



RECORD OF DECISIONS 2018

Fire Brigades Union
91st Conference, Brighton
5th, 6th, 7th and 8th June 2018

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018



RECORD OF DECISIONS 2018

Fire Brigades Union
91st Conference, Brighton
5th, 6th, 7th and 8th June 2018

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018



RECORD OF DECISIONS 2018

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE
www.fbu.org.uk

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018

MOTIONS CARRIED ...

EXECUTIVE COUNCIL POLICY STATEMENTS AGREED BY CONFERENCE BRIGHTON 2018

1. STOP THE ROT – DEFENDING THE FIRE AND RESCUE SERVICE

(AS AMENDED BY OXFORDSHIRE)

Conference notes that since 2010, the Westminster government has systematically cut central funding to fire and rescue services across the UK. The National Audit Office report, *Financial sustainability of fire and rescue services* (2015), found that more than 30% of central funding was cut from fire and rescue services in England between 2011 and 2015.

The latest local government settlement figures show that planned central funding for fire and rescue services in England will be cut by 20% over the 2016-20 period. Funding for devolved administrations has also been cut, with impacts on fire and rescue services there. These cuts mean:

- More than 40 fire stations closed across the UK
- Dozens of fire engines axed
- 999 emergency response times in England are at the slowest level in 20 years
- Reductions in night time emergency cover
- Introduction of unsafe, ill-equipped fire vans to replace fire engines
- Crews reduced from 5 to 3 (or 2) in some cases
- Delays in arrival of support crews
- Failure to implement safe policies on relief of crews at fires and other emergencies
- Firefighters increasingly required to enter fires in breathing apparatus multiple times
- Specialist fire engines – such as high reach appliances – only available by removing other appliances from availability ('jump crewing' or 'double jumping').

Last year, nearly 1,300 frontline firefighter jobs were cut. Firefighter jobs were reduced by almost 3%, damaging our essential emergency service. Over 1,000 jobs lost last year were wholetime firefighter jobs, with predominately urban fire and rescue services hit hardest. This is the seventh successive year that firefighter numbers have been slashed across the UK.

Since 2010, over 11,000 frontline firefighter jobs have been cut, almost one-in-five (19%) of the total firefighting force over this period. Over one thousand firefighter jobs have been cut in Scotland since 2010. In Wales nearly 300 jobs have gone, while Northern Ireland lost over a hundred. Although the FBU is aware of recruitment in some brigades since these figures were recorded, they still do not cover the retirements that have occurred or that are projected in their employee retirement profiles and the squeeze on jobs also continues unabated.

Over 70% of those cuts are to wholetime firefighters, while nearly 3,000 retained firefighters have also been cut. More than a quarter of control staff have been lost. Every brigade has

suffered – metropolitan, combined and county services – in all parts of the UK and under all devolved administrations, although not to the same degree.

Conference resolves:

1. To campaign for investment in the fire and rescue service and for a moratorium on cuts.
2. To demand the recruitment of a new generation of firefighters on Grey Book terms and conditions to replace personnel who retire and to rebuild the professional workforce.
3. This recruitment process should include the development and implementation of a new equality and diversity strategy and which includes recruitment targets to improve diversity within the service.
4. To demand high-quality national standards. Such standards for appliances, equipment and other operational requirements would cut down on waste and duplication in research and development and to enhance cross-border cooperation.
5. Such standards should include:
 - a maximum response time standard of five minutes from the time of call to arrival of the first pumping appliance
 - a maximum response time standard for the second pumping appliance
 - a minimum of 5 riders on all pumping appliances
6. There should be research undertaken to assess the response time to optimise the key aims of
 - reducing deaths and injuries
 - reducing fire-spread and damage to property
7. In the meantime, there should be a general requirement on all fire and rescue services to work to:
 - regularly and continually **improve** emergency response times
 - improve the time taken to safely implement intervention at incidents
 - provide evidence of these improvements
8. To demand risks and resilience to be assessed nationally as well as locally, to ensure adequate resource planning and response and to guarantee standards are maintained and improved.

2. PAY IN THE FIRE AND RESCUE SERVICE

(AS AMENDED BY LONDON)

The past eight years have seen huge challenges to all workers in the public sector – and to their unions – as a result of the pay freeze and unprecedented levels of cuts as a result of austerity policies. The FBU has fully participated in all campaigning by the wider trade union movement. There have been important developments over the last year that affect the next steps in the union’s pay discussions with our employers.

Conference in May 2017 instructed the executive council to submit a pay claim to the National Joint Council (NJC), based on the union’s evidence of a real terms fall firefighters’ pay over the past decade, as well as the additional work firefighters have undertaken over that period. The executive council submitted the FBU’s pay claim to the NJC meeting on 1 June. The employers’ side consulted fire and rescue authorities during June.

On 1 July the employers' side made an offer, which included an immediate 2% increase on basic pay and CPD payments. The offer also included a further 3% increase with effect from 1 April 2018, with arrangements for the pay awards for 2018, 2019 and possibly 2020 being staged fitting into the overall pay framework, subject to agreement on broadening the role of firefighters (such as the introduction of emergency medical response) and obtaining central government funding.

The executive council welcomed the commitment to exceed the pay cap, but on the 25 July, after consultation with members, the union told employers the proposals were inadequate in that form. After further correspondence with the employers, that provided further clarification on their position, the executive council consulted members again. On 13 September, and after membership consultation, the executive council decided not to accept the proposals. The immediate effect was that the emergency medical response trials ceased. The FBU nevertheless remained committed to discussing the future of the service and to address firefighters' pay and conditions.

On 19 September, the employers proposed that NJC pay rates be increased by 1%. Further discussion on pay continued, including at 5 October NJC meeting. On 1 November the employers confirmed that their revised proposal was not conditional on any other matters, nor would it be considered as necessarily a final settlement of pay in the current pay round.

The executive council consulted members on the proposal. On 7 December the executive council announced that agreement had been reached that pay and CPD rates would be uplifted by 1%, effective from 1 July 2017. Talks with the national employers representatives on the scope of the work of the fire and rescue service and have continued since then to attempt to address pay, including pay for 2017/18.

NJC WORK-STREAM DISCUSSIONS

FBU policy remains to negotiate a pay rise through the NJC. Conference notes that firefighters are not adequately paid for the work that they already undertake. Following discussion, the NJC agreed the following commitment:

Both sides commit to work jointly on changes identified by each side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession.

This has included consideration of how the workforce's skills and commitment can be utilised, including the type of activities undertaken. The workstreams are about developing potential areas of work, such as environmental challenges, emergency medical response (EMR), multi-agency emergency response, youth and other social engagement work, inspections and enforcement. *It is important to note that not all the work discussed through the work-streams is 'new' or non-contractual work.*

The two most difficult areas of these discussions have been around emergency medical response and MTF. In relation to MTF this has largely resulted from the failure of central government to appreciate or acknowledge the scale of the challenge facing the fire and rescue service in such circumstances. Instead government has concentrated solely on the need for small specialist teams and have refused to acknowledge the role of all firefighters in any such response. This wider role of firefighters (i.e. outside of specialist teams) was highlighted in

particular by the response to the Westminster Bridge attack. The union continues to seek to address both the operational concerns around MTFA and the various contractual and related issues set out by previous decisions of Conference.

Emergency medical response by firefighters has been carried out in many brigades for a decade or more. This activity is a socially useful supplement to the public before the arrival of paramedics. It is not a substitute for a properly-resourced ambulance service. Firefighters' work, alongside other community first responder initiatives, has been supported by ambulance trade unions.

FBU conference 2015 agreed to allow for emergency medical response trials in brigades, subject to national agreement. The trials were extended after discussion at the 2016 conference and continued following the 2017 recall conference, as well as 2017 conference. The trials were independently evaluated by the University of Hertfordshire's Broadening Responsibilities report and by the New Economy report.

Conference believes that the trials showed that firefighters can make a significant, life-saving contribution to our communities, for example through intervention in cardiac arrest incidents. Firefighters were able to arrive swiftly, professionally use defibrillators and provide care to members of the public suffering cardiac events.

Conference believes that the trials also raised a number of serious concerns, which indicate failings on the part of the employers to run the schemes properly. These include:

- The introduction of some completely inappropriate work into the fire and rescue service through the NJC trials
- The failure of some employers at local level to address the serious concerns of staff on operational, safety, training and welfare issues in relation to the NJC trials
- Inconsistent standards between different trials e.g. on inoculations
- Failure to provide adequate mental health support
- Inconsistent mobilisation, sometimes by-passing our control members
- Inadequate provision of work wear, PPE and equipment
- Lack of local consultation mechanisms.

The executive council notes that whilst some FBU members believe the trials were worthwhile, other members found the work arduous, were put into invidious situations and were not adequately supported by principal managers.

The executive council believes that oversight of the trials should have been more rigorous, with more clarity about the work commitments and higher common standards collectively agreed before any trial work took place.

Conference notes the lobbying of government ministers that has taken place to date and the discussions that have taken place with ministers responsible for fire services.

WIDER UNION CAMPAIGN

Conference notes the pay squeeze suffered by firefighters and other workers in the public and private sectors since the 2007/08 financial crash. Conference notes the Westminster coalition government's imposed two year pay freeze on public sector workers, followed by a 1% cap

on the pay of firefighters and other public sector workers since 2012. Conference notes recent statements made by current ministers in the UK government that “nothing has changed” in relation to the 1% pay cap, despite inflation of 3% or more.

FBU delegates raised the issue of firefighters’ pay at TUC Congress in September 2017. The FBU has participated in TUC and wider labour movement campaigning against the pay cap. The union will continue with this work – but acknowledges that this strategy has not yet moved the Westminster government’s austerity on pay.

Conference resolves:

1. To continue to negotiate through the NJC for a decent and sustained pay rise of firefighters.
2. To continue to work with other unions and the TUC to end the pay cap on public sector workers.
3. To instruct the executive council to campaign on firefighters’ pay using every avenue as appropriate and necessary, including political lobbying and industrial action.
4. To instruct the Executive Council to give a full report back to conference 2019 and if no acceptable pay rise has been agreed, to revisit the entire pay strategy.

3. FBU STRUCTURES AND ORGANISATION

(AS AMENDED BY LONDON AND SHROPSHIRE)

Conference is proud that over the 100 years of our existence, we have sought to build a campaigning and democratic union specifically for our industry – the fire and rescue service. We continue that tradition today by organising across all sections of the workforce, across all duty systems and in all roles.

Conference commits the FBU to continue to be run as a democratic union, where members retain full sovereignty over the key decisions and direction of the organisation.

Conference underlines the FBU’s goal to ensure the continued existence of our independent firefighters’ union, run by those within the industry now and for the future and remaining an industrial union, intertwined with every aspect of the fire and rescue service in the UK and internationally.

The FBU is the best defence firefighters have for pay and conditions, health and safety, pensions and fair promotion, and all matters relating to the profession. The FBU is the best guarantor to win improvements in all aspects of firefighters’ work.

Conference recognises that the FBU has suffered from more than a decade of savage austerity cuts to the fire and rescue service. This has cut the workforce by 20%, with obvious impacts on our membership. Conference also recognises that the pay cap has meant that FBU subscriptions have not increased significantly.

Conference also recognises that the FBU will need to adapt to further changes which may affect our structures. Divergence into Green Book membership and alternative governance models are two such examples which the Union will need to prepare for.

The executive council believes that the FBU should take all the necessary steps to secure the future of the union and has utilised the services of an external consultant who has experience of auditing organisational structures of trade unions.

Conference acknowledges that local officials and committees have detailed knowledge of how the structures work and can be improved. This audit will involve consulting with and taking the views of members and officials across the union.

It is anticipated that a report from the consultants will be completed by summer 2018 and will be discussed through the structures of the union in autumn 2018.

A report, with recommendations and any proposed rule changes, will be brought to Conference 2019.

4. GRENFELL TOWER FIRE

Conference is appalled by the Grenfell tower fire on 14 June 2017 and stands in solidarity with the victims, survivors and residents affected by it. Conference resolves to fight to ensure such a tragedy can never happen again.

Conference applauds the response of emergency fire control staff and firefighters whose heroic efforts that fateful night went above and beyond any reasonable expectation and undoubtedly saved many lives that would otherwise have been added to those lost in the tragedy. We also applaud all of the other emergency services, local government workers and other public service workers who attended the fire and its aftermath to provide assistance to those in greatest need.

Conference commends the immediate response by the local community to assist those affected by the fire and the continuing support being made available by the community and others, particularly in the absence of adequate support from local or national government.

Conference notes the scale of cuts to the fire and rescue service, to local government and other sectors, which contributed to the scale and severity of this fire and its aftermath. Conference notes that over 11,000 firefighter jobs (19%) have been cut since 2010, including specialist fire safety inspectors.

Conference notes that fire safety inspections have fallen by 25% since 2010 and the number of fire safety inspecting officers have been cut by 40% since the turn of the century. Conference notes the unheeded warnings given by the FBU nearly 20 years ago to MPs and the government of the day concerning the dangers of external cladding and other alterations to buildings which may have compromised the original fire protection of buildings.

Conference condemns the long term drive from central government towards deregulation and privatisation, particularly in relation to public housing and local government.

Conference resolves to build on the work undertaken to date:

1. To represent our members in every forum, to ensure that the Grenfell Tower fire becomes a turning point for firefighters, for the fire and rescue service and for public safety.

2. To ensure that the public inquiry addresses the concerns of residents, survivors and those workers who responded to the fire and to work as closely as possible with the local community.
3. To undertake a detailed analysis of the policy background to the Grenfell Tower fire, including the decisions taken by central government at key turning points and the advice given by various agencies, including those from within the fire and rescue service.
4. To examine and to highlight as appropriate the impact of privatisation, casualisation and deregulation on public safety.
5. To end and reverse the cuts to fire and rescue services and to local government.
6. To ensure high quality mandatory building standards; high quality construction practice and the maintenance and achievement of appropriate building standards in the event of refurbishment/ renovation or change of the use of buildings and for a new system of inspection to ensure the compliance with such standards.
7. To ensure an improvement in the number and capacity of fire and rescue service fire safety inspecting officers across the UK in order to deliver a new fire safety regime.
8. To support the building of a movement of tenants in the public and private sector and of owner occupiers and to campaign with such organisations for the provision of decent and safe housing for all.

PAY AND CONDITIONS

SHIFT SYSTEMS

Conference opposes the opportunistic methods employed by Brigades to impose an agenda of cuts to operational staff in the name of modernisation. Conference instructs Officials that when a Fire and Rescue Service conducts a review of shift systems this must be done in a holistic way across the service, from top to bottom. Conference also instructs Officials that all proposed shift systems for Grey Book staff must adhere to the principles of Grey Book shift systems.

HEREFORD & WORCESTER AS AMENDED BY SOUTH YORKSHIRE AND MERSEYSIDE

FACILITY TIME FOR BRIGADE OFFICIALS

Conference recognises the increasing pressures placed upon Brigade Officials. Since the demise of the Central Fire Brigades Advisory Council and national attendance standards being replaced by IRMPs (amongst other factors), Brigade Officials have increasingly found themselves protecting their Members' terms and conditions on a local level. Brigade Officials are often faced with changes to shift pattern, staffing cuts, compromised ridership levels and various other issues. Conference believes that increasingly the future direction of UKFRSs lies with Brigade Officials and that they need greater support to carry out their role. Training and support is provided by the Union, but many Officials do not receive sufficient facility time to deal with these pressures or attend the necessary courses.

Therefore, Conference instructs the Executive Council to raise this issue at the NJC with a view to seeking better agreements for Brigade Officials' Trade Union facility time.

SHROPSHIRE AS AMENDED BY MERSEYSIDE

WORK OUTSIDE FIREFIGHTER ROLEMAPS

Conference is concerned that the "duty to collaborate" between emergency services and Police and Crime Commissioners taking over governance of Fire and Rescue Services, will put increasing pressure on our Members to carry out new work which may not fall within the firefighter rolemaps.

Conference deplores the decision of some Brigades to mobilise crews to searches for "missing persons" (MISPERs). These incidents are often not of an emergency nature and Conference strongly believes that this work falls outside the firefighter rolemaps and therefore should be negotiated at the NJC, similar to that of EMR.

Conference believes that these MISPER incidents are only one example of potentially many future challenges to the work of firefighters. To meet this challenge, Conference instructs the Executive Council to put the following in place:

- Training for Brigade Officials to better understand and interpret the rolemaps.
- Training and support for Brigade Officials to be able to resist efforts from Brigades to introduce work that does not fit within the rolemaps.

SHROPSHIRE

DUTY SYSTEMS

Conference notes the varied nature and number of shift patterns in operation throughout the United Kingdom Fire and Rescue Services.

Furthermore, that some shift patterns exist with collective agreement and some exist without.

Conference therefore asks that an audit is undertaken of individual Brigades to ascertain the structure of all shift systems and whether or not such systems are working by collective agreement. The findings of the audit will be produced in a report by January 2019 and a strategy developed to assist Brigade Officials in resisting trials of or changes to shift patterns which are not in accordance with Section 4, Part A of the national conditions of service (Grey Book).

SOUTH YORKSHIRE AS AMENDED BY MERSEYSIDE AND SHROPSHIRE

GREY BOOK RATES OF PAY

Conference condemns the prolonged and sustained financial attacks from successive governments on the UK Fire and Rescue Services. Chief Fire Officers and Fire Authorities consistently 'fall into line' with the budgetary settlements being forced on them by the current Westminster Government without any attempt to fight back.

These 'cuts' are regularly being made to frontline firefighter posts through the changing of duty systems. A reluctance to recruit has led to many Fire and Rescue Services reducing their establishment levels through retirements.

To compensate for these reductions in staffing levels, Chief Fire Officers are now introducing policies to cover shortfalls in crewing through the use of firefighters working in excess of their Grey Book contractual hours for flat rate pay.

Conference calls upon all Members at all levels of the Fire Brigades Union to refuse to work additional hours for rates of pay that are not in accordance with the Grey Book conditions of service.

NOTTINGHAMSHIRE

RETAINING FEE

Conference notes the decision made by Conference in 2009 in respect of Resolution 18 on the Retaining Fee, moved by the National Retained Committee. Conference also notes the position taken in respect of pay last year.

The current and inadequate Annual Retaining Fee is still no longer deemed to be acceptable to our Retained Duty System (RDS) Members. It still fails to recognise the commitment of RDS firefighters, the disruption to their family life, the adverse effect on their primary employment and the increasingly high expectations from Fire and Rescue Service Employers. More worrying still, in many Brigades, the retention of RDS firefighters is becoming increasingly difficult with more leaving than joining. Taking a look at our own RDS membership over the last eight years will highlight this trend.

Conference re-affirms that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the Annual Retaining Fee paid to RDS employees.

NATIONAL RETAINED COMMITTEE

AUDIT OF PART-TIME WORKERS CONDITIONS

Conference tasks the Executive Council to undertake an audit of UK Fire and Rescue Services to ascertain to what extent that each is complying with their legal requirements under part-time workers legislation. That a subsequent report be generated and circulated not later than 12 months from the end of this Conference.

NATIONAL RETAINED COMMITTEE

FIRE AND RESCUE SERVICE APPRENTICESHIPS

Conference notes that increasing numbers of Fire Services are looking to adopt apprenticeship schemes leading to direct entry into a firefighter role. While this is an opportunity to secure and protect future establishments and save resources on Fire Service recruitment in the long term, it is important that our Union Officials are engaging with Fire Service Managers to ensure the best terms and conditions for apprentices.

Also as important is the recognition that apprenticeships can be an important tool in addressing the lack of diversity that still blights UK FRSs. The right outreach strategy for advertising apprenticeships has the potential to ensure that all Members of our communities can be made aware of this opportunity for a career in the operational Fire Service.

Conference calls upon the Executive Council, in consultation with the other equality sections, to produce an FBU Best Practice document on FRS Apprenticeships. This will assist our local and Regional Officials in any discussions with FRS management on the structure of their local apprenticeship schemes and to demand that diversity in local schemes is a priority. The guidance to be produced before Conference 2019.

B&EMM NATIONAL COMMITTEE

PAY STRATEGY

Conference notes the following:

- i) The Executive Council Policy Statement on 'Firefighters Pay' 2017, in particular the part which states:
 - "2. The union will launch a campaign, lobbying MPs and the employers, to explain how firefighters' pay has fallen behind in recent years
 3. The FBU will consult members via brigade committees and other channels in order to determine how to develop wider campaigning on pay
 4. The FBU will continue to work with the other unions and the TUC/ STUC/ICTU on a campaign to 'break the pay limit'."
- ii) The absence of a significant 2017 pay offer to address the years of pay restraint faced by FBU Members.
- iii) The absence of any agreeable pay offer to consider the expansion of NJC rolemaps in line with the wider workstreams.

Therefore Conference demands that the Executive Council immediately begin to formulate a wider strategy/campaign on pay as per the 2017 Conference position, via membership consultation, and in doing so consider all political and industrial avenues available to us, including industrial action.

NORFOLK

UNRESTRICTED AND UNCONDITIONAL PAY WHEN DIAGNOSED WITH A PROGRESSIVE OR LIFE THREATENING CONDITION

Conference recognises the devastating impact that being diagnosed with a progressive or life threatening condition such as cancer or Parkinson's disease can bring to an individual and their family.

Not only is it a mental drain but the financial implications whilst someone receives their treatment can become overwhelming.

Conference urges the Executive Council to work with Employers to recognise such illnesses in the same way that injuries in the workplace are recognised and guarantee that disability leave and full pay are given to that individual.

NORTHUMBERLAND

MATERNITY PAY AND CONDITIONS

Conference is disappointed to have to raise this once again, the subject of the basic levels of maternity pay provided in most UK Fire and Rescue Services (FRSs). The issue of discrepancies across UK FRSs in the financial provision within maternity policies is extreme. In an FRS where the basic or statutory minimum pay is provided, women lose 10% of their pay as soon as they commence maternity leave. This only lasts for 6 weeks when they lose a further 40% going onto half pay for the rest of their ordinary maternity leave, which is usually 33 weeks.

Several FRSs have negotiated improved policies for pregnant staff and have used the NWC FBU Model Policy: Negotiating Maternity, Paternity and Adoption Rights, as a basis for negotiations. Many FRS women and families have benefitted from this. If women are truly valued in the FRS community, then pregnancy and maternity needs to be revisited and better financial provision should be at the heart of every FRS policy.

Conference calls on the Executive Council, with support from the NWC, to immediately enter into negotiations with our employers to update and increase the minimum maternity pay and to also update the wording in the Grey Book, to include legislative changes, terminology, changes to parental leave and the inclusion of fertility treatment. This would provide the opportunity to have a more consistent and fair approach to maternity and related topics for all our Members.

NATIONAL WOMENS COMMITTEE

TRADE UNION FACILITIES (FULL-TIME EMPLOYEES)

Conference notes Section 4, Part C, Paragraph 28 of the Grey Book (as amended by CIRCULAR NJC/04/11) which states:

“28. Where a **part-time employee** (including an employee on the retained duty system) attends a joint consultative or negotiating meeting outside of his or her normal working time the time spent at the meeting should be paid or time off in lieu granted. Where a retained duty system employee attends such a meeting and receives payment instead of time off in lieu they shall be paid at the appropriate basic hourly rate for his/her role”.

Conference recognises and applauds the vitally important contribution that part-time employees make to the work of the Union and insists that they should continue to be remunerated in keeping with Paragraph 28.

Conference also recognises that whilst full-time employees may be afforded facility time to carry out their trade union duties, they may not be fully released from their primary employment to do so and may therefore occasionally find themselves compelled to attend consultative or negotiating meetings outside of their normal working time.

Conference insists that full-time employees be treated in the same way as part-time employees in this respect and therefore demands that Paragraph 28 be amended to read:

“28. Where **an employee** (including an employee on the retained duty system) attends a joint consultative or negotiating meeting outside of his or her normal working time the time spent at the meeting should be paid or time off in lieu granted. Where a retained duty system employee attends such a meeting and receives payment instead of time off in lieu they shall be paid at the appropriate basic hourly rate for his/her role”.

NORTH WALES

SHIFT DUTY SYSTEM

Conference notes there are currently a large variety of different shift duty systems being worked throughout UK Fire and Rescue Services. Some of these duty systems comply with Section 4, Part A, Paragraph 3 of the National Conditions of Service (Grey Book) and some do not.

Resolution 5 from Devon and Somerset carried at Conference 2017 stated:

Conference is concerned by the number and variety of new shift patterns being proposed around the country, and urge the Executive Council to instruct Brigade Officials to only negotiate on new shift patterns if they fall in line with Section 4, Part A, Paragraph 7 of the National Conditions of Service (Grey Book).

Conference therefore instructs the Executive Council to carry out objective research into the different duty systems being worked in UK Fire and Rescue Services and produce a report of its findings. This research should look into whether these systems follow the principles set out at Section 4, Part A, Paragraph 3 of the National Conditions of Service (Grey Book) and should also consider whether or not there are benefits to shift systems that do not comply with the existing national duty systems set out at Section 4, Part A, Paragraph 7 of the National Conditions of Service (Grey Book). The report should be made available by December 2018 in time for it to be considered by the Executive Council and Conference 2019.

HUMBERSIDE

PENSIONS

GREY BOOK REDEPLOYMENT

Conference notes the worrying lack of Grey Book redeployment opportunities both locally and nationally for Members who are no longer able to maintain their physical fitness.

Conference Policy 2005 states that should redeployment of an FBU Member be required, then that redeployment will be within their existing rolemap, as a minimum, thereby maintaining the same terms and conditions.

When the Westminster Government introduced the New Firefighters' Pension Scheme (NFPS) on 6th April 2006 a promise was given that there would be sufficient redeployment opportunities for firefighters who could not maintain operational fitness. Penny Mordaunt the Fire Minister in 2015 also gave assurances over redeployment opportunities for firefighters unable to maintain fitness.

Conference instructs the Executive Council to:

- Establish the current number of Grey Book redeployment opportunities nationally
- Reinforce and restate the 2005 Conference Policy position with the Employers via the NJC
- Hold the Government to account on its failure to meet the assurances given in the 2006 Pension Scheme proposals.

This work should be concluded prior to the next FBU Conference and reported to all Officials.

GMC

PENSIONS

Conference notes Emergency Resolution 4 – Firefighter Pensions in the Aftermath of the General Election, passed by Conference 2015.

Conference further notes the inequity in actuarial reductions imposed by the Westminster Government.

Conference agreed; ‘The FBU message to the new Westminster Government and to other governments is that we are not going away and we will continue to fight for pensions for firefighters which properly reflect the challenges of their occupation.’ And that ‘Conference reaffirms that the FBU’s pension dispute is not resolved and our campaign will continue.’

Particularly, Conference notes that it is still the case that; ‘The pension schemes remain unfair, unworkable and contain different elements in Northern Ireland, Scotland, Wales and England, which ultimately result in different benefits for firefighters.’

Conference reaffirms that the FBU’s pension dispute is not resolved and our campaign will continue.

Therefore, Conference instructs the Executive Council to reinvigorate our political campaign and political work with sympathetic MPs and other political representatives.

Conference further instructs the Executive Council raise with the Westminster Government, as a matter of urgency, the inequity in actuarial reductions across the different schemes.

ESSEX

OPERATIONS, HEALTH AND SAFETY

NATIONAL STANDARDS FOR WORK-RELATED MENTAL HEALTH ISSUES

Conference recognises the stressful circumstances that FBU Members can be exposed to at work and the detrimental impact to their mental health such exposure can have.

Conference also notes that there is no national standard relating to how UK Fire and Rescue Services should respond to work-related mental health issues.

Conference therefore instructs the Executive Council to lobby employers to secure national standards to deal with Members who suffer with work-related mental health issues.

NORTHERN IRELAND

MENTAL HEALTH, WORKING WHILST UNWELL

Research has indicated that LGBT people are up to three times more likely to suffer from a mental health condition than the rest of society.

Conference suspects that the actual impact of mental health illness is unseen for reasons such as stigma around mental wellbeing and draconian workplace sickness and absence policies that seek to persecute employees for being ill.

As a consequence of further stigma around sexuality and gender identity the impact on LGBT members is likely to be disproportionately higher.

Whilst conference acknowledges that the impact of mental illness on LGBT members may be higher, research on the overall impact on all our Members is needed.

Conference calls on the Executive Council in conjunction with the Health and Safety Committee to develop a membership survey to primarily establish evidence around the following questions:

1. How many Members are suffering or have suffered a mental health related illness?
2. Is the illness work related?
3. Have they ever gone to work whilst they have felt sufficiently unwell to perform their duties?

Conference acknowledges that whilst conducting such a survey it may be an opportunity to ask the membership other health related questions and would leave these to the discretion of the Executive Council and Health and Safety Committee.

LGBT COMMITTEE

INFECTIOUS DISEASES, PROTECTING OUR MEMBERS

Over a decade ago a policy was developed by the LGBT Committee for use by our Members and Officials when dealing with issues around potential infection from HIV and other infectious diseases.

Since the policy was released, advances have been made in the prevention and treatment of such diseases and Conference believes that it is time for the policy to be reviewed.

Conference calls on the Executive Council to liaise with the LGBT Committee with a view to updating the policy.

LGBT COMMITTEE

MENTAL HEALTH, NATIONAL POLICY AND GUIDANCE

With the dramatic rise in mental health issues and the better recognition of signs and symptoms within some Fire and Rescue Services, Conference is concerned that this issue is not being addressed with the same seriousness across all services in the UK.

Therefore Conference demands that the inclusion of the recognition of mental health issues in the Fire and Rescue Service be included within the Grey Book. A national policy and guidance be produced and circulated to all services in the UK. This should include the minimum training that should be provided.

CUMBRIA

FIREFIGHTER FITNESS TRAINING TIME

Conference notes the content of the Firefighter Fitness Best Practice Guide produced by the NJC. Conference is alarmed at the lack of provision of fitness training equipment or fitness training time available to Retained Duty System firefighters across the UK. Conference agrees that Retained Duty System firefighters have the same requirements as wholetime firefighters on the issue of firefighter fitness and that the same safety standards should apply to both equally.

Therefore this Conference instructs the Executive Council, at the earliest opportunity to try to negotiate a number of paid hours per week for Retained Duty System firefighters to carry out fitness training in order to maintain their fitness to the required standard, these hours must be in addition to the already agreed hours for training, development and maintenance duties.

NATIONAL RETAINED COMMITTEE

WOMEN'S-FIT PERSONAL PROTECTIVE EQUIPMENT AND WORKWEAR

Conference is concerned at the ongoing issue around the total lack of proper women's-fit Personal Protective Equipment (PPE) and workwear uniform. Complaints from our women Members centre on gloves that are too big, shirts that are too long, no women's fit shoes and completely inadequate PPE. This is a health and safety issue but it also puts our women Member's in a difficult position by having to complain. Positive Action is high on the agenda nationally yet services up and down the country are not showing the duty of care, its legal obligation to women by providing them with correct fitting PPE and workwear uniform.

Our uniform and PPE is the first line of defence and protection that should be afforded to us as a given. A one size fits all attitude is not acceptable and the health and safety of all our Members is paramount, yet our Members' safety is being compromised.

Conference calls upon the Executive Council to put immediate pressure on services to resolve this issue as a matter of priority and make sure all forms of uniform and PPE provided comes in correct fitting sizes for women and all our Members.

NATIONAL WOMENS COMMITTEE

FITNESS TESTING

Following on from the Firefit Conference and a notable increase in social media activity around the drill ground assessment and recommended strength test we recognise those who carried out the original research have a vast knowledge but the research has failed to take into account an ageing workforce and a more diverse subject base should have been utilised for the original research.

Firefit have recently asked Fire and Rescue Services to support further research and Conference asks that the Executive Council immediately:

- engages in this research through Brigade, Regional and National Officials
- engages with the NWC
- publically supports this research.

This further research is to ensure a full and diverse subject base is used in the future.

NATIONAL WOMENS COMMITTEE

MENTAL ILL HEALTH FBU OFFICIALS AND REPS

Conference notes that 1 in 4 people will be affected by mental ill health at some point in their life. Mental ill health can affect a person's ability to cope with the demands of everyday life. Work can be the catalyst for fire service personnel where mental ill health can be directly attributed to repeated exposure to traumatic incidents and events, the impact of physical injuries and work load pressures. Fire and Rescue Services throughout the country are recognising the effects of mental ill health on their employees, many are pledging to support their employees by signing up to the Mind Blue Light campaign and similar mental health support services.

FBU Reps and Officials are not excluded from this 1 in 4 count. The very nature of an FBU Rep role is to represent, support and advise our Members with FBU Reps holding these duties in the highest regard. The FBU Rep is the active listener to Members' concerns, issues and hardships. Discipline and capability cases are often complex and require a high degree of research, planning and preparation where Reps will work around the clock to provide the strongest defence. The pressure to achieve acceptable negotiations between FBU Reps and Employers within the current political climate are virtually impossible. Failed or unacceptable negotiations still have to be communicated to Members and the messenger (the Rep) is often in the firing line from frustrated Members following poor Employer decisions or decisions that the employee disagrees with. There have been cases where Reps have had no option but to resign from their duties, some have had duties removed from them for failing to perform. Reps have been isolated/victimised/bullied by Employers just for carrying out official duties. Reps will often turn to their Branch Secretary or another Rep for advice when dealing with these complex issues. While this unofficial route serves a purpose for the short term or quick wins and advice it is recognised that there is no such qualified network available to our Reps currently that aims to monitor and support our Reps for the long term. With this in mind it is vitally important that we take into consideration the mental wellbeing of our FBU Reps and Officials, to provide a qualified support network.

Conference asks the Executive Council to explore the feasibility of adopting an official mentoring programme that will be issued to all Reps in a bid to support them throughout their role. Supporting such a programme will show its dedicated Reps that the Executive Council are serious in supporting mental health within the Union structures.

LANCASHIRE

LINE RESCUE STANDARDS

Conference is concerned that there is a difference in standard operating procedures, and therefore safety, across different Fire and Rescue Services in the UK regarding the provision of line rescue services. Consequently, this Conference is also concerned that some Members are being put at more risk of accident and injury whilst carrying out line rescue duties than others.

Conference therefore calls upon the Executive Council to carry out a survey of all UK Fire and Rescue Services via FBU structures on Line Rescue Policies and Procedures in order to compare all and produce an FBU best guidance document on Line Rescue Procedures and Safety by FBU Conference 2020

CLEVELAND

BA GUIDELINES

Conference notes that across the country Fire and Rescue Authorities have been considering the removal of BA Guidelines and in some cases have already removed them from frontline appliances.

Thermal Imaging Cameras (TICs) have become important tools to firefighters and Junior Officers, but they do not fulfil the critical role a guideline fulfils for access and egress into complex premises. Therefore TICs cannot be suggested as a control measure for the removal of guidelines.

Conference instructs all Officials of this Union to oppose and where necessary reverse the removal of these safety critical pieces of equipment.

LINCOLNSHIRE AS AMENDED BY MERSEYSIDE

MENTAL HEALTH RELATED TO THE WORKPLACE

Conference is concerned that mental health related to the work place is on the increase and is affecting our Members' health and wellbeing. The Health and Safety Executive figures show that stress is more prevalent in public service industries which includes the Fire and Rescue Service.

The Grey Book recognises that an employee on authorised sick leave as a result of an illness or injury arising out of authorised duty shall be entitled to full pay for twelve months. However, it is increasingly difficult for any mental health illnesses or injuries to be recognised within this.

In order to support Officials representing Members with work related mental health, we request that the Executive Council, at negotiations within the National Joint Council, seek to expand the definition to specifically include "mental health" as an injury or illness. This should be placed on the agenda at an appropriate National Joint Council meeting and progress reported back to FBU Conference in 2019.

SCOTLAND

WELFARE PROVISION

Conference notes the heroic actions of both firefighting and control Members at recent traumatic incidents including the tragic Grenfell Tower fire. These traumatic incidents can have a detrimental impact on our Members' welfare and mental health.

Conference also notes the FBU education provided in the form of the excellent Mental Health Awareness course given to Union Officials.

The welfare response from UK Fire and Rescue Services (FRSs), following these traumatic incidents can be varied, often reactive, and given by untrained members of staff, if there is any response at all.

Therefore Conference instructs the Executive Council to:

- survey all UK FRSs to understand the response to mentally traumatic incidents, discover how timely that response is
- ask what training is given to those responders
- survey all UK FRSs to understand what training and education is given to individuals to recognise stress and develop coping mechanisms
- ask what level of training those educators have
- seek to produce a NJC Mental Health best practice guidance with a view to encouraging all UK FRSs to adopt this best practice.

DURHAM AND DARLINGTON

FIRE AND RESCUE SERVICE POLICY

AERIAL APPLIANCES

Conference notes the vital role of aerial appliances in fire and rescue operations across UK Fire and Rescue Services. These appliances are indispensable across a wide range of tasks and provide firefighters with effective firefighting and rescue capabilities which mitigate damage and save lives. Conference believes that these appliances must be primary crewed in order to ensure rapid deployment and a guaranteed attendance at incidents.

Conference believes it is a disgrace that so many of these appliances have seen crewing levels cut due to politically driven budget cuts caused by the Government's austerity programme. Conference applauds Fire Brigades Union Brigade Committees who have fought such cuts but recognises that centrally driven budget cuts by Government require a national campaign of defence. Conference therefore demands that the Executive Council launch a national campaign which highlights the vital role of aerial appliances within the UK Fire and Rescue Services and the necessity for such appliances to be primary crewed. Conference demands that this campaign has as its aim the provision of additional finance from Government to Fire and Rescue Services to provide for primary crewing of aerial appliances, and the establishment of emergency response/attendance time standards for aerial appliances.

DORSET & WILTSHIRE AS AMENDED BY DEVON AND SOMERSET

NATIONAL FIREFIGHTER SELECTION PROCESS

Conference notes that a number of Fire and Rescue Services (FRSs) in the UK have begun to recruit new wholetime firefighters. Conference is concerned that a number of these Fire and Rescue Services have used their own local recruitment process and have failed to implement the "National Firefighter Selection Process". The "National Firefighter Selection Process" is a DCLG led piece of work developed with the support and assistance of many different groups within FRSs, including the FBU, and published in 2009.

The processes were developed nationally and were put in place to ensure that Fire and Rescue Services had a robust process based around the necessary PQAs, which was equality impact assessed and legally compliant.

Conference believes that a failure to implement the "National Firefighter Selection Process" by an FRS could lead to the dilution of nationally agreed standards for firefighter roles and a potential for firefighters to lack confidence in colleagues recruited by a different FRS.

Conference therefore demands that the Executive Council raise this issue with the NJC and Government and seek an assurance that the "National Firefighter Selection Process" is recommended as best practice for all recruitment within UK FRSs.

DEVON & SOMERSET

FIRE AND RESCUE SERVICE (FRS) RECRUITMENT

After years of austerity measures that have seen the Fire Service operating at dangerously low establishment levels, many Fire Services are now looking to recruit firefighters.

The level of BME operational staff remains scandalously low, especially in Fire Services that have a high density of BME in their communities. In many of those services there has historically been little or no regard given to positive action or outreach initiatives that give BME communities an awareness of the Fire Service as a career option.

Conference recognises the work of the Inclusive Fire Service Group and the FBU role on it. We believe that the role of the Union is vital in demanding that the Fire Service takes measures to encourage and increase the numbers of BME staff in UK FRSSs.

Conference calls upon the Executive Council to produce, in consultation with B&EMM, Positive Action and Outreach best practice for our Brigade Officials so that they can demand of local Brigades:

- Positive action and outreach activity prior to all recruitment campaigns that give all in our communities the opportunity to apply for firefighter roles
- Fair and transparent selection processes
- A consistent presence in BME communities so that there is an awareness of a Fire Service career.

This guidance to be produced before Conference 2019.

B&EMM NATIONAL COMMITTEE

NATIONAL PROMOTION PROCESS

Conference instructs the Executive Council to raise the issue of promotion, along with any associated processes, in UK Fire and Rescue Services with the national employers. This, with a clear position to seek a national standard for promotion across all the Grey Book roles. In turn this will provide a fair and equal system across all Fire and Rescue Services which allows roles to be easily transferable and recognisable across all Brigades.

A report should be presented at Conference 2019, with updates provided through the FBU structure on the progress of this issue.

DERBYSHIRE

ATTENDANCE TIMES

Conference notes the devastating effect the Conservative Government's ideological austerity program is having on our public services, including the Fire Service.

The reduction in Government funding for the Fire Service has resulted in a reduction in fire cover and a subsequent increase in risk to both our Members and the public.

Fire Authorities and Chief Fire Officers often implement the reductions through their IRMP, distributing fire cover against demand and not risk, agreeing extensions to attendance times to facilitate the downgrading of fire cover.

Conference instructs the Executive Council to produce an annual report, collating attendance targets and actual performance with the intention of assisting local Officials in their campaigns against cuts.

ESSEX

CRITICAL ATTENDANCE STANDARDS (CAST) 2018

Conference previously supported the use of the Fire Brigades Unions' Critical Attendance Standard (CAST) and intervention window methodologies (as recommended in the 2004 Fire Brigades Union National IRMP document) when formulating Brigades IRMP plans. However, in light of significant changes in Fire Service knowledge and procedures, namely Operational Guidance Breathing Apparatus (OGBA), National Operational Guidance (NOG), Incident Command and the significant lessons learnt in tragic events since its inception, there is a need to comprehensively scrutinise and rewrite the FBU CAST document in order to ensure that the content is current and consistent with the needs of the Fire Service today.

Conference calls on the Executive Council to make provision for this work to be completed as a priority in 2018.

MID & WEST WALES

GOVERNMENT POLICY AND LEGISLATION

GOVERNMENT PROPOSALS ON GENDER RECOGNITION ACT

In the run up to the 2017 General Election the Conservatives made a pledge if elected to government to reform the Gender Recognition Act making it easier for Trans people to legally register in their gender.

Progressive politics like this from a Conservative Government are unusual and campaigners should be wary of the true agenda. As a result of the proposal there has been some disagreement from campaign groups normally associated with the promotion of equality. Division amongst equality campaigners is good news for the Conservatives and campaigners should be mindful of this potential agenda.

Conference notes that the current Gender Recognition Act does not meet the needs of those it was introduced to afford rights to. Conference welcomes the opportunity to amend the Gender Recognition Act but also that Trans is a complex issue.

The Government has stated their intent to enter a consultation phase around the reform of the Act and there will be opportunity for the Trade Unions to make submissions. Conference calls on the Executive Council to ensure that the LGBT Committee in their advisory capacity are at the core of any recommended submission from the FBU.

LGBT COMMITTEE

RESERVES HELD BY FIRE AND RESCUE AUTHORITIES

Conference notes with some alarm the increase in reserves that some Fire and Rescue Services appear to be amassing. It is a cause for greater alarm that of those Fire and Rescue Services that have the largest amount of reserves held it appears that these are generated by large annual underspends achieved by cuts to the frontline firefighter jobs.

The Minister responsible for fire has, in January 2018 stated, in response to a question in the House of Commons regarding the impact of reduced funding for the Fire and Rescue Service, that funding will continue to flatline due to the millions held in reserves by the Single Authority Model, as in the Government's view this demonstrates that Fire Services have adequate funding.

Whilst a modest reserve is financially prudent this should be limited to less than 10% of the total annual budget and Conference therefore calls on the Executive Council to urgently meet with the Employers and call for an end to this practice of cutting the frontline in order to generate reserves of up to 90% in some cases, of total annual budgets.

CHESHIRE

EMERGENCY FIRE CONTROLS

Conference notes that the Fire and Rescue Services Act 2004 states that a Fire and Rescue Authority must make provision for the purpose of:

- (a) extinguishing fires in its area, and
- (b) protecting life and property in the event of fire in its area

It also states that in making this provision a Fire and Rescue Authority must make arrangements for dealing with calls for help and for summoning personnel.

Our Emergency Fire Control Rooms are the first point of contact for the public in a fire service related emergency, their primary function being to ensure that Fire and Rescue Authorities fulfil their statutory duties to respond to emergencies and administer humanitarian assistance.

Emergency Fire Control Rooms should not be run as businesses or to make a profit.

Therefore, Conference instructs the Executive Council to commence discussions with all relevant parties to:

- Ensure Fire and Rescue Services, through the use of Emergency Fire Control Rooms continue to meet their statutory responsibilities
- Ensure that Emergency Fire Control Rooms remain under local Fire Authority Control
- Return North West Fire Control back under Fire Authority Control.

CONTROL STAFF NATIONAL COMMITTEE

CSNC INVOLVEMENT IN FBU'S RECOMMENDATIONS FOLLOWING GRENFELL

Conference notes that following the tragic Grenfell Tower incident a number of concerns have been raised by Emergency Fire Control Members. These concerns include:

- Fire Survival Guidance
- Adequate levels of supervision
- Staffing in Emergency Fire Controls, particularly at night
- Resilience in Emergency Fire Controls
- Staffing numbers being determined by call number not work load
- "Buddy" arrangements
- Counselling and support for Members
- Unsafe working practices.

Conference demands that the concerns of our Emergency Fire Control Members are taken into account during any Fire Brigades Union discussions regarding Grenfell and with the assistance of the Control Staff National Committee are raised at local and national management level.

CONTROL STAFF NATIONAL COMMITTEE

POLICE COLLABORATION

Conference is extremely concerned at the Conservative Party policy of allowing Police and Crime Commissioners (PCCs) to run Fire and Rescue Services (FRSs).

This policy is an attack on democracy at the corporate level of local Fire and Rescue Services and links the FRS with the Police far too closely which can cause real issues for firefighters on the frontline of our humanitarian service.

Therefore Conference demands that the Executive Council take all necessary steps to resist PCC takeovers and influence the Labour Party to produce a clear manifesto and work in Parliament to reverse the decision to allow PCCs to run FRSs.

CLEVELAND AS AMENDED BY SHROPSHIRE

TRADE UNION AND LABOUR MOVEMENT

FAR-RIGHT EXTREMISM

Conference notes with concern the rise of far-right extremist groups and individuals who openly promote division and hatred within our communities. Lessons of the past must be learned and the FBU must stand alongside comrades within the wider Trade Union movement to challenge this divisive scourge.

Conference encourages FBU Officials and Reps to mobilise Members locally to join official protests against extremist groups and individuals wherever and whenever they demonstrate. This would highlight once again that the FBU stands in solidarity with other organisations in openly challenging racism, division and the scapegoating of minorities within society.

GMC

CONDEMNATION OF THE TREATMENT OF THE ROHINGYA PEOPLE

Conference is appalled at the alleged state sponsored violence, oppression and human rights breaches against the Rohingya people in Myanmar. The treatment of the Rohingya people is described by the United Nations as textbook ethnic cleansing.

Conference instructs the Executive Council to join the growing number within the international community in condemning the atrocities being carried out against the Rohingya people and to support the Rohingya Solidarity Campaign.

CHESHIRE

CUBA BLOCKADE

Conference notes with concern the renewed vigour which the Trump administration has put to the illegal and racist blockade of Cuba.

Conference further notes that in October 2016, the United Nations General Assembly voted for the 25th consecutive year on a resolution calling for an end to the illegal blockade of Cuba, in that vote 191 countries – the largest amount in the vote's history – voted for an end to the blockade, and historically, zero countries voted against – just the US and Israel abstained. In October 2017, following the election of Donald Trump and his 'new' Cuba policy, the US and Israel returned to voting against Cuba's resolution; 191 countries voted in favour of ending the blockade, 2 against and zero abstentions.

Conference instructs the Executive Council to redouble all efforts to support the abolition of the illegal blockade working with the Cuba Solidarity Campaign, TUC and sister Trade Unions with a Head Office Circular explaining the campaign to be circulated to all Branches in a timely manner.

LANCASHIRE

MANDATORY RESELECTION

As the FBU is again affiliated to the Labour Party, it is essential that the FBUs position on Labour Party policy is made clear.

Conference condemns any Labour Party Member of Parliament who attempts to de-stabilise the Labour Party and who seeks to return the Party to a pro-austerity position.

Conference notes that under the leadership of Jeremy Corbyn, the Labour Party is being returned to a Labour Party that truly represents the working class.

Therefore, Conference agrees that MPs should not assume that their elected position is a 'job for life'. They represent their constituency but ultimately they are selected by and accountable to their Constituency Labour Party.

To ensure democratic accountability and the rights of party members to select candidates that reflect their views, Conference supports the need for mandatory reselection of Labour Party MPs in each Parliament as essential.

WEST MIDLANDS

EDUCATION

INCLUSION

Conference notes with some concern that one of the least attended courses on our national education programme are the Fairness at Work and Equality courses. This has led to one of those courses being cancelled in 2017, resulting in no equality education or information for FBU Reps and Officials.

While we understand that trade union leave is problematic to access, making attendance on courses difficult, it is also important that our Reps and Officials are aware of current equality legislation, practices and issues.

Conference calls upon the Executive Council to:

- Ensure that inclusion and equality matters are included in other appropriate FBU courses including the Branch Reps course
- That there is always an inclusion and equality session at the FBU National School
- Ensure that the equality sections are fully consulted on inclusion and equality education within our education programme.

B&EMM NATIONAL COMMITTEE

SOCIAL MEDIA TRAINING

Conference recognises that this Union has adopted social media as a tool for campaigning at a national level.

Conference applauds a number of local FBU Brigade Committees that have adopted the use of social media as an effective campaigning tool at a local level. Conference acknowledges this takes place on an ad hoc basis.

Conference instructs the Executive Council to design and deliver appropriate training for Brigade Committees to effectively campaign using social media, via accounts set up and administered at Brigade Committee level. This training is to be developed and in place by Conference 2019.

NORTH YORKSHIRE

POLITICAL ENGAGEMENT STRATEGY

Conference recognises the importance of political campaigning and the need for this Union to be as active as possible within the Labour Party.

Conference calls on the Executive Council to create a future candidates' political education programme, with the objective of increasing the number of FBU Members selected as prospective candidates for elected offices. This education programme is to be developed and in place by Conference 2019.

NORTH YORKSHIRE

EQUALITY AND FAIRNESS AT WORK

SEXUAL HARASSMENT IN THE WORKPLACE

The impact of sexual harassment in the workplace can have a damaging effect on the recipient's mental and physical health, often resulting in poor performance and attendance at work. The cost to an organisation can also be considerable. It is therefore a major issue.

This Union is committed to representing women, however, any Member may experience sexual harassment. The FBU and the Fire Service should encourage victims to refer the case to the Police for investigation immediately. In all cases the wishes of the victim must remain paramount.

Conference therefore instructs the Executive Council to educate and inform Reps to ensure that they support and encourage victims to contact the Police and report any form of sexual harassment in the workplace.

LONDON

ORGANISING AND MEMBERSHIP

FLEXIBLE CONTRIBUTION RATES

Conference notes that rightly the contribution rate for Control Members is set at the same level as wholetime or job share operational firefighters.

Staff who are on reduced earnings but not on an exact 50% job share split are being charged full rate, not one relevant to their earnings, which can be a deterrent to them retaining their FBU Membership.

Conference instructs the Executive Council to review the application of Union contribution rates and introduce a sliding scale between 50% and full contribution rate to reflect the wages being earned by our Members.

CONTROL STAFF NATIONAL COMMITTEE

INTERNAL ADMINISTRATION

REPORTING BACK FOLLOWING EXECUTIVE COUNCIL MEETINGS

Transparency and accountability must be at the heart of any democratic Trade Union. To ensure maximisation of trust, it is vital that Members are able to scrutinise the conduct and decisions of Officials. This applies particularly to the Executive Council, which is the governing body of our Union between Conferences and in whose Members is invested considerable power.

Conference notes that Executive Council Members are currently prohibited from reporting details of individual votes, other than their own, cast at Executive Council meetings. This has the effect of cloaking the decisions of the Executive Council in secrecy and undermining the relationship between it and the membership.

Conference therefore agrees that, with immediate effect, Executive Council Members will be free to report details of all individual votes following meetings of the Executive Council.

LONDON

ARRANGEMENTS AND ORGANISING FOR CONFERENCE

Conference is concerned that the current timescales applicable to the submission of resolutions do not take proper account of the modern pace of change within Fire and Rescue Services and can leave resolutions out of date by the time they are tabled at Conference.

Conference therefore calls on the Executive Council to instigate a review of the arrangements and organising of Conference with the aim of achieving a closing date for receipt of resolutions which is closer to the date of Conference than is currently the case.

CORNWALL

RESOLUTION PROGRESS REPORTING

Conference again demands that resolutions passed at Conference have updates provided on work carried out, with action plans for completion.

Conference requires a greater degree of transparency and accountability in order to demonstrate progress against resolutions.

OFFICERS NATIONAL COMMITTEE

CANVASSING AND ELECTIONS

Conference instructs the Executive Council to set up a task and finish group on the issue of canvassing for elections within the Fire Brigades Union.

The group should provide recommendations to the Executive Council on how to ensure that election candidates can make themselves and their commitments known to the membership. The Executive Council should establish a standardised procedure whereby Members receive notification of such details on candidates wishing to stand.

This process should be applied at the nomination stage, the election stage or both. Any information provided by candidates should be approved by the Executive Council to ensure equal and fair representation to the membership.

Conference instructs the Executive Council to provide a resolution on this issue to Conference 2019.

DERBYSHIRE

MOBILE APP

Conference notes the ever expanding forms of digital communication and interactive platforms available and Conference also notes the wide range of FBU Members engagement with the various digital platforms currently being utilised by FBU Head Office and Brigade Committees.

Conference applauds the FBU digital communication strategy and welcomes the improvement to the FBU website. Conference recognises the hard work that is put into this by Head Office staff.

Conference agrees that a one-stop digital platform which is exclusive to FBU Members, where membership administration and benefits can be accessed and which also includes access to FBU resources, news and other information is an avenue not yet fully explored.

Conference therefore agrees that the Executive Council should begin a feasibility study into producing a dedicated FBU application which would be available on all mobile devices operating systems to further engage and inform FBU Members and to also give FBU Members an ability to view and maintain their membership details.

Conference agrees that subject to the Executive Council feasibility study, an FBU APP should be created and available to FBU Members by Conference 2019.

WARWICKSHIRE

100 YEARS OF THE FIRE BRIGADES UNION

Conference notes with pride that the 1st October 2018 represents the formal centenary of the Fire Brigades Union. Conference applauds every Member of the Fire Brigades Union in our 100 year history who has stood by the aims and values of our Union and, in so doing, built a safer, fairer and more professional Fire and Rescue Service.

Conference recognises the debt we owe to previous generations of FBU Members who fought and sacrificed in order to defeat exploitation and unfair working practices in our industry. Conference takes pride in the legacy left to us by these previous generations and recognises that, through their struggle, current generations of firefighters have a profession which is highly valued by society and protected through national collective bargaining on conditions of service and pay.

Conference recognises our duty, as the current generation of FBU Members, to defend what our predecessors fought so hard to pass to us and reaffirms our commitment to do so. In this, the centenary year of the Fire Brigades Union, Conference calls on all Members to recognise and celebrate the legacy left to us through a continued commitment to build our Union as a stand-alone Fire and Rescue Service Trade Union, to never sell out conditions which have been passed on to us by previous generations and to continue the proud tradition of acting as custodians of our service by passing on safe, fair and professional working practices to the next generation of FBU Members.

GLOUCESTERSHIRE

FIREFIGHTERS 100 LOTTERY

Conference recognises the outstanding contribution to good causes made by the Firefighters 100 Lottery and applauds every supporter who has participated. In the first 12 months after its launch the Firefighters 100 Lottery raised more than £120,000 for good causes and gave significant support to injured FBU Members as well as giving vital funding to ensure that firefighters who have fallen in the line of duty are properly commemorated and remembered.

Conference fully supports the Firefighters 100 Lottery and calls on all Members to assist in building the number of supporters who sign up to it. Conference believes that the Firefighters 100 Lottery should be a feature of as many FBU activities as possible and calls for an ongoing campaign to ensure that the lottery and its contributions to good causes be well publicised across all FBU communication platforms.

Conference calls upon the Executive Council to ensure the materials which outline the work of the lottery and encourage participation are made available to Officials and distributed at meetings and workplaces. Conference also calls for regular features on the positive work of the lottery to be published in 'Firefighter' and for the lottery to be a feature of FBU stands at the TUC and Labour Party Conferences.

Conference calls on all Members and Officials to be ambitious for the Firefighters 100 Lottery and work to enhance its supporter base and therefore its ability to help commemorate the bravery and sacrifice of firefighters killed and injured in the line of duty.

GLOUCESTERSHIRE

REGIONAL AND SECTIONAL SECRETARIES MEETINGS

Conference notes that there is no requirement within the Rule Book for the Regional Secretaries and National Sectional Secretaries to hold combined meetings during any given year. Conference believes that the Regional Secretaries/National Sectional Secretaries are an integral, strategic and important part of our structure.

Conference instructs the Executive Council to convene a minimum of two combined Regional Secretaries/National Sectional Secretaries meetings per annum and to carry out any necessary alterations to the Rule Book that are required.

LANCASHIRE

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL...

PAY AND CONDITIONS

EMERGENCY FIRE CONTROL

Conference recognises the vital, lifesaving role that Members in Emergency Fire Control give to the Fire and Rescue Service. This is highlighted at incidents such as the house fire in Warminster on 18 December 2017 when Fire Control gave lifesaving advice to a woman trapped by the fire and made sure she was by a window so that firefighters could carry out an immediate rescue on arrival. Conference recognises that this incident, which is in the finest lifesaving traditions of the Fire and Rescue Service, has been replicated on numerous occasions across UK Fire and Rescue Services.

Conference therefore demands that the Executive Council mount an immediate campaign to raise political awareness of the lifesaving work of Emergency Fire Control with the aim of achieving a rate of pay for Emergency Fire Control Members which is the same as that of the equivalent pay rate for firefighting roles.

DORSET & WILTSHIRE

FUNDING OF COUNCIL FIRE AND RESCUE SERVICES

County Council Fire and Rescue Services are facing a greater financial crisis due to the simply devastating austerity cuts heaped upon the public services. These services have no ability to hold or use reserves and have limited funding income locally, these services are at breaking point forcing the downgrading and closing of fire stations.

Conference demands that the Executive Council negotiates at the NJC to secure recognition of the extreme funding differences of County Council Brigades compared to Fire Authorities, Metropolitan Authorities and other types of Authorities and seek agreement from the NJC to resolve this issue.

CUMBRIA

STANDARD RANK STRUCTURE

Conference, to support the safe control of firefighting operations there needs to be a drive to stop the creation by Fire and Rescue Services around the UK of roles/ranks that sit outside any agreed framework.

Conference would like to see all fire and rescue services operating within the same rank structure, rank to role has resulted in a rush to the bottom with different interpretations around UK Fire and Rescue Services.

Conference supports a campaign by the FBU to get back a standardised rank structure for UK Fire and Rescue Services.

OFFICERS NATIONAL COMMITTEE

NATIONAL OVERTIME/ADDITIONAL HOURS BAN

Conference is extremely concerned by the ongoing cuts to frontline fire provision across the UK. These cuts affect negatively both firefighter and public safety.

Fire and Rescue Services are increasingly using overtime and single rate additional hours to 'prop up' staffing following cuts to frontline staffing numbers. Using overtime and additional hours over a long period of time leads to a smaller workforce, lower pay, working longer hours and a block on recruitment.

Conference therefore calls on the Executive Council to ballot FBU Members as soon as possible with a recommendation to invoke industrial action in the form of a national overtime and additional hours ban.

CLEVELAND

OPERATIONS, HEALTH AND SAFETY

CANCER SCREENING OF FIREFIGHTERS

With the rise of cancers within the Fire and Rescue Service which is above the national average for other workers, Conference believes it is time that recognition of this should be within the Grey Book and free testing be offered to staff.

Therefore Conference demands that the Executive Council negotiates at the NJC (to include within the Grey Book) the right to free cancer screening and treatment, and also exemption from sickness monitoring and capability procedures of all cancers. This will be made available for firefighters who are regularly exposed to hot fire conditions and also for those who have been exposed within their career to these hot fire conditions.

CUMBRIA

TOXINS IN THE WORKPLACE

Conference recognises the lack of movement nationally in the drive to tackle toxins in the workplace.

Research internationally has shown that toxins are a link to many workplace cancers and in those countries steps have been taken to overcome these issues. The current research is not recognised by UK Fire and Rescue Service employers, this should be questioned and acted upon.

Conference urges the Executive Council to work with Employers to recognise this research and act upon it in the same way that other international Fire and Rescue Services already have.

NORTHUMBERLAND

GOVERNMENT POLICY AND LEGISLATION

UNIVERSAL BASIC INCOME

Conference notes the need for a rebuilding of a modern social security system for men and women as part of tackling poverty, inequality and the threat to labour from automation.

Conference believes that, until all Employers pay a real living wage, welfare payments will play a necessary role in ensuring that workers are able to make ends meet.

Conference expresses its concerns over the Conservative Government's cuts and attitude to the welfare system, especially under the draconian Universal Credit system. These cuts and system will cause increased levels of deprivation for many working families. The current system has been made increasingly punitive and has effectively been used to stigmatise benefit claimants. The operation of sanctions pushes people into destitution for trivial reasons.

Conference notes the growing popularity of the idea of a 'Universal Basic Income' with a variety of models being discussed here and around the world.

Conference believes that a basic unconditional and non-withdrawable income paid to everyone, has the potential to offer genuine social security to all.

Conference agrees that the FBU will campaign to defend in-work benefits to ensure that workers have access to a proper welfare system that ensures those on low pay are free from poverty.

Conference believes that the FBU should acknowledge Universal Basic Income and argue for a progressive system that would be easier to administer, easier for people to navigate, paid individually and that is complementary to comprehensive public services and childcare provision.

WEST MIDLANDS

INTERNAL ADMINISTRATION

NATIONAL DATABASE OF INFORMATION REQUESTS

Conference notes that through the Mailgate system, the number and types of requests for information from Officials are increasing. Conference recognises that the gathering and sharing of this information is a very useful tool for Officials throughout UK FRSs. However Conference is also aware that because of the rotational nature of Officials within Brigade, Sectional and Regional positions the same or similar questions/requests are getting asked repeatedly. Therefore Conference instructs the Executive Council to produce a secure database system for all information requests by Officials. In doing this the information requested can be stored securely and used by Officials, thus allowing a more consistent approach by all Officials. An update on the progress of this work will be given at the next Conference by the Executive Council.

TYNE & WEAR

EMERGENCY MOTIONS...

STOP ISRAEL'S REPRESSION OF GAZA

Conference condemns the killing and wounding of hundreds of Palestinians in Gaza by the Israeli Defence Force (IDF) in recent months, culminating in the terrible slaughter during May. The union agrees with the Labour leadership in condemning the Israeli government for its brutal, murderous and entirely unjustified actions on the Gazan border.

Conference believes these actions were far worse than a disproportionate over-reaction. They were the culmination of weeks of a systematic and deliberate policy of killing and maiming unarmed protestors and bystanders, some shot in the back and many of them children who posed no threat to the border, nor to those who fired the deadly shots.

Conference demands the immediate end to IDF attacks and the immediate lifting of the blockade of Gaza.

Conference believes that the Israeli government must be held to account for its flagrant disregard of international law. The union notes Jeremy Corbyn's call for a review of UK arms sales to Israel. We call for an immediate end to this trade.

Conference reaffirms the longstanding FBU policy of support for the self-determination of the Palestinian people and the right of the Palestinian people to protest in support of their rights. The union supports the trade union policy of boycotting Israeli goods produced in the occupied territories.

Conference condemns Donald Trump's inflammatory decision to move the US embassy to Jerusalem, which jeopardises the possibility of a peaceful solution acceptable to the majority of Palestinians and Israelis who live in the region.

We call for the immediate withdrawal of Israeli forces from the Occupied Territories. We support the immediate establishment of a viable Palestinian state, to be recognised by the UK government and other governments, and international bodies.

Conference supports the Palestinian firefighters, trade unions, civil society organisations and campaigners fighting for Palestinian rights. The union is proud of our longstanding record of practical solidarity with the Palestinian people in general and Palestinian firefighters in particular, including visits, conveys, supplies and training organised by various FBU international, regional and brigade committees.

Conference agrees to a delegation, organised by the Executive Council, to visit Palestine and Israel at the earliest opportunity in order to meet trade unions and political organisations campaigning for justice. This will also facilitate a wider review of the current situation, including a review of the various FBU policies in this regard.

Conference recognises the (currently) small minority of Israeli citizens who support Palestinian rights, fighting against a tide of chauvinism within Israel. The FBU maintains our direct relations with Israeli firefighters in the Histadrut. The union also reaffirms our links with organisations such

as WAC-MAAN, Peace Now and other Israeli based campaigns for peace and equality, who stand on the side of workers and who support Palestinian rights and a peaceful and democratic solution, in very difficult circumstances.

EXECUTIVE COUNCIL

FACING ATTACKS ON COLLECTIVE BARGAINING

Conference notes the ongoing attacks that members in the West Midlands are currently facing in their trade dispute, which includes the imposition of non-NJC compliant contracts, imposition of work on Control members outside the role map, dictatorial management and interference with trade union activities. Conference condemns these attacks on collective bargaining and on the rights of FBU members in the West Midlands.

Conference is alarmed that the Labour controlled fire authority and the senior management of WMFS are attacking FBU members' ability to collectively bargain, undermining the nationally agreed role maps, circumnavigating the NJC and showing complete disregard for FBU officials.

Conference also recognises that FBU members in the West Midlands are on the frontline of a new wave of attacks on firefighters by using contracts of employment as a tool to unilaterally change the role of a firefighter and control firefighter. This approach, if adopted, would allow senior management or the fire authority to unilaterally impose further changes to work activity, either now or in the future.

Conference congratulates FBU members in the West Midlands on the ballot result showing 90% in favour of strike action on an 82% turnout. This is a clear indication of the anger felt by West Midlands members. The ballot turnout is applauded and Conference notes that the thresholds imposed by the Conservatives under the recent Trade Union Act, designed to restrict workers in essential services from organising trade disputes and industrial action, proved to be no obstacle whatsoever.

Conference condemns the treatment of members in the West Midlands and sends a clear message to the Fire Authority that an attack on one FBU member is an attack on all. This is an attack on our members' rights as trade unionists and threatens our collective bargaining at a national level. Conference agrees that the Fire Authority, through their actions, have not only launched an assault on our members in the West Midlands, but have launched an assault on the FBU at a national level.

In response to the ballot result, officials were made aware on 2nd June that the Fire Authority executive are meeting on 5th June to assess their options and will need to address our concerns raised in the trade dispute or face escalation of action.

Conference offers complete support and solidarity to West Midlands members and agrees that Brigade Committees will mobilise members at every level to support them through this trade dispute by any means necessary.

Conference instructs the EC to provide any resources and support to the West Midlands that are required during this vital dispute.

WEST MIDLANDS

EMERGENCY MOTIONS REMITTED...

MANCHESTER ARENA ATTACK

Conference remembers the twenty two people murdered at the Manchester Arena on 22nd May 2017, and also the many people injured and affected by the events of that night. Conference welcomes The Kerslake Report into the Emergency Services response to the attack which was published on 27th March 2018.

This report raised concerns in relation to some of the multi-agency responses to the Arena incident.

The Report States that ‘Greater Manchester Fire and Rescue Service did not arrive at the scene and therefore played no meaningful role in the response to the attack for nearly two hours’ and that the effect of this delay was that ‘....a valuable resource was not available to assist on the scene’.

Also that:

‘The Fire Service was effectively ‘outside the loop’ having no presence at the rendezvous point established by the police, little awareness of what was happening at the Arena and only a very limited and belated presence at Strategic Gold Command’.

The report goes on to state that the reasons for the failure of GMFRS to respond adequately to the attack were due to:

‘A combination of poor communication and poor procedures’ and that ‘GMFRS will need to reflect on the wider issues it raises for their operational culture and approach to multi agency working’.

Conference notes the open letter to firefighters 30th March 2018 written by the Greater Manchester Combined Authority Mayor Andy Burnham when he stated:

“I know you were desperate to help but were prevented from doing so by decisions taken above you” and that “The failure is not yours but one of process, leadership and culture.”

Conference therefore calls upon local officials to meet urgently with service managers and decision makers, to raise and discuss the Kerslake Report (into the issues arising from the Manchester Arena incident) to make sure that their local Brigades are prepared for any such future attack and that the failings as identified within the report never occur again.

GMC

PAY

On Thursday 31 May 2018, the Auditor General for Scotland released her report into the Scottish Fire and Rescue Service (SFRS). The report included the following recommendations to:

- “increase its pace of reform and implement its plans for transformation.”
- “agree as soon as possible, the revised terms and conditions for its uniform staff that reflect the changes to the role planned as part of the programme for transformation.”

On 30 January 2018, the SFRS wrote to firefighters in Scotland and offered them a pay rise in return for broadening their role.

Conference remains committed to negotiate a pay rise through the NJC and acknowledges the work carried out to secure funding in order to progress the campaign for a pay rise as part of the FBU national strategy.

Conference acknowledges that fire and rescue is devolved to the Scottish parliament. As a consequence, they reserve the ability to increase funding for pay in return for broadening the role of firefighters.

The Executive Council policy statement on pay highlights the NJC work streams discussions in identifying potential areas of new work, including emergency medical response and MTFAs. These are two areas that the SFRS have indicated that they are now in a position to progress as a result of the £15.5 million additional funding from the Scottish government in December 2017.

Conference now instructs the EC to immediately commence negotiations on the pay offer that was delivered to firefighters in Scotland on 30 January 2018, the negotiations for which we believe can be accommodated within the existing NJC mechanisms.

SCOTLAND

MOTIONS DEFEATED...

PAY

GMC

FIRE APPLIANCES USED AS AMBULANCES

WEST YORKSHIRE

MENTAL HEALTH

HEREFORD & WORCESTER

FUNDRAISING SITES

WEST YORKSHIRE

DIRECT DEBIT/CHECK OFF

WEST YORKSHIRE

CAMPAIGN AND PROMOTIONAL MATERIAL

DERBYSHIRE

ESTABLISHING A GENERAL STRIKE FUND

CHESHIRE

ALTERATIONS TO THE RULES OF THE UNION...

RULE B2(5)(ii)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE C1(2)	CONSTITUTION AND GOVERNMENT OF THE UNION	CARRIED
RULE C7(2)	BRIGADE ORGANISATION	CARRIED
RULE G1(2)(v)	INTERNAL UNION DISCIPLINE	CARRIED
RULE G1(3)(vi)	INTERNAL UNION DISCIPLINE	CARRIED
RULE G2(4)(iii) and (iv)	INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS	CARRIED
RULE G3(3)	INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS	CARRIED
RULE G3(4)	INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS	CARRIED
RULE G3(6) TO (9)	INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS	CARRIED
RULE H1	RULES FOR POLITICAL FUND	CARRIED

FINAL APPEALS COMMITTEE

REGION/SECTION		NAME
Region 1	Scotland	Denise Christie
Region 2	Northern Ireland	David Nichol
Region 3	North East Region	Tony Curry
Region 4	Yorkshire and Humberside Region	Neil Carbutt
Region 5	North West Region	Mark Rowe
Region 6	East Midlands Region	Marc Redford
Region 7	West Midlands Region	Richard Williams
Region 8	Wales	Cerith Griffiths
Region 9	Eastern Region	Riccardo la Torre
Region 10	London Region	Lucy Masoud
Region 11	South East Region	Mark Simmons
Region 12	South West Region	Brent Thorley
B&EMM		Micky Nicholas
ONC		Simon Amos
NRC		Paul Revill
CSNC		Lynda Rowan O'Neill
NWC		Samantha Rye
LGBT		Pat Carberry



Published by the
FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE
www.fbu.org.uk

Printed by
The College Hill Press Ltd (TU)