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To: All Members Scotland

Comrades,

Cuts Leave Scars update – SFRS Service Delivery Review (SDR) public consultation launch

Yesterday the Scottish Fire and Rescue Service (SFRS) launched a [public consultation](#) on proposed changes to the Service, including station closures, changes to duty systems and reductions to emergency cover across the country.

It is now vital that FBU members across Scotland make their voice heard in the public consultation, and engage with their local communities to highlight the impact of cuts to fire and rescue cover.

Background

The FBU have consistently campaigned against such cuts as part of the [Cuts Leave Scars](#) campaign, campaigning against the initial 'temporary' removal of ten fire appliances, and further reductions of other specialist resources across fire stations in Scotland in 2023.

The FBU [Firestorm](#) report gave voice to the concerns of FBU members of all duty systems across Scotland, and underlined the scale of the crisis firefighters faced as a result of sustained underinvestment and cuts in our service.

In 2024 FBU members again made their voices heard, with almost two thousand SFRS employees completing the SFRS stakeholder consultation, to which the FBU also submitted a formal response, outlining our key priorities, including that the union:

- would not accept further reductions to firefighter numbers
- would not accept reductions to the agreed safe crewing model
- had significant concerns regarding any proposals to reduce fire cover at night
- called for increased and sustained investment from the Scottish Government

The union has demanded that the Scottish Government end over a decade of real terms budget cuts to our industry which has already seen 1250 firefighter jobs lost across all duty systems since 2012/13. These cuts have been as a direct result of sustained underinvestment from the Scottish Government in Scotland's firefighters, which has seen over £56 million of real terms funding per annum cut from the SFRS resource budget from the first year of the single service in 2013/14 to the budget settlement for the 2025/26 financial year. This sustained underinvestment has had devastating impacts on the front line, with jobs cut, appliances left uncrewed and response times increasing. This political failure is at the heart of the issues facing our profession.

Current campaigns

Over the recent months branches which are under threat of cuts as outlined in the public consultation document have mobilised and started local campaigns, raising the impact of cuts with local communities and holding politicians to account for the decades of underinvestment which have eroded out service. These branches face:

- appliance removals
- cuts to firefighter numbers
- station closures
- changes to duty systems reducing fire cover during the night and at weekends

Please reach out to local branches in your area who are at risk of cuts and offer them your solidarity and support. You can find which branches are under threat [here](#) and you can contact your local [Area or Regional officials](#) who will help put you in contact with these branches. All branches, and especially those directly impacted by the proposed changes, are urged to continue to arrange branch meetings to discuss these issues and invite Area and Regional officials to attend these meetings.

SFRS Service Delivery Review public consultation

The [Service Delivery Review public consultation](#) covers proposals affecting a number of areas across Scotland and members are urged to review the proposals, particularly:

- [SDR consultation document](#)
- [Details of public meetings in affected areas](#)
- [SDR consultation page](#)

FBU members across Scotland have outlined their collective position on many of these issues through the FBU's groundbreaking [Firestorm](#) report.

FBU members have an important voice which must be heard within the consultation. It should be the lived experience and expertise of firefighters, and the local communities which they serve, which shapes the future of our Service.

Regional and national officials will submit a formal response on behalf of the FBU, however all members are encouraged to participate within the consultation and ensure that their voices are heard on the future of their fire and rescue service, their workplaces and their terms and conditions.

1. The public consultation form can be found following this link – [SDR public consultation](#)
2. Members can refer to the recommendations of the Firestorm report when considering their response which can be found here - [Firestorm](#)
3. Additionally, further information is available on the FBU's Cuts Leave Scars campaign which can be found here – [Cuts Leave Scars](#)

The FBU will continue to protect our profession by building the campaign to invest in firefighters, end the sustained damage of underinvestment in our Service, and address the issues identified within the Firestorm report.

In the meantime, all branches, and particularly those directly affected by these proposals are encouraged to meet to discuss these matters and participate in and support the Cuts Leave Scars campaign. Contact Area and Regional officials for more information on what they can do to help

support local campaigns across the county. Their contact details can be found here – [Scotland officials](#).

Further updates will be circulated to all branches in due course, in the meantime keep in touch with local Area and branch officials, as well as the FBU Scotland social media pages, for updates.

In unity

A handwritten signature in black ink, consisting of a large, stylized 'J' followed by a long, horizontal stroke.

John McKenzie
Scottish Regional Secretary
Fire Brigades Union