

## RECRUITMENT AND ORGANISING

Rule 3 of our Rule Book identifies the first object of the Union as being: "To organise all those employed under the National Joint Council Scheme of Conditions of Service for Local Authority Fire and Rescue Services".

The Fire Brigades Union believes that all Firefighters, regardless of role or duty system are best served by a single trade union which can represent all of us. This approach strengthens the position of all members in campaigning for improved pay and conditions and for improved recognition and funding for the Fire and Rescue Service. To allow those working in the Service to be divided according to which duty system they work and what rank or role they hold can only weaken all of us. It is for this reason that the FBU campaigns for 100% membership among Firefighters of all roles and duty systems.

Throughout 2007 work was undertaken by Head Office to improve the recording and monitoring of membership data. This has included the regular production of membership density reports using CIPFA statistics on Fire and Rescue Service employment and comparing these with FBU membership data. This has allowed the Executive Council to assess the relative strength of the Union, Brigade by Brigade and on a UK-wide basis. It also allows an examination of the same details in relation to different categories of membership/employment.

During 2007 work was also undertaken to prepare new material aimed at the recruitment and retention of new members. New recruitment packs were launched at a national meeting in London in July.

In November 2007 the Executive Council engaged an Organiser from the TUC Organising Academy for a period of twelve months. This project primarily aims to ensure the increased recruitment and organisation of Retained Duty System (RDS) employees. The FBU sees this campaign as vital in ensuring the equal treatment of RDS staff within the Service.

It has been identified that a membership increase equal to 6% of the RDS workforce would significantly improve the position of the FBU in all parts of the UK and would be a significant step towards our aim of 100% membership. All Brigade Committees are encouraged to work towards achieving this target. The Organiser (supported by Head Office Officials) will be available to assist in planning and implementing local campaigns to achieve this. The campaigning work already carried out in a number of Brigades demonstrates the potential for membership growth

The Executive Council will review the work carried out under this campaign and will report its conclusions and any recommendations to Annual Conference 2009.