof if he had not been found guilty;

(iii) no suspension allowance shall be paid in respect of any period during which a member of a brigade is in legal custody otherwise than on remand or while awaiting trial.

Regulation 12

SEVENTH SCHEDULE

REGULATIONS REVOKED

The Fire Services (Ranks and Conditions of Service) Regulations, 1948(a).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1948(b).

The Fire Services (Ranks and Conditions of Service) (No. 3) Regulations, 1948(c).

The Fire Services (Ranks and Conditions of Service) (No. 4) Regulations, 1948(d).

The Fire Services (Ranks and Conditions of Service) (No. 5) Regulations, 1948(e).

The Fire Services (Ranks and Conditions of Service) Regulations, 1949(f).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1949(g).

The Fire Services (Ranks and Conditions of Service) (No. 3) Regulations, 1949(h).

The Fire Services (Ranks and Conditions of Service) Regulations, 1950(i).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1950(j).

The Fire Services (Ranks and Conditions of Service) Regulations, 1951(k).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1951(l).

The Fire Services (Ranks and Conditions of Service) (No. 3) Regulations, 1951(m).

(a) S.I. 1948/546 (Rev. VII, p. 732: 1948 I, p. 1127).
(b) S.I. 1948/605 (Rev. VII, p. 732: 1948 I, p. 1145).
(c) S.I. 1948/1500 (Rev. VII, p. 732: 1948 I, p. 1146).
(d) S.I. 1948/1782 (Rev. VII, p. 732: 1948 I, p. 1148).
(e) S.I. 1948/2570 (Rev. VII, p. 732: 1948 I, p. 1154).
(f) S.I. 1949/624 (1949 I, p. 1675).
(g) S.I. 1949/1380 (1949 I, p. 1678).
(h) S.I. 1949/2162 (1949 I, p. 1679).
(i) S.I. 1950/38 (1950 I, p. 720).
(j) S.I. 1950/686 (1950 I, p. 723).
(k) S.I. 1951/66 (1951 I, p. 711).
(l) S.I. 1951/715 (1951 I, p. 713).
(m) S.I. 1951/1375 (1951 I, p. 715).

7TH SCH. —cont.

The Fire Services (Ranks and Conditions of Service) (No. 4) Regulations, 1951(a).

The Fire Services (Ranks and Conditions of Service) (No. 5) Regulations, 1951(b).

The Fire Services (Ranks and Conditions of Service) Regulations, 1952(c).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1952(d).

The Fire Services (Ranks and Conditions of Service) Regulations, 1953(e).

The Fire Services (Ranks and Conditions of Service) (No. 2) Regulations, 1953(f).

The Fire Services (Ranks and Conditions of Service) Regulations, 1954(g).

EXPLANATORY NOTE

(This Note is not part of the Regulations, but is intended to indicate their general purport.)

These Regulations consolidate with amendments the Fire Services (Ranks and Conditions of Service) Regulations set out in the Seventh Schedule, which are revoked by Regulation 12.

The main changes are as follows:—Part I of the Third Schedule provides for the reimbursement of certain National Health Service charges; the Fourth Schedule makes further provision for the payment of allowances to whole-time members of a brigade, in paragraph 21, in respect of removal expenses on transfer to the brigade and, in paragraph 27, in respect of additional responsibilities; paragraph 13 of the Fifth Schedule provides for the making of payments to part-time members of a brigade in respect of attendance for civil defence training.

1954 No. 329 (S. 35)

The Fire Services (Conditions of Service) (Scotland) Regulations, 1954

Made - - - -	17*th March*, 1954
Laid before Parliament	18*th March*, 1954
Coming into Operation	19*th March*, 1954

In exercise of the powers conferred on me by subsection (1) of section seventeen of the Fire Services Act, 1947(h), I hereby make the following Regulations:—

1. These Regulations may be cited as the Fire Services (Conditions of Service) (Scotland) Regulations, 1954, and shall come into operation on the nineteenth day of March, 1954.

2. For paragraph 2 of the Fourth Schedule to the Fire Services (Conditions of Service) (Scotland) Regulations, 1948(i) (which relates to the pay of

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(a) S.I. 1951/1767 (1951 I, p. 716).
(b) S.I. 1951/2252 (1951 I, p. 718).
(c) S.I. 1952/330 (1952 I, p. 1074).
(d) S.I. 1952/1644 (1952 I, p. 1078).
(e) S.I. 1953/535 (1953 I, p. 772).
(f) S.I. 1953/1313 (1953 I, p. 775).
(g) S.I. 1954/310, p. 903 below.
(h) 10 & 11 Geo. 6. c. 41.
(i) S.I. 1948/941 (Rev. VII, p. 853: 1948 I, p. 1158).