



Matt Wrack General Secretary
Bradley House, 68 Coombe Road,
Kingston-upon-Thames, Surrey KT2 7AE
fbu.org.uk | @fbunational
020 8541 1765 | office@fbu.org.uk

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To: All Members

Dear Brother/Sister,

FBU All Different All Equal (ADAE) and Internal Union Discipline (IUD) during Covid-19

The COVID-19 pandemic has raised a number of problems as to how the FBU conducts its business both internally and externally, these problems have largely been overcome by the use of video conferencing.

The way in which the union's internal processes are applied have adapted to the COVID-19 pandemic whilst keeping as close to previous practice as possible. The union has always strived to process investigations and hearings as quickly as practicable. The Executive Council agreed (10 December 2020) after considering the relevant law and guidance that all ADAE and IUD investigations, hearings and appeals are held by video conferencing until further notice.

The relevant law and guidance considered included:

- The Health Protection (Coronavirus, Restrictions) (All Tier) (England) Regulations 2020
- Equality Act 2010
- Trade Union and Labour Relations (Consolidation) Act 1992 (re: Certification Officer)

The rules and procedures concerning hearings remain in place other than the modification shown above. In the unlikely event that you should be subject to an internal union discipline investigation or contacted as a witness the person carrying out the investigation will explain these matters in more detail to you at the time.

Yours in unity,

Mark Rowe
National Officer

MR/jr