



PRELIMINARY AGENDA

**Fire Brigades Union
92nd Conference, Blackpool
15th, 16th and 17th May 2019**



PRELIMINARY AGENDA

FIRE BRIGADES UNION

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The Standing Orders by which Conference is governed
are printed in full at the back of this booklet

PAY AND CONDITIONS

1. RETAINED DUTY SYSTEM (RDS) CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENT

Conference is aware that CPD is paid to all firefighters in the UK Fire and Rescue Service who qualify through the application process set out nationally, to qualify for the payment the application process is exactly the same for whole-time and RDS firefighters.

At present CPD is paid to RDS firefighters as set out in NJC 03/07 (Appendix A), as follows 'Part-time employees including those working on the RDS must not be treated less favourably than whole-time employees in the assessment process. All such employees will be paid on an individual pro-rata basis, subject to a minimum 25% of the full-time equivalent rate'.

If RDS firefighters are not to be treated less favourably than whole-time firefighters then the present way the CPD is paid needs to change.

Conference must recognise the levels of commitment demanded from RDS firefighters by UK Fire and Rescue Service's employers and that the current CPD payment is unacceptable in its present form.

Conference must stop the current difference in CPD payments and pay the same rate to RDS firefighters as the whole-time rate relevant to each Fire and Rescue Service to recognise the same commitment to CPD regardless of duty systems. With this in mind Conference calls upon the Executive Council to highlight the unfairness of this issue with our employers through the NJC with a view to rectifying the situation and reporting back the outcome of these discussions to Conference 2020.

TYNE AND WEAR

2. CONTINUAL PROFESSIONAL DEVELOPMENT

Conference notes that when a Member takes up a promotion their CPD payment may cease if they are not financially worsened. Conference also notes the resolution submitted by Dorset in 2015.

This Conference believes that this should also include the pensionable aspect of a Member's salary.

Therefore, this Conference instructs the Executive Council to immediately raise this with the NJC, reporting back to Conference 2020.

LINCOLNSHIRE

3. CONTINUAL PROFESSIONAL DEVELOPMENT

For many years the introduction of this unfairly defined payment has been in place and has resulted in a postcode lottery that has led to substantial differences in the level of pay received by our Members undertaking the same role.

Conference recognises that this bizarre inequality in our Members' pay, must be challenged and resolved without any Member receiving a loss in pay.

Conference demands that the Executive Council raises with our employers at the earliest possible NJC meeting, the need to equalise Continual Professional Development payments across the UK, to the highest rate currently paid.

WEST SUSSEX

4. CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS

Conference believes that the way CPD has been implemented across UK Fire and Rescue Services is haphazard at best.

Conference calls on the Executive Council to discuss with the NJC making CPD core pay for all those eligible.

OFFICERS NATIONAL COMMITTEE

5. CONTINUAL PROFESSIONAL DEVELOPMENT (CPD)

Conference notes the changing way that Members of the FBU choose to work. Members may wish to use their right to request flexible or reduced hours of work for many reasons, however Conference notes that childcare arrangements or looking after other family members is normally the main reason.

Conference is concerned that even with our Members changing their working arrangements, Grey Book Policy has not kept up with this, particularly with regard to CPD.

Conference agrees that there is no such thing as half a firefighter, and therefore there should be no such thing as half CPD payment. Firefighters who are deemed competent are no more or no less a firefighter based on the hours they undertake.

Therefore, Conference demands that the Executive Council urgently raises at the NJC, the issue of reduced CPD payments to Members who are deemed competent and have chosen to work reduced hours to ensure that these Members receive the same CPD payments as their full-time colleagues.

WEST MIDLANDS

6. DEVELOPMENT RATE OF PAY

Conference believes that the implementation of the Integrated Personal Development System has been used by many Brigades to keep our Members on development rates of pay. It is time this practice was stopped.

Our Members should be properly trained for the job they are going to do, and then be paid at the competent rate of pay.

Conference demands that the Executive Council raise this at the NJC to remove development rates of pay.

OFFICERS NATIONAL COMMITTEE

7. RETAINING FEE

UK Fire and Rescue Services are experiencing a crisis in relation to the recruitment of Retained Duty System (RDS) firefighters. Poor public sector pay rises have served to exacerbate the problems with recruitment and retention.

Conference recognises the levels of commitment demanded from RDS firefighters by the fire service employers has increased substantially since 2003, including increases in training and pressure to give more hours of cover, along with increased administrative work.

Conference affirms that the current retaining fee falls far short of adequately compensating our RDS Members for the commitment they make and instructs our negotiators to make achieving a substantial increase in the current Grey Book retaining fee a priority in order to better reflect the levels of commitment required.

NATIONAL RETAINED COMMITTEE

8. PAY

Conference notes that, after 5 years, the workstream national pay strategy is yet to yield a significant pay offer or secure central funding for increased workloads and pay. Conference recognises the need to negotiate much of this work, some of which is already being undertaken by different Brigades and the necessity of incorporating this into a national framework, all whilst aspiring to address falling pay and membership decline.

Conference, however, believes that the complexity of the negotiations around workstreams is significantly hampering the progress of this strategy and notes Members' very real concerns around workloads, mission-creep, effects on fire cover, and the likely success of this strategy.

Conference therefore instructs the Executive Council to;

- remove Emergency Medical Response from the workstream negotiations until such time as firefighters core pay is addressed and an acceptable pay settlement is agreed by the membership
- make a permanent pay formula integral to any settlement of the workstream negotiations
- fully consult the membership on the fine detail of what each workstream includes and doesn't include and allow Members to decide what each workstream will entail.

LONDON

9. PAY PARITY FOR EMERGENCY FIRE CONTROL

Conference 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 pay parity with equivalent firefighting roles, this should culminate in time for the 2020 NJC pay claim.

NORTH YORKSHIRE

10. END PAY DISPARITY

Conference notes that it is not a surprise to note that in 2019 some of our Members may become pregnant. What Conference will be surprised to note, is that maternity pay across Fire and Rescue Services nationally is a lottery based on the success of local negotiations to enhance the baseline Grey Book maternity pay provision where Members pay drops from the first day of maternity equating to 90% pay for the first 6 weeks, which drops again to 50% pay for a further 12 weeks then drops again to statutory maternity pay for a remaining 8 weeks. Such low income provisions leave many of our Members no choice but to return to work early to avoid financial poverty and in some cases where they may not be physically safe or mentally ready to do so.

Imagine that same Member sprains their ankle, whether on or off duty it makes no difference to their pay provision. However the difference between maternity and sprained ankle in this situation is that the Member is provided with the baseline Grey Book sickness pay provision of 6 months full pay which drops to 50% pay for a further 16 weeks. In this situation the Member is afforded a reasonable amount of time to rest and repair then return to duty without the pressure to return back early when unfit or unsafe to do so.

Conference calls upon the Executive Council to revisit the Grey Book maternity pay provisions and enhance this to 6 months full pay which drops to 50% pay for a further 16 weeks, then drops again to statutory maternity pay for a remaining 8 weeks. Enhancing the minimum maternity pay will provide FBU Officials a firm starting point to negotiate enhancements from this base line, providing a fairer position to end the disparity between Members pay. We ask that this enhancement commences as soon as practicable and reported upon by Conference 2020 at the latest.

LANCASHIRE

11. PAYMENT OF AGREED PAY AWARDS

This Conference is appalled that the Scottish Fire and Rescue Service has refused to backdate agreed pay awards to Members who retired between the implementation of the backdated award and the date upon which the back payment is made. These Members have given their labour over these periods and should be remunerated to the same level as their colleagues have been.

Therefore this Conference instructs the employees' side of the NJC to raise this matter with the employers' side at the first possible instance and failing a satisfactory resolution, then begin a campaign of lobbying elected members to resolve this matter.

SCOTLAND

12. ALLOWANCE FOR DRIVING EMERGENCY FIRE APPLIANCES

Conference instructs the Executive Council to secure an enhanced payment for LGV Emergency Fire Appliance Drivers. Conference believes there should be financial remuneration to ensure that all firefighters who choose to drive LGV emergency fire appliances are properly remunerated for the added risk and responsibility associated with this element of their role map.

NORTHERN IRELAND

13. NATIONAL OVERTIME/ADDITIONAL HOURS BAN

This Conference is extremely concerned by the continuing position of the Conservative Government in its failure to recognise, with appropriate pay, the massively extended and broadened role of a modern firefighter.

Firefighters deal with, and take part in training for a much wider range of incidents than in the past and firefighters have not been properly recompensed for these extra responsibilities and skills.

The FBU has also been in discussion with employers at a national level to possibly further broaden a firefighter's role.

This Conference is concerned that the Conservative Government will continue to fail to meet FBU Members' expectations on pay.

This Conference therefore calls on the Executive Council to use a National Overtime/Additional hours ban as a constant part of any industrial action that may happen as part of the current pay campaign.

CLEVELAND

14. GREY BOOK TERM – FAMILY FRIENDLY

Due to the constant attacks on terms and conditions and duty systems the term ‘family friendly’ needs to be more transparent.

The term family friendly is a key factor in negotiating shift patterns as per Section 4, Part A, Paragraph 3 (4):

‘It should have regard to the special circumstances of individual employees and be family friendly.’

This term is vague and is interpreted by the employer to suit the Fire Service needs or even ignored by services and occasionally by independent chairs at Technical and Resolution Advisory Panels.

Therefore, Conference demands that the Executive Council negotiates with the NJC to clarify and provide a guidance document on what the term family friendly actually means and an appendix containing that guidance be included within the Grey Book.

CUMBRIA

15. OVERTIME WORKING GROUP

Conference will recall the lengthy debate around overtime at last year’s Conference in Brighton with discussion around an overtime ban, Grey Book overtime, flat rate payments and in some circumstances improvements on Grey Book conditions; it was of particular concern that we heard how overtime is being utilised to prop up unpopular and failing shift systems.

The Executive Council agreed to form an ‘Overtime Working Group’ to oversee all aspects of overtime working undertaken by FBU Members’.

Greater Manchester Officials have this year negotiated a collective agreement on overtime to cover crewing shortages, whilst the employer undertakes the biggest recruitment drive seen during the last 9 years of austerity. Our Members are now receiving Grey Book rates of pay for all periods of overtime.

To provide clarity for our Members and to support all Officials in current and future negotiations Conference instructs the Executive Council to report on the work carried out by the ‘Overtime Working Group’ to date and in particular to provide clarity on the working of overtime during periods of annual leave, including rota days immediately prior to and following Scale A and Scale B days. This report should be made available no later than 3 months from the closure of Conference.

GREATER MANCHESTER

16. CLARITY ON ROLE

Conference recognises the ongoing work of this Union to resist changes to the role of firefighters that fall outside the role map.

However this subject is becoming increasingly important and urgent clarity is needed on it. There are so many aspects to the role of a firefighter being added daily by Fire and Rescue Services and in some cases without appropriate consultation/negotiation or agreement.

Conference also recognises that this information is currently being collated by Head Office and that information will be a fundamental part of providing FBU Officials with the support that they need to challenge new work within their Brigades.

Therefore, Conference requests that this issue is made a priority and specifically what is and is not in the role of a firefighter is clearly reported via the Union structure and the NJC as soon as is practicably possible, but no later than December 31st 2019.

DERBYSHIRE

17. GREY BOOK TERMS AND CONDITIONS

Conference recognises that the current Grey Book Terms and Conditions for the Retained Duty System are in need of an update, to take into account changes in legislation and terminology encountered in the modern age.

Conference instructs the Executive Council to set up a task and finish group to carry out a review of the Grey Book Terms and Conditions to identify where updates and additions are needed in accordance with changes agreed in legislation, terminology or at the NJC.

Conference requires that the task and finish group produce a report to the Executive Council by the end of 2019. If the task and finish group report identifies that changes to the Grey Book are required, they shall be tabled at the NJC as soon as practically possible and an updated version will be published thereafter.

DERBYSHIRE

18. COLLECTIVE AGREEMENTS WITH ALTERNATIVE TRADE UNIONS

Conference notes the many introductions of duty systems that fall outside of the nationally agreed Grey Book. It is with deep concern that some Fire and Rescue Authorities are seeking collective agreements with alternative Trade Unions at a local level to continue or introduce these duty systems, which on most occasions these Trade Unions do not represent any of that specific workforce. This is done against the will of the FBU and is in some cases underhand, which is likely to be legally challengeable.

Therefore, Conference instructs all Brigade Officials where their respective services are seeking these alternative Trade Union collective agreements to write to their respective governances asking them to desist in doing so. We also instruct the Executive Council to do everything within its power and remit to prevent these Trade Unions pursuing these collective agreements.

LEICESTERSHIRE

19. RETAINED DUTY SYSTEM LEAVE

Conference instructs the Executive Council to set up a task and finish group to review the Grey Book in regards to Retained Duty System Annual Leave, taking into account any changes to legislation.

If the task and finish group find that changes to the Grey Book are required, they shall be tabled at the National Joint Council as soon as practically possible.

LINCOLNSHIRE

20. DUAL CONTRACTS

Conference condemns the overuse of dual contract firefighters by Brigades, deliberately increasing the Retained Duty System establishment at wholetime/retained stations, with the ultimate aim of removing the wholetime element from that station. Dual contract firefighters provide a substantial amount of the supervisory management cover at retained stations. Wholetime firefighters are unwittingly creating a situation that can allow wholetime stations to become day crewed or fully retained. Therefore, resulting in a reduction of establishment and the loss of firefighter jobs.

This resolution in no way undermines the fantastic skills and commitment provided by the retained. It is the will of Conference to ensure that all Brigades have a robust dual contract policy, with limits on dual contracts allowed per wholetime/retained stations. This resolution will help to stop Fire Authorities from removing wholetime cover and protect firefighter jobs.

NOTTINGHAMSHIRE

21. CLOSE PROXIMITY CREWING

Conference applauds the result of the High Court ruling on Close Proximity Crewing and the efforts of the South Yorkshire Brigade Officials in representing their Members against a hostile Brigade management.

Conference recognises the impact this ruling has had on other Brigades where similar duty systems are in place. FBU Members in Hereford and Worcester have volunteered to work a system called Day Crewing Plus (DCP) since 2014. This was introduced as a result of FBU Members throughout the Service actively protesting the proposed removal of two fire appliances from the two cities.

DCP in its current form is liked by all who work it in Hereford and Worcester due to the flexibility it provides and the additional remuneration. For many this is a solution to years of austerity imposed upon us and a way of retiring at an age they intended to prior to their pensions being torn up in 2015.

However, due to the High Court ruling, the lawfulness of duty systems such as DCP have been brought into question. Therefore, in order that our Members are best protected and to save the irreversible loss of frontline appliances, Conference instructs the Executive Council to look into ways of bringing these duty systems within the parameters of the law and to agree an alternative duty system as a matter of priority and without delay.

HEREFORD AND WORCESTER

22. SHIFT NEGOTIATIONS (24HR WORKING)

Conference recognises the position taken by the Executive Council regarding new duty shift patterns proposed that are not in accordance with the Grey Book and do not comply with the 4 principles laid down in Section 4 and that any such shift pattern must be brought before the Executive Council for their consideration and approval before a local collective agreement can be reached.

24 hour duty shift patterns have become very popular with FBU Members working these shift patterns as they can provide substantial work life balance benefits.

Conference agrees to allow Brigade Officials to negotiate such duty shift patterns for consideration by the Executive Council.

MERSEYSIDE

23. OFF-DUTY DAYS LOST TO LEAVE

Conference instructs the Executive Council to negotiate through the NJC, that off-duty days that fall within a period of annual leave 'are not' counted as Scale A leave (See Conditions of Service, Section 4, Part C – Leave, Paragraph 2).

NORTHERN IRELAND

24. RECLAIMING LEAVE LOST DUE TO SICKNESS

Conference believes that all leave provided for by the Grey Book is of equal importance and that, in the event of being on certified sickness absence when their scheduled leave is due, Members should be able to reclaim that leave at a later date.

Currently some employers are using the guidance set out in Circular NJC/03/13 to prevent the reclaiming of all leave and only allowing the statutory minimum to be carried forward.

Conference instructs the Executive Council to raise this issue at the NJC to seek agreement that all contractual leave not taken due to certified sickness may be taken at a later date.

SHROPSHIRE

25. SICK LEAVE

Conference is aware of the provisions contained within the Grey Book (Section 5, Part B, paragraphs 10-12) in relation to sick leave.

The provisions state that an employee on authorised sick leave shall be entitled to full pay for six months in any twelve-month period and that if the employee is on authorised sick leave as a result of an illness or injury arising out of authorised duty that they shall be entitled to full pay for twelve months. In both instances full pay is reduced to half pay for six-months upon the expiration of the full pay period. Conference acknowledges the Grey Book provision that allows Fire and Rescue Authorities to exercise discretion and extend the period of sick pay in exceptional cases.

Conference notes that the roll-out of Universal Credit across the UK is more advanced in some geographical areas than others and that Universal Credit is gradually replacing income-related Employment and Support Allowance (ESA) as the main benefit to claim if you can't work because of sickness or disability. Most people who would have qualified for ESA now have to claim the limited capability for work and work-related activity element of Universal Credit.

This benefit, paid under Universal Credit, has proven to be substantially less than that paid under the previous ESA resulting in increased financial hardship to those on half pay sick leave.

Conference instructs the Executive Council to raise this matter, as a priority, with the NJC. Conference further instructs the Executive Council to secure improvements to the Grey Book sick leave provisions to make sure no FBU Member suffers increased financial hardship as a result of Universal Credit replacing ESA.

MERSEYSIDE

26. USE OF THE PHRASE 'EXIGENCIES OF THE SERVICE'

The phrase 'exigencies of the service' is used throughout the Grey Book to qualify when employees can take leave or time off work.

Unfortunately, the phrase 'exigencies of the service' can be used to deny employees the opportunity to take time off for reasons that are exclusively related to the demands or requirements of the service and devoid of any element of urgency or pressing need.

An example of this might be the asserted 'need' of the service to avoid the financial cost of providing cover for a staffing deficiency arising from long-term absence, by not granting leave to an employee (who legitimately requested it in keeping with policy) even when ample time exists to find a managed solution to the problem.

Such scenarios can lead to an imbalance between achieving the urgent pressing needs of the service on one hand and the rights and expectations of employees on the other.

Conference, therefore, demands the Executive Council resolve this contentious and detrimental peculiarity by ensuring the employees rights are not adversely impacted upon by the 'exigencies of the service', this to be resolved as a matter of urgency but in any event by no later than Conference 2020.

NORTH WALES

27. CHILDCARE SUBSIDIES

The fire service, in line with other public sector services, has carried the financial burden of austerity to prop up the UK economy. A burden that has left firefighter pay far behind the cost of living.

Firefighters face increasing pressures to raise and support their own families as costs rise and pay in real terms falls.

Conference recognises the pressures of balancing childcare with shift work and instructs the Executive Council to work towards achieving subsidies for public sector workers childcare costs, by raising the issue within relevant forums which would include;

- the FBU Parliamentary Group
- our employers at the earliest possible NJC meeting.

HAMPSHIRE

28. ON-CALL/RETAINED DUTY SYSTEM TERMINOLOGY

It has become apparent that the use of the term 'on-call' when referring to the Retained Duty System, is becoming accepted terminology used by both our employers and personnel that work the duty system. The term 'on-call' is also actively being integrated into fire service policies as well as being used as an accepted term when Fire and Rescue Services recruit staff.

Conference recognises that the name of the duty system is less important than ensuring that the contractual terms and conditions of employment for our Members working such 'on-call' systems remain that of the Retained Duty System as stated within the Grey Book.

Conference also recognises that the term 'retained' is not as widely understood by the public as 'on-call' is.

Therefore Conference calls upon the Executive Council to raise with our employers through the NJC meeting structure at the earliest possible time, the need for the term 'on-call' be agreed as an alternative title to the Retained Duty System stated within the Grey Book.

WEST SUSSEX

PENSIONS

29. PENSION DISPUTE

Conference recognises the recent legal victory on transitional protection and applauds the great efforts from FBU Officials and the FBU legal team that led to this victory. Conference also recalls the remaining issues in our pension dispute related to the normal retirement age of 60 including the;

- absence of redeployment opportunities in UK Fire and Rescue Service's
- unfairly reduced pensions or capability dismissal for failing to maintain fitness levels due to natural ageing
- discriminatory effect on women, whose fitness naturally declines more rapidly approaching 60.

Conference therefore demands the Executive Council reinvigorate the pension campaign by all means possible (legal, political and industrial) to defend the pension rights of all Members with a normal retirement age of 60.

WEST YORKSHIRE

30. FIT FOR PURPOSE OCCUPATIONAL PENSION

Conference congratulates the Executive Council, National Officers and the FBU legal team for the huge amount of work and determination which brought about the landmark ruling on the transitional protection court case.

Whilst this victory should not be diminished, we should remember thousands of Members are faced with the possibilities of remaining in the 2015 scheme or returning to the 2006 scheme or modified scheme.

These pension schemes, whilst acknowledging some exceptions in parts of the UK with devolved governments, are not fit for purpose or schemes fit for our occupation. The Government's own review agreed that in the best case, 23% of current firefighters won't be able to maintain the required level of fitness until 60, whilst in the worst case 92% will not be able to do so. To have any pension scheme for our Members that has a normal pension age above 55, or arbitrary and severe penalties for retiring earlier than 60 is simply unacceptable.

We must not allow a two tier workforce to exist in relation to pension schemes and retirement age.

Conference therefore demands that the Executive Council now pursue every possible avenue to reduce the NPA to 55 in all of the firefighters pension schemes.

CHESHIRE

OPERATIONS, HEALTH AND SAFETY

31. FIREFIGHTER SAFETY

Conference believes that the Health and Safety of our Retained Members is being disproportionately put at risk by the tendency of our employers to try and implement dangerous policies such as riding with less than 4 crew and providing appliances that do not meet Type B fire appliance specifications predominantly on retained stations.

Conference requires that such dangerous policies are resisted by all possible means and where currently imposed or agreed locally then Members should withdraw from them immediately on the grounds of Health and Safety.

NATIONAL RETAINED COMMITTEE

32. STRESS HELPLINE REPLACEMENT

Conference notes with concern the rise of mental health problems amongst firefighters. It also notes that the Fire Brigades Union's free confidential stress and support helpline was withdrawn several years ago.

In 2016, the mental health charity 'Mind' released figures from an online survey of firefighters stating, amongst others, the following shocking results. These were included within the 'Mental Health at Work an Initial Guide for FBU Reps' publication the same year;

- 30% of firefighters had contemplated taking their own lives due to stress and poor mental health while working for the fire and rescue service
- 57% of firefighters had contemplated leaving their job or voluntary role because of stress or poor mental health
- 92% of firefighters had experienced stress, low mood and poor mental health at some point while working for the fire and rescue service
- 61% of firefighters had experienced a mental health problem – such as depression, anxiety disorder, OCD, PTSD, bipolar disorder or schizophrenia – while working or volunteering in their current or previous role
- 51% of firefighters had taken time off work due to stress, low mood or poor mental health
- 59% of firefighters had sought medical help due to stress and poor mental health
- 82% of firefighters agreed or strongly agreed that there needs to be more emotional support made available to fire and rescue personnel
- 85% of firefighters believed that there needs to be more investment in promoting good mental health among fire and rescue staff.

Whilst Conference welcomes the improvement of educational and other awareness material around firefighters mental health, given the background of these statistics and the likely continual increase in mental illness amongst Members, it instructs the Executive Council to investigate the potential re-introduction of some level of immediate and confidential mental health support for Members as a matter of some urgency and for progress to be reported back through the Regional Committee structure until resolved.

AVON

33. MENTAL HEALTH CHARTER

Conference 2018 saw a record number of resolutions based around mental health and recognises that at least 1 in 4 of us in our profession are predicted to suffer from a mental illness at some point in our lives. Conference therefore instructs the Executive Council to examine the range of Mental Health Charters and to communicate with Brigade Officials the most suitable charter to sign up to as soon as is reasonably possible, prior to Conference 2020.

HEREFORD AND WORCESTER

34. MENTAL HEALTH IN THE FIRE AND RESCUE SERVICE

Recent research by Mind Blue Light programme shows poor mental health is now prevalent in high-risk jobs, such as the Fire and Rescue Service.

With resources being squeezed by austerity exposing Members to unacceptable conditions and increased workloads due to less staff, issues are compounded.

Therefore Conference instructs the Executive Council to open negotiations for an employer funded contractual mental health and wellbeing provision for Grey Book employees via the NJC. A provision that is both proactive and responsive as well as comprehensive and consistent across the UK.

Conference believes our employers have a duty of care to arrange such a provision and this will better safeguard firefighters wellbeing.

B&EMM NATIONAL COMMITTEE

35. FIREFIGHTER PROSTATE CANCER

A 2017 Government published survey documented 30% of deaths in males in 2015 were caused by cancer, with prostate cancer being within the top ten causes of all deaths in males within the same period.

In 2016 Cancer Research statistics recorded 11,631 deaths from prostate cancer and 47,151 new cases recorded.

1 in 6 males will be diagnosed with prostate cancer within their lifetime. The likelihood of contracting prostate cancer if you are a black male increases to 1 in 4.

In March 2018 the Home Office produced statistics recorded 40,500 full time equivalent Fire and Rescue Service (FRS) personnel in England, of which 32,340 were firefighters, 84.1% of the total workforce being male and 94.3% of the total number of firefighters being male.

Conference recognises that with the overwhelming majority of the FRS workforce in England, currently male and statistics showing that approximately 5,676 FRS personnel will contract prostate cancer within their lifetime, this is a foreseeable significant risk for a large proportion of our membership.

Therefore we call upon the Executive Council to conduct research and produce a best practice guidance document regarding prostate cancer, reducing the risks and personal checks.

Following this then consider opening negotiations at the NJC with a view to making prostate cancer testing part of the FRS periodical medical. In doing so, early detection will allow early treatment, thus reducing the mortality rate.

B&EMM NATIONAL COMMITTEE

36. WOMEN AND FIREFIGHTING

Conference notes that the National Women's Committee has recently seen an increase in the number of women firefighters reporting reproductive health abnormalities. There appears to be a concerning trend between women Breathing Apparatus Instructors and reproductive health abnormalities.

Conference is aware of research already taking place by academics into women firefighters and the impact of firefighting on their health with the emphasis on working in heat and arduous conditions.

Conference asks that the Executive Council make every effort to be involved in this research and conduct further research if necessary.

Conference calls on the Executive Council to support its women Members by agreeing a timescale and direction of study which can be reviewed by the National Women's Committee Annual General Meeting in 2019 or before.

NATIONAL WOMEN'S COMMITTEE

37. WOMEN SPECIFIC ILLNESSES

Uterine fibroids are non-cancerous tumours or growths that grow in or on the wall of the uterus or womb. Endometriosis is a condition where the tissue that lines the womb is found outside the womb, such as in the ovaries and fallopian tubes. 1 in 10 women suffer with this illness. The number of women firefighters reporting women specific illnesses such as these has increased in recent times.

These are two examples of women specific illnesses which can cause debilitating pain, abnormal bleeding, fatigue and depression, among other side effects. These side effects can make it difficult for women firefighters to work on the incident ground or in the control room and may mean that women need to book sick from work as a result. Depending on the severity, this could obviously have a knock on effect on their sickness records and result in disciplinary action, especially if the woman feels unable to disclose details of her illness to her manager.

These illnesses need to be acknowledged in our work place to ensure that our women Members are not left feeling undervalued, misunderstood, rejected, inadequate or fighting with their mental health.

Conference calls upon the Executive Council to work with the National Women's Committee to produce a best practice guidance document to enable FBU Officials to be able to approach their Fire and Rescue Services to ensure that discrimination doesn't take place. The best practice guidance will ensure such illnesses are fully considered in policies, reasonable adjustments are considered and sickness policies recognise these gender specific illnesses.

This work is to be completed within 12 months of Conference 2019.

NATIONAL WOMEN'S COMMITTEE

38. MINIMUM CREWING LEVELS

This Conference applauds the dedication and commitment of our Retained Members and the service they offer our communities.

They are professional firefighters and under no circumstances should their health and safety be seen as less of a priority than that of their wholetime colleagues.

Therefore, this Conference is appalled that Fire and Rescue Services throughout the UK believe it to be acceptable that;

- Retained OICs are expected to drive appliances en route to operational incidents and then immediately take up the role of OIC upon arrival
- ‘in development’ firefighters can form a breathing apparatus team of two.

Conference therefore instructs all Brigade and Regional Officials to oppose such practices in the strongest possible terms and for the Executive Council to develop clear guidance for Officials detailing the minimum acceptable crewing requirements for all appliances.

SCOTLAND

39. OIC/DRIVER

Conference acknowledges the continued demand for the highest standards of Health and Safety at operational incidents.

Conference expresses its ongoing and increasing concern that Fire and Rescue Services allow or encourage OICs to drive appliances to emergency incidents. The critical duties required of both Officers in Charge and emergency response drivers carry great responsibility and deserve their full and singular attention to ensure the safety of themselves, the crews and the public.

Conference demands that local and national campaigning is undertaken to stop this unsafe practice.

NORTHUMBERLAND

40. CRITICAL ATTENDANCE STANDARD (CAST) SCENARIOS

Conference is aware of the considerable amount of work Brigade Committees and in particular Brigade Officials undertake while responding to and campaigning against detrimental changes to their services' Integrated Risk Management Plans (IRMP).

Conference also recognises that for Brigade Committees to effectively respond to an IRMP with evidenced arguments they must be provided with all available resources to do so.

In order to aid Officials, Conference calls upon the Executive Council to carry out a full review of the FBU's CAST scenarios and intervention window methodologies, amend and update where required, and make available to all Brigade Committees by republishing and promoting.

An update on the progress of this work to be given to Conference 2020.

TYNE AND WEAR

41. A POSITIVE HEALTH AND SAFETY CULTURE REGARDING WORKING TIME AND REST PERIODS

Conference applauds the commitment of Retained Duty System (RDS) firefighters to their local communities. Some firefighters even choose to take secondary contracts as RDS firefighters in addition to their primary Fire and Rescue Service employment. These staff provide retained cover during periods not covered by their primary contract.

For the avoidance of doubt this is not referring to collective agreements to the national duty system 'Day-crewing duty system' contained within Scheme of Conditions of Service Sixth Edition 2004 (updated 2009).

Unfortunately, some firefighters choose to provide Retained cover during rest periods and on rota days immediately pre and post their primary employment shifts. This does not allow staff to have enough rest to ensure their wellbeing and safety, neither does it comply with the Working Time Regulations 1998.

Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services reported its findings from Fire and Rescue Services inspected as part of tranche 1. The inspectorate raised concerns with some Fire and Rescue Services ability to monitor overtime, secondary employment and compliance with the Working Time Regulations.

Conference calls on the Executive Council to raise this issue with the employers' side of the NJC with a view to issuing a circular regarding safe and legal rest periods between primary and secondary employments, particularly in cases where the Fire and Rescue Service is both the primary and secondary employer.

NORTH YORKSHIRE

42. THREE PERSON CREWING

As a result of failure to recruit in any significant number by the majority of UK Fire and Rescue Services and with the continued fire service cuts, and the drive to cut costs, services are introducing three person crewing systems, either on main type B appliances or on specialist small vehicles.

Due to the health and safety issues that could potentially occur at an incident with reduced crewing numbers, this Conference demands that the Executive Council reviews acceptable safe crewing levels and where appropriate hold discussions with the Health and Safety Executive and NJC to agree safe crewing levels for firefighters attending all incidents as a first response.

CUMBRIA

43. FIREGROUND WELFARE FACILITIES

During protracted incidents, fireground facilities can be very limited. This was highlighted at the moorland fires in Greater Manchester in 2018, with Members facing unacceptable conditions including being on the fireground for many hours without toilet and wash facilities.

At many incidents firefighters are reliant upon the charitable nature of neighbouring home and business owners providing access to toilet and wash facilities resulting in firefighters walking contaminants through these areas.

This issue is not exclusive to large incidents, those requiring one pump reliefs often have no facilities despite firefighters being required to be in attendance for many hours.

This is an issue which affects all firefighters, however, women are especially affected due to menstrual cycles and other practical issues.

Conference calls upon the Executive Council to negotiate a national minimum standard for welfare facilities on all appropriate Pre-Determined Attendances so that the necessary facilities are provided to protect the health, well-being and dignity of all firefighters and also protect the public from the spread of contaminants.

GREATER MANCHESTER

44. FIREGROUND WELFARE FACILITIES

Conference is concerned by information from Members which suggests that during protracted fire calls, fireground welfare facilities are limited or non-existent. Toilets and washing facilities aren't always available, and more often than not, firefighters have to utilise facilities provided by local homes or businesses. Consequently firefighters are walking through these clean areas to 'freshen up' leaving contaminants in our wake. An absence of such facilities is clearly an issue for all firefighters. However, Conference must be mindful that women firefighters also face additional barriers due to menstrual cycles and logistical issues with PPE.

Conference, therefore, calls on the Executive Council to immediately carry out a survey of all Fire and Rescue Services to establish what, if any, fireground welfare facilities they provide, the Pre-Determined Attendance (PDA) for such facilities and to identify any best practice. The FBU should then mount a campaign for suitable and sufficient fireground welfare facilities to be available in all Brigades and placed on relevant PDAs to ensure they are mobilised accordingly to where they may be required. This is imperative not only to protect all firefighters health and welfare but also to limit the spread of contaminants and to ensure FRS take firefighters, and the public's, health and safety seriously.

SHROPSHIRE

45. RESPONSE TIMES

Conference notes and applauds Officials of the FBU for their just endeavours to defend UK Fire and Rescue Services (UKFRSs). Tory Austerity has severely cut UKFRSs and therefore impacted on response times. This means that the opportunity to save life is reduced and the potential to put our Members at risk is increased.

Conference notes the Executive Council Policy Statement to Conference 2018 'Stop the Rot', which included a 5 minute attendance time for all incidents. Conference believes this to be a commendable position, but feels that its non-achievability in rural areas undermines this as a policy position.

Therefore, Conference instructs the Executive Council to revisit the National IRMP Document with a view to updating the entire document with an evidence based approach to all attendance times using the CAST methodology. This new document will be submitted to Conference 2020 for approval as the FBU Policy on all attendance times.

WARWICKSHIRE

46. PERIOD DIGNITY

Conference notes that for too long, women and men have shied away from talking about periods. Conference believes that, by changing perceptions, we can tackle some of the wider issues around periods. This Conference believes that access to sanitary products in the workplace and schools should be as normal as having access to things such as toilet roll.

Conference agrees that women should be entitled to have period dignity. By making changes in our workplaces, our places of education, and in society, women will be able to have a positive period knowing that they are able to access sanitary products. Having a period is natural and should not be a source of awkwardness for anyone.

Conference notes the 'Period Dignity' campaign by Unite the Union and agrees that the FBU should be aiming for similar within the fire service. Conference supports the aims of the 'Period Dignity' campaign, which are to;

- change attitudes towards periods – periods should not be embarrassing for anyone
- employers to provide sanitary products in the workplace – this to be the norm for every workplace
- places of education to provide sanitary products for students and employees – this to be the norm so that young women's education does not suffer
- ensure VAT is removed from all sanitary products
- support Period Poverty campaign groups. Women and young girls should have access to these vital products. Nobody should face period poverty.

Conference therefore agrees that the relevant Brigade Official will raise this campaign with their fire service employers, with a position that the second bullet point is enacted within their fire service. Conference also agrees to support period poverty groups wherever possible. This will be done by Conference 2020.

WEST MIDLANDS

47. STANDARD OF FACILITIES

Conference calls upon the Executive Council to ensure that services are maintaining the standard of facilities on fire stations that are set out in the FBU minimum facilities' document.

Conference also asks the Executive Council to make sure services are not using the current review of the Gender Recognition Act to revert to unisex facilities that are not suitable and fail to protect women's safe spaces.

DORSET AND WILTSHIRE

48. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Conference calls upon the Executive Council to put more pressure on services to resolve the issue of correctly fitting PPE as a matter of priority. Much research has been done into the burn patterns created by incorrect fitting PPE and yet services are still failing to provide individual measuring and female-fit. We need to increase the pressure to ensure the Health and Safety of our Members.

DORSET AND WILTSHIRE

49. MARAUDING TERRORISM FIREARMS ATTACK (MTFA)

Conference notes with concern the lack of progress in agreeing suitable and robust operational procedures, planning arrangements and also appropriate payments for the increased activity and potential risk with regards to MTFA incidents and training.

Therefore, Conference instructs the Executive Council, via a Head Office Circular, to instruct Members to cease all training for, and responding to MTFA incidents.

ESSEX

FIRE AND RESCUE SERVICE POLICY

50. NATIONAL ATTENDANCE TIMES

Conference is deeply concerned that attendance times throughout the UK are getting worse. Fire appliances are taking longer to get to incidents now than a decade ago. The removal of national emergency attendance times has negatively impacted on the time it takes a fire engine to attend an incident.

The worsening of attendance times may have contributed to an increase in fire losses and an increase in deaths of both the public and firefighters. This is an enormous concern for members of the public who rightly expect that when they make the call for help, it will come quickly.

People want to be sure that when they dial 999 they get fire appliances and firefighters there as quickly as possible, therefore, Conference instructs the Executive Council to commence a coordinated campaign to lobby all Fire and Rescue Services and all UK governments to;

- recognise the importance of attendance times and the impact on public and firefighter safety
- end the postcode lottery of local standards
- adopt a new national attendance time standard for the Fire and Rescue Service throughout the UK.

SCOTLAND

51. ENCROACHMENT OF EMERGENCY SERVICE ROLES

Conference notes with some trepidation the recent encroachment of other emergency services and private industry on traditional Fire and Rescue Service roles, tasks and responsibilities throughout the UK.

Although this Conference recognises that these extra skills are often taken on by our emergency service comrades with the best intentions, Conference is also aware that this undermines the core work of UK Fire and Rescue Service's and provides an opportunity for employers to undermine terms and conditions. Conference also notes that this diversification blurs the boundaries between each emergency service's role and can undermine a service's ability to carry out its own traditional role, putting the public and staff at risk by reducing the level of expertise in life threatening situations.

Conference therefore instructs the Executive Council to seek collaboration with the other unions and federations which represent emergency services, with the aim of stopping the encroachment of roles and responsibilities within Fire and Rescue Service's and across the wider emergency service community. A report on progress should be delivered to Conference 2020.

NORTH YORKSHIRE

52. NATIONAL PROMOTIONAL PROCESSES IN UK FIRE AND RESCUE SERVICES (FRSs)

UK FRSs lack national promotional processes. Conference believes having national promotional processes will promote consistency throughout.

Conference instructs the Executive Council to negotiate transparent and consistent processes of promotion within UK FRSs via the NJC.

With a National Entry Test and National Fitness Test in place, Conference believes National Promotional Processes will take away any assumptions of any unfair treatment of any candidate.

All candidates will know exactly what to expect and prepare for the processes accordingly, giving all candidates a good opportunity to successfully go through the processes, depending on every candidate's suitability for the advertised position.

B&EMM NATIONAL COMMITTEE

53. PROMOTION PROCESS

Since moving away from the national peer assessed promotion process approximately 15 years ago, Fire and Rescue Services (FRSs) around the country have started adopting varying assessment criteria from service to service, with the majority using frameworks and processes designed in ways that both reflect and continue to support stereotypes and the status quo. The result is that they disadvantage women, and favour traditional style white male leaders.

In some FRSs the process of 'pooling' results is common practice. Without a definitive list of successes, it is difficult to create a transparent system. As a result, this produces a continuous hoop that individuals who want to progress within the service, feel pressured to jump through, continuing until the next promotion takes place.

This gives management the ability to manipulate and change results to get the outcome they require, and means the FBU's position can be undermined. It is widely reported that often those carrying out the promotion processes favour those that mirror the traits of the current leadership team, typically white, male and masculine. This effectively maintains the bias against women (and many men with a more balanced style). This process of 'pooling' candidates facilitates this.

This Conference calls on the Executive Council to conduct a national survey on current policies and practices FRSs use for promotion, including what happens with the results and with whom the information is kept, and statistics on applications and success rates of women and other under represented groups in promotion processes. The results of this survey are to be reported back through the FBU structures within 12 months of Conference 2019.

NATIONAL WOMEN'S COMMITTEE

54. FIRE SURVIVAL GUIDANCE TRAINING

Conference notes that whilst operational firefighters receive ongoing training through agreed structured and periodic assessments, after initial training, the same does not apply to Emergency Fire Control Members.

Fire Survival Guidance calls, especially in high rise buildings where the 'stay put policy' applies, do not occur very often.

It is evident from work carried out by the Fire Brigades Union following Grenfell that training for this type of incident is not the same across UK Fire and Rescue Service Emergency Fire Control rooms.

Therefore it is critical that Emergency Fire Control rooms undergo structured training and assessments, beyond their initial training, to ensure they maintain their critical competencies.

Conference calls on the Executive Council to address this with the employers as a national approach is required to guarantee consistency.

CONTROL STAFF NATIONAL COMMITTEE

55. FIREFIGHTER QUALIFICATIONS

Conference asks that FBU Circular 2005HOC0435MF, dated 25 August 2005, is revisited with a view to standardising firefighter competency qualifications. The Circular states, 'Agreement had also previously been reached by the NJC that if Brigades have not received approval from a quality assurance body, then firefighters and firefighters (Control) should move on to the competent pay after 3 years.'

This Conference believes that every trainee firefighter and firefighter (control) should receive a qualification from an Ofqual approved awarding body. The qualification must be standardised nationally and quality assured.

The circular offers a fall-back position for fire services that have not received approval from an awarding body. This lack of approval results in our newest Members receiving an uncredited qualification, differing levels of competency and an additional year on development firefighter pay.

We are the professional voice of firefighters and we believe our voice should represent that of professional firefighters with professional qualifications.

Conference asks that the Executive Council enter negotiations with the NJC and secure a position in which all Fire and Rescue Services must ensure that all new firefighters are trained, quality assured and qualified to an accredited Ofqual approved standard.

HUMBERSIDE

56. PROVISION OF AN INDEPENDENT SEAT ON THE FIRE AUTHORITY

Conference notes that in 19 out of 29 European countries there is some provision for worker's representation on company boards, and a study based on interviews with worker board representatives in 13 European companies presents a picture of worker representatives making a genuine difference to the way in which decisions are made, with their role contributing to the formation of a more balanced corporate strategy. The TUC has long argued for worker representation on company boards as one element of wider corporate governance reform.

Conference asks that all Brigades should request that the FBU be provided representation on the Authority controlling fire governance as an independent (non-elected) member. This position would be in a non-voting capacity.

Our appointment would facilitate a voice on the decision-making body by allowing a fresh external perspective, will open debate and will drive scrutiny and promote excellence. The role of a worker representative would be viewed as being responsible for bringing the perspective of a worker to the Authority, rather than for directly representing all Fire and Rescue Service workers.

Conference will be aware, the Prime Minister has announced plans to put workers on boards, something already in place in Germany and France, where workplace representatives make up over half of corporate supervisory boards. This proposal has expanded on the Labour Party's 2015 election manifesto which called on employee representation on corporate compensation committees.

Workers' interests are affected by the priorities and decisions of organisational boards and it is therefore a matter of justice that they should be represented within those discussions. Workforce relationships are central to organisational success and worker board representation would help the Fire Governance Authority to manage these key stakeholder relationships more effectively.

Conference therefore requests that all Brigade Committees request that their respective Fire Governance Body grants (or confers the following rights to the FBU) a seat on the Fire Authority to;

- be provided with papers for meetings (including those to be considered in private session unless a conflict of interest exists)
- be briefed appropriately before meetings
- attend meetings (and remain during items considered in private session)
- speak at meetings.

With Authority's support, the application and acceptance will send a clear message that industrial relations and workers' rights are at the very heart of the Governing Body's strategy and administration.

LANCASHIRE

57. NATIONAL BONUS SURVEY

Conference recognises the worrying use of bonuses within the public sector generally and more closely within our own Fire and Rescue Services.

Buckinghamshire has seen in excess of £500,000 in bonuses paid to members of the senior management team, during a period of sustained cuts to frontline services and the largest percentage loss of firefighter numbers nationally.

To that end, Conference instructs the Executive Council to conduct a national survey to map the use and frequency of bonuses within UK Fire and Rescue Services, comparing directly against cuts and job losses during this period of austerity.

The findings of this survey will be made available to Regional and Brigade Officials in the form of a report, before Conference 2020, to allow Officials to consider any potential actions.

BUCKINGHAMSHIRE

GOVERNMENT POLICY AND LEGISLATION

58. GOVERNANCE OF GREATER MANCHESTER FIRE AND RESCUE SERVICE (GMFRS)

Conference, May 2017 saw the dissolution of Greater Manchester Fire and Rescue Authority (GMFRA) and the legal responsibility for Greater Manchester Fire and Rescue Service (GMFRS) taken by the Greater Manchester Combined Authority (GMCA).

This change came about as a result of the Greater Manchester devolution programme and the subsequent election of Andy Burnham as Greater Manchester Mayor.

This shift in governance and the necessary statute required the TUPE transfer of all GMFRA employees into the GMCA. As a result of our Union's efforts, there has been no change to any Grey Book employees' terms and conditions through this transfer and we remain fully aligned to the NJC.

The concern of the FBU in Greater Manchester relates to the governance of our service since this transfer. On the abolition of the Fire Authority, the new statute gave the Mayor the ability to establish a fire committee made up of cross-party councillors. We understand that this committee was formed and convened on a small number of occasions before a decision was taken to disband it, presumably by the Mayor's Office.

Some 18 months after our take-over by the GMCA there is no evidence of a democratic, accountable committee through whom the governance of GMFRS can be observed, advised or challenged by the FBU.

Additionally, we believe that the Mayor has devolved his responsibility for the running of GMFRS to the Deputy Mayor and PCC Bev Hughes, again we do not believe there is any facility for devolving this responsibility available within the statute laid down.

Clearly, our concerns around the democracy and accountability within the governance of GMFRS are matters that the FBU must press. It is fundamental to the future of our service in Greater Manchester that any decisions taken which impact on our Members and shape the future of our service are scrutinised, transparent and open to challenge.

Conference demands that work commences immediately to challenge through any necessary channels this perceived breakdown of democracy in the governance of GMFRS, with an aim to re-establish the fire committee and to ensure that no such undemocratic practices are permitted within any other Brigades where devolution has been adopted.

GREATER MANCHESTER

59. FRACKING

Conference notes the reports of an increase in earthquake activity in Lancashire since Cuadrilla was granted a licence to frack for gas. Conference is also concerned that the granting of those licences, by central Government, appears to have overturned local democracy.

Following the UN's IPCC (Intergovernmental Panel on Climate Change) report last October, Conference believes that climate change and its effects on our lives, and those of future generations, is now of the highest importance. As such, Conference believes that FBU Policy should be to support renewable energy sources in preference to burning more carbon fuels.

Therefore, Conference instructs the FBU to oppose fracking in the UK and instructs the Executive Council to support campaigns against fracking.

SHROPSHIRE

60. PRECEPT FLEXIBILITY

Conference notes the financial constraints placed upon England's Fire and Rescue Authorities after austerity measures were introduced in 2010 by the Conservative/Liberal Democrat Coalition and since by the Conservative Government. This has led to vast reductions in central Government grants to Fire and Rescue Authorities, whose ability to raise funds locally has been worsened further by the restrictions placed on council tax precepts.

A lack of funding has directly affected firefighter numbers with in excess of 10,000 posts cut in England since 2010.

Conference therefore instructs the Executive Council to lobby the Westminster Government, utilising the FBU Parliamentary Group, to scrap the cap on council tax precepts, allowing Fire Authorities flexibility to adjust according to need.

BUCKINGHAMSHIRE

TRADE UNION AND LABOUR MOVEMENT

61. FREE OUR UNIONS – REPEAL THE ANTI-UNION LAWS

The anti-trade union laws – not just the 2016 Trade Union Act, but multiple laws going back to 1980 – continually undermine workers' ability to organise and campaign. They mean our movement is fighting the challenges of low-pay, insecurity and erosion of hard-won terms and conditions with our hands tied behind our backs.

In 2015, 2017 and 2018 Labour Party Conference voted for clear policy to repeal all the anti-union laws and replace them with strong legal rights for workers and unions, including strong rights to strike and picket. However, this has not yet fed through into the party's public campaigning.

We welcome the campaign for Labour to implement this policy that has been launched by a range of trade union branches and organisations, coordinated by *The Clarion* magazine. It is absolutely crucial for our movement to ensure the next Labour Government acts quickly and decisively on this.

We therefore call on Conference to;

- add our endorsement to the campaign statement initiated by Lambeth Local Government Unison and promoted by *The Clarion*
- circulate this policy to our Members and Officials, to the TUC and to local Labour Parties asking for support
- purchase and distribute copies of the pamphlet *The Clarion* which has been produced for the campaign.

STAFFORDSHIRE

62. FREE OUR UNIONS – REPEAL THE ANTI-UNION LAWS

This Conference notes that the anti-trade union laws – not just the 2016 Trade Union Act, but multiple laws going back to 1980 – continually undermine workers’ ability to organise and campaign. They mean our movement is fighting the challenges of low pay, insecurity and erosion of hard-won terms and conditions with our hands tied behind our backs.

This Conference also notes that in 2015, 2017 and 2018, Labour Party Conference voted for clear policy to repeal all the anti-union laws and replace them with strong legal rights for workers and unions, including strong rights to strike and picket. However, this has not yet fed through into the party’s public campaigning.

Conference welcomes the *Free our Unions* campaign and associated statement for Labour to implement this policy that has been launched by a range of trade union branches and organisations, coordinated by The Clarion magazine. It is absolutely crucial for our movement to ensure the next Labour Government acts quickly and decisively on this and that the trade union movement hold them to account on this.

Therefore Conference demands that the Executive Council support this campaign and;

- sign the *Clarion free our unions statement for labour movement organisations* and stay in touch with the other signatories to coordinate
- circulate the statement to Members and an explanation of why it is so important
- encourage and assist Branches and Committees to invite a speaker from the campaign to Branch and Committee meetings
- buy copies of the pamphlet published by *The Clarion* about the campaign to distribute to Members
- encourage Officials to circulate the statement as widely as possible to other nearby union branches and trades councils (and, as appropriate, Labour Parties) asking for support
- coordinate photos supporting repeal of the anti-union laws and the right to strike at upcoming meetings
- write to Jeremy Corbyn and John McDonnell on this issue.

SUFFOLK

63. LABOUR PARTY COUNCILLOR FIRE AND RESCUE CHARTER

Conference recognises the budget pressures on Fire Authorities across the UK caused largely by the lack of a long term investment strategy by central Government to underpin the demands of a modern Fire and Rescue Service.

However, it is a source of huge frustration and quite often anger amongst our Members that Labour-led Fire Authorities sometimes appear to be leading the way in cutting establishments, closing stations, and reducing the number of frontline appliances and firefighters whilst ignoring the evidence presented locally and nationally by the FBU when carrying out these savage cuts, cuts often undertaken without adequately holding Chief Fire Officers to account.

Conference calls on the Executive Council to work with the Parliamentary Labour Group to establish a Labour Party Councillor Fire and Rescue Charter, specifically for those in elected office who take up a place of governance on structures relating to the Fire and Rescue Service.

This charter could include, for example, a requirement to engage in good faith with elected Officials, a duty to apply robust scrutiny to any plans presented by the Fire and Rescue Service or management and oppose proposals that would increase the risk to firefighters or the public.

This charter would encourage a policy of the FBU supporting only those Labour Councillors who will oppose the cuts agenda and work with the FBU starting at Constituency Labour Party level and also to actively promote Labour Councillors to gain places on Fire Authorities to support local Officials opposing reductions in establishments and fire cover.

CHESHIRE

64. DEMOCRATIC REPUBLIC OF CONGO (DRC)

Conference is appalled that millions of Congolese have lost their lives in a conflict that the United Nations describes as the deadliest in the world since World War Two and which has also been described as a silent holocaust with an estimated six million deaths. United States allies, Rwanda and Uganda, invaded in 1996 the Congo (then Zaire) and again in 1998, which triggered the enormous loss of lives, systemic sexual violence and rape, and widespread looting of Congo's spectacular natural wealth.

Congo is extremely rich in gold, diamonds, copper, cobalt, tin, uranium, coltan and many other precious minerals. Congo has 64% of the earth's coltan, a precious mineral that is needed for our modern electronics such as iphones, ipads, computers and laptops. In 1946 the 'Strategic Minerals Stockpiling Act' was passed to obtain and stockpile cobalt, with the largest reserves of cobalt on the planet Congo was targeted. Cobalt was described within the act as a strategic and critical mineral essential for the United States aerospace, military and defence industries.

The United States and the UK provide financial and military aid to countries such as Rwanda and Uganda, these neighbouring countries plunder Congo's natural resources as the death toll rises. In four studies the United Nations implicated multi-national companies in sourcing coltan from Congo stating that these companies serve as the 'engine of the conflict'. A further United Nations (leaked) report in 2010 stated that crimes of genocide may have been committed by Rwandan troops. The ongoing conflict, instability, weak institutions, dependency and impoverishment in the Congo are a product of a 125 year tragic experience of enslavement, forced labour, colonial rule, assassinations, dictatorship, wars, external intervention and corrupt rule. There is very little media coverage about what is actually happening in the Congo, when there is coverage it is very often about rebel groups committing mass atrocities. What these reports do not cover are the funding, training and the arming of these rebel groups by foreign governments.

Conference instructs the Executive Council to produce a report recommending actions to be taken by Brigade Committees to raise awareness of the current position within the DRC and also within the report recommend affiliation to an agreed DRC support group.

MERSEYSIDE

65. BRAZIL SOLIDARITY

Conference is appalled at the rise to power of the far-right President of Brazil Jair Bolsonaro following a parliamentary coup in 2016.

Conference is concerned that Bolsonaro has spoken in favour of torture and extra-judicial police killings. That makes his recent calls for a purge of political rivals in a “cleansing the likes of which has never been seen in Brazilian history” even more chilling. His openly threatening remarks against progressive and working-class organisations, women, Brazil’s large black population, homeless people, the LGBT community and many others makes clear the real danger he poses to millions of Brazilians.

Conference agrees that there is a real danger that the election of Bolsonaro and an emboldened far-right will see an escalation of attacks on the rights of millions of Brazilians, with trade unionists, socialists and other left-wing and social justice activists being in significant danger.

Conference therefore agrees that the FBU will offer our support to solidarity campaigns and actively make contact and build relationships with organisations in Brazil who are fighting for democracy, human rights and social progress.

WARWICKSHIRE

66. TRUTH ABOUT ZANE (TAZ) – FAILED INQUEST

Conference is appalled at the handling of the inquest into the death of Zane Gbangbola, a 7 year old boy who tragically lost his life on 8th February 2014 during the severe flooding on the River Thames in Surrey.

Zane's home had become infused with the deadly nerve gas Hydrogen Cyanide. This is believed to have been released from an unregulated landfill site that lay adjacent to Zane's home. The nerve gas was detected, and independently verified by HAZMAT teams within Surrey Fire and Rescue Service.

The Coroner's verdict judged Zane's death to be from Carbon Monoxide poisoning, but large amounts of evidence would suggest otherwise, and strong concerns point to how this inquest was investigated and handled.

Zane's parents Nicole and Kye set up the TAZ campaign, calling for an Independent Panel Inquiry into the death of their 7 year-old son Zane during the flooding and to protect the public.

South East Region are in full support of this campaign, with Surrey FBU now part of the TAZ Campaign Committee, along with members of the Trades Union Congress and other relevant Organisations.

Conference calls for the Executive Council to support and raise awareness on the TAZ campaign by;

- directing each Brigade Committee to inform all Members and urge them to sign up to the TAZ petition – www.truthaboutzane.com
- periodically publishing updates and promoting the TAZ campaign on the FBU website, and each of its social media platforms
- the General Secretary writing to Zane's parents Nicole and Kye, pledging the support of the Fire Brigades Union in pursuit of achieving an Independent Panel Inquiry into their son's death.

SURREY

EDUCATION

67. YOUNG AND NEWER MEMBERS EDUCATION

This Conference recognises the importance of a vibrant, inclusive and fully involved membership and in particular the role younger and newer Members (for example, Members under 30 years of age or 10 years or less as a Member) can contribute to our Union moving forward.

This Conference must also recognise the lack of tailored education for young and newer Members.

This Conference therefore instructs the Executive Council to organise and run a pilot, national ‘Young and Newer Members’ education course before Conference 2020 and to report back to Conference 2020 on the merits and successes, or otherwise, of that pilot course.

CLEVELAND

68. FBU EDUCATION

Conference recognises the value of non-Grey Book membership. Our national education programme, plays a vital role in educating (politically and otherwise) Members, Officials and future Officials. The Fire Brigades Union could benefit from greater participation of non-Grey Book Members.

Conference therefore asks that a review of non-Grey Book Members’ educational access is undertaken with a view of enhancing the resources available to all Members.

SOUTH YORKSHIRE

EQUALITY AND FAIRNESS AT WORK

69. ALL DIFFERENT ALL EQUAL (ADAE)

Conference supports the need for the FBU to carry out ADAE investigations when Members are accused of actions that contravene our own standards.

However, Conference notes that the time taken for ADAE investigations, from the request being lodged with the Regional Secretary, to an appeal being heard at the Representation Appeals Committee, can mean that individuals that are evidently undeserving of FBU representation receive the full backing of the FBU. This has the potential to cause great distress to FBU Officials and Members.

Conference therefore instructs the Executive Council to alter the FBU ADAE Policy and make any necessary Rule changes, so that the decision of the Regional Committee is enforced until the final decision of the Representation Appeals Committee.

WEST MIDLANDS

70. ALL DIFFERENT ALL EQUAL

The Fire Brigades Union has a proud tradition of championing fairness at work. Through our long campaigning, we have been instrumental in changing the culture of the Fire and Rescue Service, and forcing politicians and managers to properly address the problems of bullying and harassment.

Our commitment to fighting for dignity and respect in the workplace is embodied in our policy 'All Different All Equal'.

Conference recognises, however, that while 'All Different All Equal' has been broadly a force for good, the stipulation within the Policy requiring Regional Committees to withdraw representation from accused Members where no arguable defence is identified has proved to be controversial and problematic.

Determining whether an accused Member has an arguable defence is rarely a straightforward process. Yet the consequences of denying representation may be extremely serious, perhaps career ending.

Moreover, many Members consider it a basic principle of justice that an individual accused of even the most grievous misconduct is afforded the right to be represented, meaning that Regional Committees are placed in an invidious position when being forced to make decisions of such magnitude.

The Policy also has the capacity to place a heavy workload on local Officials, particularly where investigations are complex and witnesses numerous. At a time when, more than ever, we are engaged in local battles to defend our jobs and service, this workload is disproportionate and unjustifiable.

Conference acknowledges that denying representation to Members who may not yet have even been found guilty of anything has proved unpopular and divisive. It also runs contrary to the fundamental principles of the presumption of innocence and the right to a defence.

Conference therefore determines that 'All Different All Equal' shall be amended so that, save for where Union Rules or Policies may otherwise prohibit it, representation will henceforth be granted automatically upon request to all accused Members subjected to an employer's disciplinary process.

LONDON

ACCIDENT AND INJURY FUND (AIF)

71. ACCIDENT AND INJURY FUND – MENTAL HEALTH

Conference agrees that all mental health illness should be deemed as on duty injury to satisfy Rule F2 for a trial period of 18 months. This period should start from the 1st June 2019.

During this trial period, the impact of this change on the Accident and Injury Fund shall be monitored by the Executive Council.

On the conclusion of this 18 month period, the Executive Council will draft the appropriate Rule change to go to Conference 2021 to make this change permanent, if it is financially viable to do so.

DEVON AND SOMERSET

72. ACCIDENT AND INJURY FUND – CANCEROUS ILLNESSES

Conference agrees that all cancerous illnesses should be deemed as on duty injuries to satisfy Rule F2 for a trial period of 18 months. This period should start from the 1st June 2019.

During this trial period, the impact of this change on the Accident and Injury Fund shall be monitored by the Executive Council.

On the conclusion of this 18 month period, the Executive Council will draft the appropriate Rule change to go to Conference 2021 to make this change permanent if it is financially viable to do so.

DORSET AND WILTSHIRE

73. MENTAL HEALTH AND CANCEROUS INJURY ILLNESS AND ACCIDENT AND INJURY FUND CLAIMS

Conference demands that mental health and cancerous illnesses will be classed as an on-duty injury for a trial period of 12 months. This trial period will start at 09.00 on the 1st June 2019.

During this 12 month period, the impact of this change on the Accident and Injury Fund shall be monitored by the Finance and Administration Committee.

On conclusion of the 12 month period, the Finance and Administration Committee will make recommendation for the Executive Council to draft a Rule change for Conference 2021 to satisfy Rule F2 (only if it is financially viable to make this change on a permanent basis).

If this is the case, mental health and cancerous illnesses will be treated as an on-duty injury during the period of time prior to the Rule change being raised at Conference 2021.

CORNWALL

ORGANISING AND MEMBERSHIP

74. RECRUITMENT AND ORGANISATION

Conference believes that a strong and organised Retained membership is an invaluable asset to this Union. Retained Duty System firefighters make up around a third of the UK's operational firefighters. Conference believes that in order to maintain an effective defence of all firefighter jobs and conditions all the FBU's Brigades, Regions and Sections must be fully recruited, maintained and serviced.

Currently the Retained Section of the FBU is not at full strength and has not been for some time. Therefore, Conference demands that the following steps be taken to address this situation in order to enhance the protection of all its Members.

The Executive Council set up a task and finish group to carry out a review that identifies the reasons for falling membership figures, establishes the level of engagement and representation that the Union is achieving with Retained Duty System firefighters and identifies opportunities for increasing the membership from this section of the workforce.

Conference also requires that the task and finish group produce a report to the Executive Council by the end of 2019.

NATIONAL RETAINED COMMITTEE

75. RETIREMENT PRESENTATION

Conference recognises the hard work already undertaken by the National Officials, regarding the implementation of the new processes around the 25/40 year medals and certificates. Conference would like to add to these honorary milestones by adding a final gift on the date of retirement. Humberside's Education Officer believes that a professional quality Record of Achievement and Service folder, sporting the professional voice of firefighters' FBU logo, should be presented to all Members as they leave the Fire Service.

The FBU is a great organisation that has many assets to offer to our retired Members. Austerity has driven our numbers down, so retention of retiring Members is vital. Conference believes the Record of Achievement and Service folder increases our opportunity for retaining membership, by immediately placing a ROOT membership form in the folder.

The folder would be able to hold a CV, record of service, record of FBU posts held, a written reference from the service, a written reference from the local FBU Official, these would all be generated from templates supplied by the FBU.

A fact sheet would also be placed in the folder with information, guidance and contact details for mental health, FBU lifelong learning, local support networks and access to legal help etc. if they continue as ROOT Members. The folder would also store the Member's certificates.

HUMBERSIDE

76. MEMBERSHIP CONTRIBUTIONS

Conference notes the increased number of firefighters working on dual contracts within Fire and Rescue Services throughout the UK.

Conference also notes the adverse effect this has on the number of Grey Book firefighters employed across Fire and Rescue Services and the consequential effect this has had on FBU membership.

Any Members that undertake multiple contracts benefit from FBU membership and representation across all negotiated contracts. In order to ensure the FBU is able to maintain the level of representation its Members deserve, Conference instructs the Executive Council to review contribution rates for Ordinary Members and submit recommendations for increased rates for those working on multiple contracts to Conference 2020.

ESSEX

INTERNAL ADMINISTRATION

77. LGBT INCLUSION

Conference notes with concern that the film commissioned by our Union to commemorate our Centenary omitted to have any mention or inclusion of our LGBT Section.

LGBT Members understand and accept that it is difficult to cover all aspects of our Union in a short film capturing aspects of 100 years of our rich and vibrant history. However for many of our Members being LGBT in the fire service and being out remains a taboo. An opportunity to display pride and solidarity with our LGBT Members has been missed.

Conference calls on the Executive Council to ensure that in future any publications and productions that encompass our Union's equality is inclusive of all three existing equality strands.

LGBT COMMITTEE

78. SOCIAL MEDIA AND FREEDOM OF SPEECH

Conference notes the importance of social media in promoting our Union's aims and objectives.

Conference also notes the importance of the fundamental right of freedom of speech.

However, Conference expects elected Officials to act responsibly when commenting on social media whether in a personal or official capacity. Conference condemns the use of racist, sexist, homophobic or transphobic comments by any Member or Official on social media whether in a personal or official capacity.

Conference instructs the Executive Council to review the existing guidelines for use of social media with a view to setting clear parameters on acceptable comment on social media when individuals are identifiable as an elected Officials of our Union.

LGBT COMMITTEE

79. BRANCH OFFICIALS HANDBOOK

Conference recognises the Branch Officials Handbook has played an important part in helping Branch Officials to effectively run their Branches and carry out Union duties.

The handbook has also been an integral part of the introductory Branch Reps course teaching new Branch Reps about the role they have been elected to undertake.

Conference agrees that the present Branch Officials Handbook is out of date and not fit for purpose and calls on the Executive Council to update or replace the present handbook by whatever means necessary, this work to be completed by Conference 2020.

DURHAM AND DARLINGTON

80. ESTABLISHING A GENERAL STRIKE FUND

Conference notes with alarm the biggest attacks in history on jobs, terms and conditions across UK Fire and Rescue Services.

Conference also notes recent cases of industrial action taken by other unions and their members whereby successful action was supported by their unions' general strike fund which resulted in great victories over those employers.

To this end, Conference instructs the Executive Council to create a general strike fund, separate to the Union's other funds, supported by Member contributions, to support Members engaged in industrial action.

CHESHIRE

81. POPULARIS LTD

Conference understands the complexities around nominations and balloting for roles within our Union. Conference also recognises the work, time and effort of Head Office and others in facilitating these processes.

Conference calls on the Executive Council to look at the current processes and meet with Popularis to examine their processes and ensure that these combined are 100% robust and are the most efficient and effective system that we can adopt to facilitate our Unions requirements. This work should include the potential of moving to online systems.

Conference is concerned that a number of ballot papers or nominations are being posted in a reasonable amount of time but do not appear to be included in the subsequent reports. Once the appropriate meetings and discussions have taken place a report should come to the Executive Council for consideration and discussion within our normal structures.

DERBYSHIRE

82. STATION CORRESPONDENCE

This Conference insists that all promulgated publications are shared with Members and Officials in the most efficient manner.

Conference instructs the Executive Council to review the amount of correspondence sent directly to workplaces, in particular the correspondence that is also sent to home addresses and/or that is available on fbu.org.uk

The review shall be concluded in time for consideration by Conference 2020.

LINCOLNSHIRE

83. NATIONAL MUTUAL ASSURANCE FUND

Conference applauds the excellent work that has been achieved through the Firefighters 100 lottery. The money that has been donated to assist firefighters injured during their duties, or to the survivors of tragedies such as the Grenfell Tower fire has no doubt made a huge difference to those individuals and their families. This work shows exactly what the FBU are about and what we are striving to achieve. Conference also recognises the importance of the Accident and Injury Fund which many of our Members have signed up to.

Hereford and Worcester have a Mutual Assurance Fund which has been running for many years. The fund has many Members, made up of Green Book, Gold Book and Grey Book staff, each of whom have signed up to donate £10 in the event of the death of an existing member of the group. This equates to a substantial payment being made to a Member's next of kin in their hour of need. This money is of a great assistance to those families, and helps get them through those unthinkable but necessary tasks.

In the ten years preceding 2016 there were a total of 16 firefighter fatalities in England. If every FBU Member was a member of a National Mutual Assurance Fund those families could have benefitted from an amount of money that could have helped to cover costs, such as funeral arrangements and legal fees but also assisted those grieving families with mortgage payments, child care and unpaid absence from work.

Conference instructs the Executive Council to set up a National Mutual Assurance Fund, exclusively for FBU Members and to investigate other ways in which assistance can be provided to families grieving the loss of fallen comrades.

HEREFORD AND WORCESTER

84. VOTING AT CONFERENCE

Conference notes that votes at FBU Conferences are taken immediately following the debate.

Conference believes that this practice stifles the democratic process and notes that at Labour Party Conference votes are taken at the subsequent session.

Therefore Conference instructs the Executive Council to set up a task and finish group to explore how this could work at FBU Conferences including any necessary Rule changes and make recommendations to Conference 2020.

STAFFORDSHIRE

85. REGIONAL SECRETARIES

Conference applauds the work that our Regional Officials do on behalf of not only Brigade Officials, but the entire membership of the Region. Their advice, support and counsel is vital in the effective running of each Region.

Conference notes that Regional Secretaries interact with FBU Members at a variety of levels from informal conversations, Branch meetings and Brigade Committee meetings. Therefore, Conference agrees that Regional Secretaries have an excellent grasp of the feelings of FBU Members on a variety of subjects.

Conference agrees that Regional Secretaries should be able to contribute to debates held at Conference.

Conference therefore instructs the Executive Council to bring the necessary Rule changes that may be required to allow Regional Secretaries to address Conference on all Conference business except resolutions that have originated from their Region. This must be done for Conference 2020.

WARWICKSHIRE

86. POLICY AUDIT

Conference notes with concern the inconsistent application of national agreements, guidance and Conference Policies across Fire and Rescue Services.

Therefore, Conference instructs the Executive Council to carry out an audit to assess the consistent application of NJC agreements and guidance and application of Conference policies across the UK.

The results to be reported via a Head Office Circular to Brigade Secretaries by November 2019, with the intention of developing a strategy to assist in negotiating consistent terms and conditions across UK Fire and Rescue Services.

ESSEX

87. ONLINE VOTING IN ELECTIONS

As part of the functioning of our democratic Union, we have regular elections. These elections can be costly, but it is important that Members have a proper say in who represents them.

We recognise that the law requires elections in respect of certain senior positions to be the subject of a postal ballot only. However, we believe that the FBU must move with the times and facilitate online voting for the elections of Brigade, Regional and Sectional Officials. With most people having access to a mobile phone, email and the internet, this would save the Union money and potentially increase participation in elections.

To this end, Conference instructs the Executive Council to make the necessary preparations for future online voting, including recommending a definitive list of which Brigade, Regional and Sectional positions will be covered, and to bring any necessary Rule changes to Conference 2020.

LONDON

88. SHARING OF ACCOMMODATION

Conference recognises the loss of revenue in the Union's finances due to the impact of austerity and cuts to UK Fire and Rescue Services resulting in approximately 12,000 job losses, most of which were FBU Members.

Therefore, as Reps and Members, we should be spending FBU money we do have in the most efficient and effective way possible, and one way of saving money is on the accommodation that we use for meetings, briefings, conferences, schools etc.

For example, Conference accommodation, delegates from the same Brigade or Region could share a room.

Conference therefore instructs the Executive Council to change the current process to allow the voluntary sharing of accommodation of Reps/Members at meetings, briefings, conferences, schools etc.

BUCKINGHAMSHIRE

CONFERENCE STANDING ORDERS

CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Conference will be held.
2. The Standing Orders Committee as established under Rule C2 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held; such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade/National Sectional Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Conference.
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection. There is a facility to allow resolutions which have been rejected to be amended in a timely manner for reconsideration by the Standing Orders Committee.
5. Resolutions, amendments, amendments to rules and other business for Conference must be returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade/National Sectional Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.
8. Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
9. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
10. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
11. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
12. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
13. The Executive Council shall nominate two Tellers and two ballot Scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
14. The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
15. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.

16. On the day (or days) on which Conference is held, delegates shall assemble at 09.30hrs prompt, adjourn at 12.45hrs, re-assemble at 14.00hrs and adjourn at 17.15hrs. Comfort breaks will be 11.00hrs to 11.15hrs and 15.30hrs to 15.45hrs.
17. The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.
18. At each Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditor's reports.
19. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.
20. After the opening of Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.
21. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.
22. The mover of the resolution shall be allowed seven minutes, the seconder five minutes and any or each subsequent speaker, three minutes. The mover of an amendment shall be allowed five minutes and the seconder three minutes. No person shall speak more than once on a question, except the mover of the original resolution, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.
23. Facilities will be made available to enable any speaker to address Conference. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.
24. Should any delegate cause a disturbance at any session of Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.
25. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.
26. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.
27. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.
28. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade/National Sectional Committees. Neither the Executive Council by decision nor the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.
29. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.
30. Alterations to the Standing Orders of Conference may be submitted by Brigade/National Sectional Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Conference.

