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Circular: 2025HOC0135MR

Date: 23 April 2025

To: **ALL MEMBERS**

Dear Brother / Sister

FBU CONFERENCE MAY 2025 – EXECUTIVE COUNCIL POLICY STATEMENTS, PROPOSED ALTERATION TO PROPOSED RULE CHANGE

Please find enclosed the following Executive Council Policy Statements to Conference 2025 with proposed amendments submitted by Brigade/Sectional committees.

1. Fund our Fire and Rescue Service
2. Opposing the Threat of the Far Right
3. A Safety-First Fire Brigades Union
4. Unity and Strength in the Workplace – Prioritising our Future Together

Also enclosed is a proposed alteration to a proposed Rule change. A circular with all the proposed Rule changes has been issued previously. As only one amendment to a proposed Rule change was received it has been issued separately, as attached.

Proposed alterations to the Standing Orders of Conference have received no proposed amendments and having been issued previously will not be reissued.

Yours in Unity,

Mark Rowe
National Officer
Secretary, Standing Orders Committee



FIRE BRIGADES UNION

CONFERENCE 2025

**EXECUTIVE COUNCIL POLICY
STATEMENT**

FUND OUR FIRE AND RESCUE SERVICE (FRS)

The Fire Brigades Union (FBU) main priorities, large and small, depend on sustained investment in the fire and rescue service.

Investment impacts upon;

- the numbers of firefighters and emergency control staff employed by FRSs
- the pay and pensions our members receive
- health and safety provision
- equality and diversity representation
- crewing levels
- appliance availability.

These and many other matters all depend on sustained funding for our profession.

Fourteen Years of Hurt

Since 2010, successive Conservative-led governments at Westminster have attacked the FRS and the FBU. Their record will never be forgotten by the Union;

- politically driven austerity meant 20% of the workforce was cut
- the pay freezes imposed in 2010 were followed by a 1% pay cap between 2012 and 2017
- firefighters' and local government pension schemes were attacked, making us pay more, work longer and still get less
- there were efforts to privatise parts of the FRS, including the Cleveland mutual scheme, the role of AssetCo and Babcock within the FRS, and the sell off of the Fire Service College
- ministers tried to impose the policing model through the Home Office, police and crime commissioners and the 2022 White Paper
- the revived inspectorate HMICFRS in England was used as a political tool to attack the FBU
- chief fire officers were supported in creating the NFCC, a private company funded by central government and local FRSs.

These efforts were designed to ratchet up the pressure on firefighters to make our members do more for less. They were all designed to weaken the FBU, deny our members' rights to organise, speak out, and take action.

New Times, New struggles

During 2024, there were significant changes at Westminster and in some of the devolved governments. There is a different political landscape at government level which, to progress matters raised by our members, the FBU has to adapt to. There are new opportunities to advance the FBU's agenda, both to improve our service to the public and to improve the conditions of FBU members.

The new Labour government at Westminster was elected on a manifesto with some specific pledges for the FRS. The Labour manifesto stated:

“Labour will improve resilience and preparation across central government, local authorities, local communities, and emergency services. This includes formally working with all stakeholders in the Fire and Rescue services to inform policy and establish national standards.

Labour will also take decisive action to improve building safety, including through regulation, to ensure we never again see a repeat of the Grenfell fire.

Labour will stop the chaos and turn the page to create a partnership between business and trade unions, by implementing ‘Labour’s Plan to Make Work Pay: Delivering a New Deal for Working People’ in full...”

Within weeks of taking power at Westminster, the new government wrote to employers putting an end to minimum service levels. The Employment Rights Bill (ERB) is currently working its way through parliament and will soon become law. The FBU has been heavily involved in the Westminster dialogue relating to the ERB.

At the Home Office, the fire minister initiated a Ministerial Advisory Group, with the FBU given a seat at the table. The FBU wants this body to become a statutory advisory body, with responsibility for UK-wide standards to improve public safety and our profession.

The Grenfell Tower Inquiry published its report with 58 recommendations. The government has responded to this with responsibility for the FRSs in England transferring to the Ministry for Housing, Communities and Local Government.

However, the new government has not provided the level of investment necessary to renew the FRS. Central funding for English fire services announced for 2025-26 was only 1.4% which is lower than the current rate of inflation. Although FRS employers have been given more latitude to secure funding, long term improvements require investment from Westminster and the devolved governments.

The Westminster government is holding a Spending Review in the summer of 2025. Central funding that delivers consequential Barnett funding to the devolved governments is the key for UK-wide resilience. The risks from climate change, the building safety crisis, terrorism and an ageing population all need sustained investment. The new National Risk Register spells out the range of potential threats facing the UK now and for the foreseeable future.

The FRS has never been more important. Firefighters and emergency control staff will need to stand up for ourselves and for the public through the FBU and through political and industrial campaigning.

The FBU must seize this opportunity to transform our FRS.

Conference resolves to;

- lobby the Westminster government and devolved governments for sustained investment
- lobby FRS employers, boards, mayors on fire budgets
- organise an autumn programme of meetings and lobbies both nationally and locally
- make the case for sustained investment in the FRS to all politicians
- produce campaign materials to assist officials with political meetings.

AMENDMENT 1

Page 2, under the heading 'Fourteen Years of Hurt' end of final paragraph **add** new sentence 'They even introduced laws preventing protest (Public Order Act 2023) and added to the anti-union legislation through the 2016 Trade Union Act.'

HEREFORD & WORCESTER

AMENDMENT 2

Page 3, after 'Conference resolves to;' **insert** a new bullet point

- instruct the Executive Council to immediately commence the work towards a national pay campaign targeted at securing above inflation pay rises year on year. In the first year, that campaign should focus on securing pay lost due to inflation, the pay freeze imposed in 2010 and the pay cap imposed between 2012 and 2017

MERSEYSIDE

AMENDMENT 3

Delete all text including title, **replace with**

'FUND OUR FIRE AND RESCUE SERVICE (FRS)

The objectives of the Fire Brigades Union (FBU) depend on sustained and progressive investment in the fire and rescue service.

Investment impacts upon;

- the numbers of firefighters and emergency control staff employed by FRSs
- the pay and pensions our members receive
- health and safety provision
- equality and diversity representation
- crewing levels
- appliance availability.

These and many other matters all depend on sustained funding for our profession.

Fourteen Years of Hurt

Since 2010, successive Conservative-led governments at Westminster have attacked the FRS and the FBU. Their record will never be forgotten by our members;

- politically driven austerity meant 20% of the workforce was cut
- the pay freezes imposed in 2010 were followed by a 1% pay cap between 2012 and 2017 continually eroding our members pay
- firefighters' and local government pension schemes were attacked, making us pay more, work longer and still get less
- there were efforts to privatise parts of the FRS, including the Cleveland mutual scheme, the role of AssetCo and Babcock within the FRS, and the sell off of the Fire Service College

- ministers tried to impose the policing model through the Home Office, police and crime commissioners and the 2022 White Paper
- the revived inspectorate HMICFRS in England was used as a political tool to attack the FBU and our members terms and conditions of service
- chief fire officers were complicit in supporting the creation of the NFCC, a private company funded by central government and local FRSs.

These efforts were politically driven attacks on the FBU, designed to ratchet up the pressure on firefighters to make our members do more for less. They were all designed to weaken the FBU, deny our members' rights to organise, speak out, and take action.

New Times, New struggles

During 2024, there were significant changes at Westminster and in some of the devolved governments. There is a different political landscape at government level which, to progress matters raised by our members, the FBU has to adapt to. There are new opportunities to advance the FBU's agenda, both to improve our service to the public and to improve the conditions of FBU members.

The new Labour government at Westminster was elected on a manifesto with specific pledges for the FRS. The Labour manifesto stated:

"Labour will improve resilience and preparation across central government, local authorities, local communities, and emergency services. This includes formally working with all stakeholders in the Fire and Rescue services to inform policy and establish national standards.

Labour will also take decisive action to improve building safety, including through regulation, to ensure we never again see a repeat of the Grenfell fire.

Labour will stop the chaos and turn the page to create a partnership between business and trade unions, by implementing 'Labour's Plan to Make Work Pay: Delivering a New Deal for Working People' in full..."

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At the Home Office, the fire minister initiated a Ministerial Advisory Group, with the FBU given a seat at the table. The FBU wants this body to become a statutory advisory body, with responsibility for UK-wide standards to improve public safety and our profession.

The Grenfell Tower Inquiry published its report with 58 recommendations. The government has responded to this with responsibility for the FRSs in England transferring to the Ministry for Housing, Communities and Local Government.

However, the new government has not provided the level of investment necessary to renew the FRS. Central funding increases for English fire services announced for 2025-26 was only 1.4% which is lower than the current rate of inflation. Although FRS employers have been given more latitude to secure funding, long term improvements require investment from Westminster and subsequently the devolved governments.

The Westminster government is holding a Spending Review in the summer of 2025. Central funding that delivers consequential Barnett funding to the devolved governments is the key for UK-wide resilience. The risks from climate change, the building safety crisis, terrorism, an ageing population and the continued obscene levels of poverty across our nations all need sustained investment. The new National Risk Register spells out the range of potential threats facing the UK now and for the foreseeable future.

The role of the FBU in defending the FRS has never been more important. Firefighters and emergency control staff will once again need to stand up for ourselves and for the public through the FBU and political and industrial campaigning.

The FBU must seize this opportunity to transform our FRS.

Conference resolves to;

- use the FBU seat on the Ministerial Advisory Group to further the aims set out in this policy statement
- work with the Labour Party to ensure that their manifesto pledges relating to the Fire and Rescue
- Service, workers rights and the wider labour and trade union movement are delivered upon
- lobby the Westminster government and devolved governments for sustained and increased investment
- lobby FRS employers, boards, mayors on fire budgets
- organise an autumn programme of meetings and lobbies both nationally and locally
- make the case for sustained investment in the FRS to all politicians
- produce campaign materials to assist officials with political meetings'

SCOTLAND



FIRE BRIGADES UNION

CONFERENCE 2025

**EXECUTIVE COUNCIL POLICY
STATEMENT**

OPPOSING THE THREAT OF THE FAR RIGHT

A wave of far right politics is currently sweeping the world, pushing the political agenda to the right, threatening the role of trade unions and democracy in general. Radical, right-wing parties and organisations have come to power or are threatening to come to power across the globe. The trade union movement in the UK and internationally must wake up to the scale of this threat and organise and educate our members as to why we should oppose these politics of division.

Donald Trump's election victory in the United States (US), and his first months in power have driven the global political agenda to the right. Trump has already taken a wrecking ball to international relations, started a tariff war and begun imposing his own 'deals' on local and regional conflicts. Trump has also begun to attack the jobs and living standards of US workers, while promoting deregulation and tax cuts to benefit US billionaires.

Far right governments are already in power across Europe, in Italy, Finland, Slovakia, Hungary, Croatia and the Czech Republic. Hard right parties have won very high votes in Sweden, the Netherlands and Austria. In France, far right Marine Le Pen's National Rally is polling at over 30%, while the Alternative for Germany has also surged with similar levels of electoral support.

Far right in Britain

The threat of the far right is also a real factor in British politics. In the 2024 general election, the Reform UK party won more than four million votes, 14% of the total and secured five seats in the Westminster parliament. Reform UK was also second in nearly one hundred seats, most of them won by Labour. Reform UK now has a large paper membership, as well as councillors and its own activists.

Nigel Farage, leader of Reform UK, has been a high-profile fixture in British politics for several decades. Farage is a privately educated former commodities trader with longstanding ties to the far right internationally and within the UK. He headed the UK Independence Party, which won almost four million votes in the 2015 general election. In 2019 he formed the Brexit Party, which won more than five million votes in European elections.

In 2021, the Brexit Party – a private company – was renamed Reform UK. Farage and the multimillionaire property developer Richard Tice are its shareholders. Between 2021 and 2024 Tice provided most of the party's funding, however it receives large donations from multimillionaires. Reform UK is a party of business, for business.

Reform UK defines immigration as the central problem facing working people. It indulges in hostile rhetoric tying issues like the NHS, education, crime and public services back to immigration. It is openly hostile to asylum seekers, migrants, travellers, and other vulnerable minorities. This was visible during the July 2024 riots, in speeches of Reform UK MPs in parliament and in their media commentary.

Further to the right is a movement around Stephen Yaxley-Lennon, known as "Tommy Robinson". Yaxley-Lennon formerly led the English Defence League (EDL). Over the last year, his supporters have organised large demonstrations in London and elsewhere across the UK, sometimes outnumbering anti-racist and anti-fascist counter-protesters.

The rise of the far right in British politics has also pulled the Conservative Party to the right. The policy and language used by Tory politicians overlaps and intersperses with far right narratives. The last Conservative-led governments already imposed more deregulation and privatisation, along with minimum service levels against trade unions and also threatened strike bans.

All these forces speak up for private business interests. All are funded by wealthy individuals and corporations. Whatever their superficial references to working class people, they are all hostile to working class communities and to workers' organisations. They seek to divide the working class, in order to exploit us. They are enemies of working class self-organisation and trade union power.

Labour movement response

The trade union and labour movement internationally and in the UK must urgently prepare themselves for the onslaught of the far right. This is an immediate threat and cannot be put off while we pursue our own agendas. If the far right come to power, they will attack workers' pay, conditions and other freedoms.

The Fire Brigades Union (FBU) must play a prominent role in countering the far right. That means educating ourselves about the scale of the problem and debating the issues openly. It means clarifying union policy and finding answers for and within working class communities to counter far right ideology. It means standing up for public services, standing with the oppressed and uniting our forces. The labour movement must mobilise for large-scale mass action, with demonstrations on the streets and activity in the workplace. The FBU must catalyse maximum unity in action against the threat of the far right.

Conference resolves to;

- publish articles educating members and warning about the far right threat, answering its lies and distortions utilising our publications and social media
- work with the trade unions and the wider labour movement to counter the threat of the far right, on the streets and in our communities
- work with organisations and campaigns like Hope Not Hate
- make contact with and build relations with local community based anti-fascist organisations
- include and discuss the threat of the far right in our education programme for FBU reps
- mobilise FBU members to counter the threat of the far right, on the streets and in our communities.

AMENDMENT 1

Under the heading 'Far right in Britain', 2nd paragraph 1st sentence **delete** 'fixture' **replace with** 'figure'

HEREFORD & WORCESTER

AMENDMENT 2

Delete all text including title, **replace with**

'OPPOSING THE THREAT OF THE FAR RIGHT

A wave of far right politics is currently sweeping the world, pushing the political agenda to the right, threatening the role of trade unions and the wider principles of democracy in general. Radical, right-wing parties and organisations have come to power or are threatening to come to power across the globe. The trade union movement in the UK and internationally must recognise the scale of this threat and organise and educate our members as to why we must oppose these politics of division.

Donald Trump's election victory in the United States (US), and his first months in power have driven the global political agenda to the right. Trump has already taken a wrecking ball to international relations, started a tariff war and begun imposing his own 'deals' on local and regional conflicts, including conflicts in Ukraine and Gaza, bombing Yemen on Israel's behalf and threatening war with Iran. Trump has also begun to attack the jobs and living standards of US workers, while promoting deregulation and tax cuts to benefit US billionaires.

Far right governments are already in power across Europe, in Italy, Finland, Slovakia, Hungary, Croatia and the Czech Republic. Hard right parties have won high vote shares in Sweden, the Netherlands and Austria. In France, far right Marine Le Pen's National Rally is polling at over 30%, while the Alternative for Germany has also surged with similar levels of electoral support.

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Reform UK defines immigration as the central problem facing working people. It indulges in hostile rhetoric tying issues like the NHS, education, crime and public services back to immigration. It is openly hostile to asylum seekers, migrants, travellers, and other vulnerable minorities. This was visible during the July 2024 riots, in speeches of Reform UK MPs in parliament and in their media commentary.

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All these forces speak for private business interests. All are funded by wealthy individuals and corporations. Whatever their superficial references to working class people, they are all hostile to working class communities and to workers' organisations. They seek to divide the working class, in order to exploit us. They are enemies of working class self-organisation and trade union power.

Labour movement response

The trade union and labour movement internationally has been at the forefront of this onslaught, and will continue to stand up for working class people in all of our communities. This is an immediate threat and cannot be put off while we pursue our own agendas. If the far right come to power, they will attack workers' pay, conditions and other freedoms.

The Fire Brigades Union (FBU) must play a prominent role in countering the far right. That means educating ourselves about the scale of the problem and debating the issues openly. It means clarifying union policy and finding answers for and within working class communities to counter far right ideology. It means standing up for public services, standing with the oppressed and uniting our forces. The labour movement must mobilise for large-scale mass action, with demonstrations on the streets and activity in the workplace. The FBU must catalyse maximum unity in action against the threat of the far right.

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SCOTLAND



FIRE BRIGADES UNION

CONFERENCE 2025

**EXECUTIVE COUNCIL POLICY
STATEMENT**

A SAFETY- FIRST FIRE BRIGADES UNION
(FBU)

Firefighting and working in fire control rooms are arduous professions, long recognised to involve significant health and safety risks to the workforce. The International Agency for Research on Cancer (IARC) monograph, Occupational Exposure as a Firefighter (2023) stated, in relation to firefighting that:

“Firefighting duties involve diverse types of fire, emergency, and disaster responses, as well as specialised training events. Firefighters are exposed to a complex mixture of combustion emissions and a wide range of other chemical and physical agents. Firefighters responding to catastrophic events (such as building collapse, release of radioactive material, or chemical spills) may be exposed to agents that are not typically generalizable to the majority of people in the occupation worldwide. Work conditions can also involve night shift work, extreme physical activity, heat exposure, dehydration, and stress. In addition, people employed in the firefighting occupation can work as career or volunteer firefighters; have full-time, part-time, or seasonal employment; or work in a municipal or rural setting.”

The FBU has fought for the safety and health of firefighters and emergency control staff since it was established in 1918.

Conference reaffirms our commitment to a safety-first FBU.

Health and Safety Law

The FBU and the wider trade union movement fought for decades to enshrine protection in health and safety laws. It is now more than fifty years since the Health and Safety at Work Act 1974 came into force. Further regulations under the Act, such as the Safety Representatives and Safety Committees Regulations 1977 and the “Six Pack” of European regulations in 1992, have created a solid legal framework for health and safety at work.

However, these regulations have been opposed and obstructed by some employers and chief fire officers since they were introduced. They have been restricted and enforcement watered down by Westminster governments committed to deregulation.

Conference believes that defending and extending health and safety law is vital. While the law is important, we have to rely on ourselves, our own organisation and on mobilising members to ensure the highest possible safety standards are implemented.

Conference reaffirms the centrality of FBU safety reps, with time off for training and inspection.

Conference urges FBU safety reps to make maximum use of opportunities to participate in safety committees with brigade principal management, in order to tackle health and safety matters directly.

Conference further commits to organising around firefighters’ memorial day and other important health and safety annual events to raise the profile of these matters among the membership.

FBU Safety and Health Priorities

In 2015, the FBU began a high-priority stream of work on contaminants, with a focus on firefighter cancers. The union undertook an international literature review and consulted with academics and firefighters unions across the globe to develop what later became the DECON campaign.

In 2018, the FBU commissioned Professor Anna Stec from the University of Central Lancashire (UCLan) to undertake a study of firefighter cancers across the UK. In 2019, the FBU ran a pilot study in Lancashire, followed by a national survey and sampling. In 2020, UCLan published the Interim Best Practice Report, *Minimising Firefighters' Exposure to Toxic Fire Effluents*.

In 2021, the FBU publicly launched the DECON campaign, along with a cancers database. During 2022, UCLan researchers published ground breaking, peer-reviewed studies of firefighter cancers in the UK, *The UK Firefighter Contamination Survey*. In 2023, several new peer-reviewed studies, commissioned by the FBU and carried out by UCLan, were published in renowned international peer-reviewed scientific journals, including the *Journal of Occupational Medicine* and the *Lancet Oncology*. Further studies on firefighters who attended the Grenfell Tower fire were published in 2024. The most prominent finding was the need for health monitoring of firefighters.

Mental health is also a key priority for the FBU health and safety work. In 2020, the FBU planned to undertake research with Nottingham Trent University, but this was paused because of the Covid-19 pandemic. In 2024, the FBU announced that UCLan would lead a significant project on firefighters' mental health. The first stage surveyed fire and rescue services on current levels of mental health provision. Discussions were held with FBU officials on the project. A pilot survey was carried out, ahead of an all members' survey and launch of this campaign in February 2025.

Conference commits the union to making health and safety a central priority.

Conference resolves to:

- mobilise the entire membership in the struggle for safety, health and wellbeing
- demand prevention measures in all aspects of our working lives, so that our members will not in general be made sick or injured by their work
- retrain and reinvigorate, recruit and train a cadre of FBU safety reps
- renew and revive joint safety committees, where FBU safety reps can regularly raise matters of health, safety and wellbeing with our employers and their principal managers
- accelerate our DECON campaign on every fire station, control room, training centre, headquarters and any other fire service premises
- update and publish our best practice guide on contaminants
- continue to demand health monitoring for firefighters to monitor firefighter exposure to contaminants
- give full backing to the union's mental health project, in association with UCLan
- raise the updated FBU best practice workplace facilities guide with employers and authorities to demand and deliver dignity in the workplace

- to demand additional investment from Governments to resource measures required to protect our members Health, Safety and Welfare now and in the future
- organise a health and safety summit, to bring together academics, researchers, practitioners, campaigners and safety reps.

AMENDMENT

Page 4, before bullet point starting 'raise the updated...' **insert** two new bullet points

- provide training to all FBU officials to eradicate sexual harassment
- recognise that sexual harassment is a health and safety issue

NATIONAL WOMEN'S COMMITTEE



FIRE BRIGADES UNION

CONFERENCE 2025

**EXECUTIVE COUNCIL POLICY
STATEMENT**

UNITY AND STRENGTH IN THE WORKPLACE -
PRIORITISING OUR FUTURE TOGETHER

The Fire Brigades Union (FBU) is built on the foundation of solidarity. Our strength comes from our ability to unite, standing shoulder to shoulder with each other and empowering members.

The early stages of the 21st Century have been defined by political upheaval, austerity, globalisation and workplace exploitation. Now, more than ever, we require a strong and united Union.

Together, we must reinforce the FBU as a powerful and effective force. FBU members confront the personal dangers and discharge the responsibilities of today's Fire and Rescue Service (FRS). FBU members are the FRS, and we stand together in our collective role as custodians, ready to confront employers, politicians and governments who attempt to undermine it.

The challenges we face on pay, pensions, conditions of service, and public safety demand a bold and united response.

To achieve this, the Executive Council (EC) sets out the following priorities and actions:

Reforming and Strengthening Our Union

To maximize our effectiveness, we must ensure that our Union is structured to best serve our members. This begins with a democratic, transparent approach to decision-making that is fit for purpose.

To this end, the EC has initiated a number of task and finish groups to undertake a comprehensive review of our processes and practices.

This review will encompass our current strategies, communication methods, membership engagement, and support services. The goal is to identify critical areas for improvement and ensure our union remains responsive to our member's needs.

By collaborating throughout the union, we can discover better practices, ensuring effective communication and robust decision-making structures. We must ensure that every representative and official has the resources and support necessary to succeed.

Strengthening Equality Through Inclusion

An inclusive union is a strong union. Each member of the FBU, regardless of their background must feel valued, supported and empowered to engage actively. While our equality sections serve a critical role, we all must push ourselves further.

Our fight for equality is not a separate struggle it is intrinsic to our mission for enhanced pay, conditions of service and safety. An inclusive FBU is a stronger FBU better positioned to tackle the challenges that lie ahead.

We therefore aim to recruit and train equality representatives within every workplace. We must ensure that issues of discrimination and fairness are confronted directly, never brushed aside. We aim to dismantle barriers to participation, ensuring that all voices resonate within our structures.

Building Power on All Branches

The true power of our Union comes from the workplace. This is where our members face cuts, underfunding, and declining conditions. This is where we must build our strength.

We prioritise organising in our workplaces, every fire station, control room and FRS workplace must have a trained FBU representative, ready to support members and build effective branches. Our reps form the backbone of our Union, ensuring that every member feels supported, informed, and prepared to take action.

The future of our movement depends on our ability to encourage and support the next generation of activists. We will equip them with the skills, confidence and support they need to lead.

Strong and effective communication between representatives and members is vital. Each firefighter and firefighter control must know how to access union support and resources and feel empowered to shape their working lives.

At the heart of this strategy lies recruitment and retention. A high-density, well-organised union is a powerful union, and we will continue to work tirelessly to increase our membership and amplify our collective voice.

Building our Future

The future of the FBU will be built on our capacity to mobilise, organise, and lead our members. By rooting ourselves firmly in the workplace, we will build our membership density and enhance our power to defend our service and improve our members working lives.

Conference commits to:

- review FBU structures to ensure they are fit for purpose and deliver for members
- implement the Organising Strategy 2025
- shape our in-house education programme around building the FBU in the workplace
- recruit equality reps in workplaces to improve workplace culture
- use modern tools and resources to organise
- equip, empower and support branches and brigades to take on local issues
- mobilise members for workplace campaigns
- organise a young members event this year
- reorganise and refocus the FBU around organising in the workplace.

The time for unity and action is now. Through commitment and solidarity, we will continue to shape our union as a beacon of strength, equality, and empowerment for all our members.

Together, we reassert our purpose, pledging to tackle the challenges we face, advance our objectives, and ensure that every voice in the FBU is heard and valued. We will rise to the times, recommitting ourselves to the principles that have always defined us as the Fire Brigades Union.

AMENDMENT

Delete all text including title, **replace with**

'UNITY AND STRENGTH IN THE WORKPLACE - PRIORITISING OUR FUTURE TOGETHER

The Fire Brigades Union (FBU) is built on the foundation of solidarity. Our strength comes from our ability to unite, standing shoulder to shoulder with each other and empowering members.

The early stages of the 21st Century have been defined by political upheaval, austerity, globalisation and workplace exploitation. We need a strong and united Union to fight back against these attacks.

Together, we must reinforce the FBU as a powerful and effective force. FBU members are the Fire and Rescue Service (FRS), and we stand together in our collective role as custodians of our service, ready to confront employers, politicians and governments who attempt to undermine it.

The challenges we face on pay, pensions, conditions of service, and workplace and public safety demand a strong and united response.

To achieve this, the Executive Council (EC) sets out the following priorities and actions:

Reforming and Strengthening Our Union

To maximise our effectiveness, we must continue to ensure that our grass root structures in branches are at the heart of our Union, underpinned with a democratic, transparent approach to decision-making that is fit for purpose.

To this end, the EC has initiated a number of task and finish groups to undertake a comprehensive review of our processes and practices.

This review will encompass our current strategies, communication methods, membership engagement, and support services. It will identify any critical areas for improvement and ensure our Union remains responsive to our member's needs.

By collaborating throughout the Union, we can identify better practices, ensuring effective and proactive communication and robust decision-making structures. We must ensure that every representative and official has the resources and support necessary to carry out their roles and responsibilities effectively.

Strengthening Equality Through Inclusion

An inclusive Union is a strong Union. Each member of the FBU, regardless of their background must feel valued, supported and empowered to engage actively. While our equality sections serve a critical role, it is the responsibility of all members and officials to continue the fight for equality within our Union and our workplaces.

Our fight for equality is not a separate struggle it is intrinsic to building workplace solidarity to improve pay, conditions of service and safety. An inclusive FBU is a stronger FBU better positioned to tackle the challenges that lie ahead.

We therefore aim to recruit and train sectional equality representatives within every workplace. We must ensure that issues of discrimination and fairness are confronted directly and never brushed aside. Any barriers to participation must be dismantled, ensuring that all voices resonate within our structures.

Building Power on All Branches

The true power of our Union is built upon workplace branches, where our members are directly subjected to the impacts of cuts, underfunding, declining conditions and attacks on their health and safety. This is where we must always build our strength.

The very existence of our Union is built upon grassroots organising in our workplaces. Every fire station, control room and FRS workplace must have trained and empowered FBU representatives, organising and supporting members and building effective branch structures. Our branch representatives and officials form the backbone of our Union, ensuring that every member is collectively supported, informed and strike ready.

The future of our movement depends on our ability to encourage and support the next generation of socialist workplace activists. We will equip them with the skills, confidence and support they need to lead.

Strong and effective communication between representatives and members is vital. Each firefighter and firefighter control must know how to access Union support and resources and feel empowered to shape their working lives as part of our decision making structures.

At the heart of this strategy lies recruitment and retention. A high-density, well-organised Union is a powerful Union, and we will continue to work tirelessly to increase our membership density and amplify our collective voice in every workplace.

Building our Future

The future of the FBU will continue to be built on our socialist foundations, mobilising, organising, and leading our members. Rooted firmly in the workplace, we will build our membership density and enhance our power to defend our service and improve our members working lives.

Conference commits to:

- review FBU structures to ensure they are fit for purpose and continue to deliver for members
- implement the Organising Strategy 2025
- continue to shape our in-house education programme around building the structures of the FBU in the workplace
- recruit sectional equality reps in workplaces as part of our wider work to improve workplace culture
- use modern tools and resources to organise throughout our structures

- equip, empower and support branches and brigades to take on local issues
- organise and mobilise members to fully participate in workplace and wider political campaigns
- organise a young members event this year
- reaffirm that foundations of the FBU built upon grassroots organising in the workplace.

The time for unity and action is now. Through commitment and solidarity, we will continue to shape and reaffirm our Union as a beacon of socialism, strength, equality, and empowerment for all our members.

Together, we reassert our purpose, pledging to tackle the challenges we face, advance our objectives, and ensure that every voice in the FBU is heard and valued. We will rise to the times, recommitting ourselves to the principles that have always defined the Fire Brigades Union.'

SCOTLAND



FIRE BRIGADES UNION

CONFERENCE 2025

**BRIGADE/SECTIONAL PROPOSED
AMENDMENTS TO PROPOSED ALTERATIONS
TO THE FIRE BRIGADES UNION RULE BOOK**

PRESENT RULE	PROPOSED RULE CHANGE	RULE AS AMENDED
RULE B2 (2) (iii) Applicants must have been 'ordinary members' at the time of the cessation of their employment. Applications should be copied to the relevant Brigade Secretary, who should place the application before the next Brigade Committee for consideration and decision. The Brigade Secretary shall put in writing the decision of the Brigade Committee and forward it to the General Secretary within 28 days. In the absence of a response or objection from the Brigade Secretary within 28 days, the application shall be accepted.	Delete: Applicants must have been 'ordinary members' at the time of the cessation of their employment. Applications should be copied to the relevant Brigade Secretary, who should place the application before the next Brigade Committee for consideration and decision. The Brigade Secretary shall put in writing the decision of the Brigade Committee and forward it to the General Secretary within 28 days. In the absence of a response or objection from the Brigade Secretary within 28 days, the application shall be accepted. Insert: Applicants must have been 'ordinary members' at the time of the cessation of their employment. Applications should be copied to the relevant Brigade Organiser, who should place the application before the next Brigade Committee for consideration and decision. The Brigade Organiser shall put in writing the decision of the Brigade Committee and forward it to the Head Office of the union. DERBYSHIRE AMENDMENT 2nd sentence after 'union' insert 'within 90 days' SCOTLAND	B2 (2) (iii) Applicants must have been 'ordinary members' at the time of the cessation of their employment. Applications should be copied to the relevant Brigade Organiser, who should place the application before the next Brigade Committee for consideration and decision. The Brigade Organiser shall put in writing the decision of the Brigade Committee and forward it to the Head Office of the union.