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Circular: 2026HOC056JW

Date: 17 April 2026

To: **ALL MEMBERS**

Dear Brother / Sister

FINAL AGENDA – CONFERENCE 2026

Please find enclosed the Final Agenda for Conference 2026.

This is also available on our website using the following link:

<https://www.fbu.org.uk/circulars/2026hoc056jw/conference-2026-final-agenda>

Yours in Unity,

Joe Weir
National Officer
Secretary, Standing Orders Committee



FINAL AGENDA

**Fire Brigades Union
97th Conference, Warwick
13, 14 and 15 May 2026**



FINAL AGENDA

FIRE BRIGADES UNION

Ken Cameron House
171-173 Gray's Inn Road
London WC1X 8UE

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

PAY AND CONDITIONS

1. END THE REDUCTION OF PAY FOR MEMBERS AUTOMATICALLY DEEMED DISABLED UNDER THE EQUALITY ACT 2010

Conference notes with concern that members diagnosed with conditions that are automatically deemed disabilities under the Equality Act 2010 face having their pay reduced by half after 6 months' absence under the current Grey Book provisions.

Conference believes it is unacceptable that Fire and Rescue Services use our national terms and conditions to place seriously ill members in financial detriment at a time when they are undergoing life-saving treatment or managing progressive and life-altering conditions.

Conference therefore instructs the Executive Council (EC) to negotiate through the National Joint Council to amend the Grey Book so that absences, wholly or substantially attributable to such disabilities are exempt from pay reduction provisions. This must include the treatment, recovery, aftercare and clinical monitoring and any periods of remission for such qualifying conditions.

Conference instructs the EC to commence these negotiations within 3 months of Conference 2026 and to report progress to Conference 2027.

CONTROL STAFF NATIONAL COMMITTEE

2. PAY REFORM FIRE CONTROL

Conference notes that the Control Staff National Committee (CSNC) welcomed the opportunity to be involved in the Pay Reform strategy discussions which were positive and constructive.

Conference also notes that CSNC are concerned about the lack of detail of the reform for Fire Control, as it is not clear how this will benefit the Fire Control members.

Conference seeks guarantees and assurances from the Executive Council that Fire Control will be fully considered within any Pay Reform discussions and CSNC be included in negotiations with the goal of pay parity with our firefighting colleagues from the outset.

CONTROL STAFF NATIONAL COMMITTEE

3. PAY BALLOT CONSULTATIONS

Conference reaffirms the importance of our internal structures in enshrining and ensuring that the Fire Brigades Union is, and remains, a democratic member led union.

Conference also recognises the important role these structures play when consulting our members on pay offers made by the national employers through the structures of the National Joint Council. Discussions held at regional, brigade and area committees, in addition to workplace branches, are critically important in allowing for debate and developing collective understanding, on all elements of proposals related to pay, and any associated impacts on terms and conditions.

Conference therefore agrees that, following an initial pay offer being made by the national employers to the Executive Council (EC), a minimum period of at least 4 weeks will be put in place to allow for regional, brigade, area and branch committee meetings to be held in order to discuss the offer, prior to any member ballot process beginning.

Conference also agrees that the requirement for the above period can only be overturned by a unanimous vote agreeing to do so at the EC.

Conference therefore instructs the EC to put the necessary procedures in place to comply with the content of this resolution as a matter of priority from the conclusion of Conference 2026.

SCOTLAND

4. GREY BOOK GUIDANCE FOR THE IMPLEMENTATION OF HALF PAY DURING PERIODS OF SICK LEAVE

Conference understands that currently within the grey book, the provision under 'Sick Leave' includes both of the following:

"An employee on authorised sick leave shall be entitled to full pay for six months in any twelve-month period. Thereafter the fire and rescue employer may reduce pay by up to half for six months."

And

"An employee on authorised sick leave as a result of an illness or injury arising out of authorised duty shall be entitled to full pay for twelve months. Thereafter the fire and rescue employer may reduce pay by up to half for six months."

Conference notes that in both those statements that the 'fire and rescue employer may reduce pay by up to half for six months.'

Conference also notes that it has become increasingly apparent that fire and rescue employers are automatically reducing pay to half for all employees who are on authorised sick leave, either for illness or injury not arising out of authorised duty or where they can contest the validity of the sick leave arising out of authorised duty, for example, stress related injuries and post-traumatic stress disorder, without any form of formal process, assessment or due care for the wellbeing of the individual.

Conference believes that these practices are being carried out by fire and rescue service employers outside of the spirit that the grey book was written in and is putting undue pressure and stress on members who are dealing with potentially life changing injuries and illnesses.

Conference recognises that whilst this is being fiercely challenged at every opportunity locally across many brigades, Conference however calls on the Executive Council to instigate talks through the National Joint Council for guidance to be included as an appendix within the grey book providing a process for how and when employers should implement the decision for reducing an individual onto half pay during a period of sickness. This will make the process both robust and transparent and ease any undue stress from members affected by current, automatic practices used by the employers. This work should be carried out within the next 12 months and an update reported back no later than Conference 2027.

DURHAM AND DARLINGTON

5. REDEPLOYMENT OPPORTUNITIES

Conference notes that the increase in retirement age across UK Fire and Rescue Services (UKFRSs) has resulted in more members being expected to maintain operational fitness standards later in life.

Conference recognises that some members may be unable to meet operational fitness requirements later in their career through no fault of their own, but as a consequence of the physical demands of firefighting and longer working lives.

Conference further notes that members have reported that access to redeployment opportunities across UKFRSs remains inconsistent and, in some cases, extremely limited.

Conference also recognises that this situation risks experienced firefighters losing their career, income, and professional identity despite many years of dedicated service.

Conference believes that no member should face the loss of their employment simply because they are unable to meet operational fitness standards later in their career.

Conference also believes that UKFRSs should seek to retain the skills, experience and professionalism of long-serving firefighters wherever possible.

Conference expects that redeployment should not be treated as an exceptional or discretionary arrangement, but as a structured and recognised pathway within UKFRSs.

Conference also expects that the development of non-fitness-tested Grey Book roles – including work in prevention, protection, operational planning and similar functions – should form part of a consistent national approach.

Conference instructs the Executive Council to:

- campaign for the development of a national redeployment framework within UKFRSs
- seek to establish minimum expectations for redeployment opportunities within every UKFRS
- promote the development of non-fitness-tested Grey Book roles across Services where appropriate
- work to ensure members have fair access to meaningful alternative roles where operational fitness can no longer be maintained
- challenge any Service that fails to explore genuine pathways for retaining experienced firefighters.

Conference affirms that firefighters who are unable to remain operational due to age or the physical demands of the role should be given the opportunity to continue contributing their knowledge, skills and experience to their Service. Long service should provide security and dignity, not exclusion.

SOUTH YORKSHIRE

AMENDMENT 1

3rd paragraph, 2nd line: **Insert** 'uniformed' so that content reads: 'access to uniformed redeployment opportunities across'

SCOTLAND

AMENDMENT 2

5th paragraph, 1st line:

Insert ', or access to uniformed occupational pension scheme,' so that content reads: 'the loss of their employment, or access to uniformed occupational pension scheme simply because,'

SCOTLAND

AMENDMENT 3

Insert new first bullet point

- 'negotiate with the national employers through the National Joint Council to secure the necessary related provisions within the Grey Book'

SCOTLAND

AMENDMENT 4

4th bullet point, 1st line:

Insert 'uniformed' so that content reads: 'access to meaningful uniformed alternative roles'

SCOTLAND

6. RETAINED DUTY SYSTEM (RDS) – LEAVE PROVISION REFORM

Conference recognises that the RDS continues to operate under terms and conditions that are outdated and fail to reflect the reality of modern service delivery.

Conference notes that RDS members often provide the greatest weekly time commitment in availability to UK Fire and Rescue Services, yet this is not reflected in the current annual leave entitlement attributed to the duty system within the Grey Book.

Conference believes the employers need to recognise the continuous nature of RDS availability, the impact of availability commitments on family life and the restriction placed on members' ability to live normal day-to-day lives. For RDS firefighters, leave is not solely about taking holidays, it is essential in enabling ordinary life beyond availability obligations.

Conference further recognises that traditional leave models do not reflect the unique working arrangements of the RDS.

Conference therefore instructs the Executive Council to:

- seek to negotiate an additional uplift in leave provision for RDS firefighters
- ensure this uplift is separate to existing annual leave entitlement and is intended to recognise the impact of ongoing availability commitments on everyday life
- pursue a flexible model for this additional provision, including the ability for it to be taken in hourly periods
- ensure this additional leave reflects a fair percentage of a firefighter's weekly availability.

Conference believes this is necessary to modernise RDS conditions, support retention and recognise the true level of commitment given by retained firefighters.

NORTH YORKSHIRE

7. ON-CALL TIME AND WORKING TIME

Conference recognises that the Retained Duty System (RDS) continues to operate under terms and conditions that fail to properly reflect the reality of the commitment placed upon our members.

Conference believes we cannot remain complacent in maintaining this position in light of the legal principles established in the ruling of the *Matzak v Ville de Nivelles* relating to working time.

Conference notes that this case raised fundamental questions regarding whether periods of on-call availability, where significant restrictions are placed upon an individual's ability to use their time freely, should properly be considered working time.

Conference believes this issue is directly relevant to the RDS.

Conference therefore instructs the Executive Council (EC) to:

- commission a legal report examining the potential implications and possible outcomes of legal action seeking recognition of RDS on-call time as working time
- ensure this report fully explores the risks, opportunities and strategic considerations of pursuing such a case
- that the findings are given full consideration by the EC
- communicate that consideration to the membership no later than Conference 2027.

Conference believes this work is necessary to ensure the union is fully informed and strategically prepared to challenge outdated retained duty arrangements where appropriate.

SOUTH YORKSHIRE

AMENDMENT

4th bullet point, 1st line:

Delete 'to the membership' and **replace with** 'through the unions internal structures' so that content reads: 'communicate that consideration through the unions internal structures no later than'.

SCOTLAND

8. MEMBERSHIP CONSULTATION ON PAY OFFERS

Conference notes that negotiations on pay are undertaken by senior officials within the Fire Brigades Union (FBU) and that the decision on any pay offer rests, ultimately, with the FBU membership.

Conference believes that the structures of this union are in place to promote debate and to enable members to reach decisions in a democratic manner.

Conference also believes the matter of pay is one that affects every FBU member in the UK. Those members are best informed and able to make a balanced and informed decision when they have all of the information available, when coming to those decisions.

Conference instructs the Executive Council (EC) to provide the employers pay offer to FBU members, as soon as possible once negotiations have concluded. At the point that the pay offer is provided to FBU members, the EC should then begin a 4 week period of consultation, which allows FBU officials the time to visit workplaces and arrange meetings to provide our members with all information available and engage in meaningful debate. Once the 4 week consultation period has concluded, there should then commence a ballot of members on whether to accept the pay offer. This ballot should be of no less than 4 weeks in duration.

MERSEYSIDE

9. PAY REFORM

Conference recognises the work undertaken by officials of the Fire Brigades Union (FBU) in taking forward the issue of pay reform.

Conference also notes the emergency resolution on pay, brought by the Executive Council (EC) at Conference in 2025. That emergency resolution included the following paragraph:

“As a result of the agreed 2025 pay offer, Conference 2025 instructs the Executive Council (EC) to undertake intensive negotiations over the coming year, with the intention of introducing improvements to the pay structures from the 1 July 2026.”

Conference understands that the work so far undertaken has been done in good faith and that those negotiations have not been able to bring resolution to the issue, at this time.

Conference however is also cognisant of the fact that previous talks on 'Broadening the Role' of a firefighter were complex and no definitive resolution was reached.

Conference does not wish to see a repeat of that.

Conference instructs the EC to continue with the talks on pay reform.

Conference affirms that If there is no agreement reached on all work to be undertaken and the relevant pay to be linked to that work, with an offer ready to be voted on by members by the end of 2027, then Conference instructs the EC to stop negotiations and recall Conference to decide on what the next steps should be. This should include all options, including all forms of industrial action.

MERSEYSIDE

AMENDMENT

Last paragraph, line 3: **replace** 'the end of' **with** 'July'

WEST MIDLANDS

10. NATIONALLY AGREED PROVISION FOR PAY DURING CANCER TREATMENT

Conference notes that the Grey Book (7th Edition) Part B, Occupational Health includes the following provision on fire and rescue service employees undergoing cancer screening:

"Cancer screening 7. Reasonable paid time off shall be granted to employees for the purpose of being screened for cancer."

Conference believes that this does not go far enough.

Conference is aware that The International Agency for Research on Cancer, a branch of the World Health Organisation, on 1st July 2022 reclassified occupational exposure as a firefighter as *"Group1: Carcinogenic"* to humans. This is the highest level of classification, indicating that there is 'sufficient evidence' that the occupation causes cancer in humans.

Conference is also aware that research has shown that firefighters face significantly higher risks of both contracting and dying from cancer, compared to the general population.

Conference instructs the Executive Council, through the National Joint Council to negotiate an agreed position to ensure that all members undergoing cancer treatment are not subject to reduced pay whilst undergoing that treatment.

CHESHIRE

AMENDMENT 1

Replace last paragraph with

'Conference instructs the Executive Council, through the National Joint Council, to negotiate an agreed position to ensure that all members undergoing cancer treatment are not subject to reduced pay or loss of other employment rights including promotion opportunities whilst undergoing that treatment and that nationally agreed standards of support are established to provide consistency, dignity and security for members during diagnosis, treatment and recovery.'

NORTHUMBERLAND

AMENDMENT 2

After final paragraph '..whilst undergoing treatment.' **Add** 'The Executive Council should report back, no later than Conference 2027.'

MERSEYSIDE

11. RETAIL PRICE INDEX (RPI) NOT CONSUMER PRICE INDEX (CPI)

Conference notes that regarding recent pay offers, the Executive Council (EC) has used the current CPI as a measure of the rate of inflation when forming its assessment and recommendation of pay offer to Fire Brigades Union members. The rate of inflation in the UK is published every month by the Office for National Statistics (ONS). The ONS measures inflation in 2 different ways: the RPI and the CPI.

CPI is the government's chosen method of measuring the rate of inflation, yet it does not include several factors that are included in RPI, such as increases to council tax, mortgage interest payments, house depreciation, building insurance, ground rent and other house purchase costs such as estate agents and conveyancing fees.

Conference believes many unions use RPI when assessing and recommending pay offers because they believe it is a more comprehensive measurement of their members rise in the cost of living.

Conference therefore instructs all future pay assessments and recommendations that are made by the EC, that they use RPI as the measure of the rate of inflation.

GREATER MANCHESTER

AMENDMENT

4th paragraph, 2nd line

Delete ' , that they' so that content reads: 'are made by the EC use RPI as the measure'

SCOTLAND

12. PAID TIME FOR RETAINED DUTY SYSTEM (RDS) FIREFIGHTERS TO MAINTAIN OPERATIONAL FITNESS

Conference notes the resolution 'Fitness Training Facilities Provision for Retained Duty System (RDS) Employees' brought by Avon in 2025.

Conference also notes the current status update provided by the General Secretary on this resolution in the Conference 2025 'Implementation' document.

Conference recognises the quote within the above stated resolution:

"Conference notes the Grey Book Part B – Occupational health, General Principles, paragraph 1, states;

"Authorities are encouraged to provide facilities to enable employees to maintain and/or improve their levels of fitness as part of an overall health and fitness culture."

Conference however, believes this aspect of the grey book does not go far enough.

Conference understands it is long established that a minimum level of fitness is required to be maintained to be able to respond to emergency incidents. Currently, RDS firefighters are at a detriment to most Wholetime counterparts who are afforded time to maintain operational fitness in work hours. Our RDS members often have other primary employment and more limited opportunities to maintain operational fitness to be able to help their communities. A provision to be paid for this occupational requirement would level the playing field and increase standards across the UK Fire and Rescue Services.

Conference instructs the Executive Council to seek to improve the wording of the Grey Book through negotiations at the National Joint Council to ensure that all RDS firefighters are entitled to be paid for personal training time to maintain operational fitness.

LEICESTERSHIRE

13. PAY NEGOTIATIONS: PROTECTING MEMBERS FROM REAL-TERMS PAY CUTS

Conference notes that firefighters' pay has declined in real terms over a number of years due to pay awards that have failed to keep pace with inflation.

Conference recognises that any pay award below the rate of inflation represents a real terms pay cut and contributes to declining living standards for members.

Conference recognises that recommendations issued by the Executive Council (EC) carry significant influence and can shape members' expectations and decisions during pay ballots.

Conference believes that the Fire Brigades Union exists to defend and improve members' pay, terms and conditions and should not endorse or normalise real terms pay cuts.

Conference instructs the EC that it shall not recommend or campaign for acceptance of any pay offer that represents a real terms pay cut, defined for the purposes of this resolution as a pay award below a recognised national measure of inflation.

STAFFORDSHIRE

14. A NATIONAL MINIMUM PAID SPECIAL LEAVE FOR FAMILY AND EMERGENCY CIRCUMSTANCES

Conference notes that:

- UK Fire and Rescue Services (UKFRSs) currently operate with widely differing local policies relating to special leave for family emergencies and unforeseen personal circumstance
- in some UKFRSs, employees receive no entitlement to paid special leave, and are required to use annual leave, TOIL, or unpaid leave to manage sudden emergencies
- other UKFRSs provide up to 10 days paid special leave, depending on the nature of the emergency (for example, the hospitalisation of a dependent)
- these variations create a postcode lottery, resulting in inequitable treatment of members undertaking the same roles under the same Grey Book Terms and Conditions, based solely on employing authority.

Conference believes that:

- firefighters and Fire Control staff must be supported to respond to genuine family and personal emergencies without financial penalty
- access to paid special leave is a welfare, wellbeing, and equality issue particularly for those with care giving responsibilities
- nationally agreed minimum standards are essential to ensure fairness, consistency, and dignity for all members
- special leave for emergencies should be facilitated compassionately and consistently, rather than acting as a barrier to attendance or retention.

Conference instructs that the Executive Council shall:

- call upon the National Joint Council to negotiate and introduce a national minimum entitlement to paid special leave within Grey Book Terms and Conditions
- seek agreement that this entitlement shall be a minimum of 4 days paid special leave per leave year or the equivalent of 1 working week, adjusted proportionately for locally agreed duty systems, part-time workers and Retained Duty System personnel
- ensure that this entitlement applies to unforeseen family or personal emergencies, including (but not limited to) the serious illness, hospitalisation or urgent care needs of dependants
- secure agreement that local policies may exceed but must not fall below this nationally agreed minimum standard
- oppose any attempt to substitute or offset this entitlement with annual leave, TOIL, or unpaid leave
- campaign for the application of special leave to be supportive and non-punitive, recognising the operational realities and welfare needs of members.

SOUTH WALES

15. PATERNITY ALLOWANCE

Conference notes the importance that adequate paternity leave can have on a family at the start of a child's life. Our working patterns are often disruptive and not conducive with forming strong bonds between the non-birthing parent and the newborn which is unjust for our members.

Conference agrees that it is also important to be able to support the birthing partner during this period whilst they recover and that it is also vital that this time can be taken off without financial stress.

Conference instructs the Executive Council to begin research on increasing paternity leave with the goal of a minimum of 6 weeks paternity leave at full pay and to report their findings within 9 months of the close of this Conference. These findings should be used to negotiate an uplift through the National Joint Council at the earliest opportunity.

SUFFOLK

16. PATERNITY/MATERNITY SUPPORT LEAVE

Conference notes the limited statutory paternity/maternity support leave provisions in the UK, which provide insufficient paid leave for fathers, partners and non- birthing parents, creating financial and cultural barriers to taking meaningful time away from work, following the birth of a child.

Conference further notes that improved paternity/maternity support leave supports child development, family wellbeing, gender equality and the equitable sharing of caring responsibilities.

Conference recognises that firefighters work in physically and emotionally demanding roles and that adequate paternity/maternity support leave is essential to wellbeing, retention and a sustainable workforce.

Conference instructs the Executive Council to commence negotiations through the National Joint Council to secure 8 weeks paid paternity/maternity support leave for all firefighters, including fathers, partners and non-birthing parents and to report back by conference 2027.

LONDON

17. MEDICAL RECOVERY LEAVE

Conference notes that firefighters undertake physically demanding, safety-critical roles and that full medical fitness is essential to protect themselves, their colleagues, and the public.

Conference further notes that pre-planned medical procedures, including but not limited to vasectomies, are routinely undertaken following professional medical advice and require appropriate recovery periods to ensure safe return to operational duties.

Conference is concerned that the Grey Book does not adequately support firefighters recovering from pre-planned medical procedures.

Conference highlights that medical advice following a pre-planned medical procedure commonly includes restrictions on lifting and physical exertion for a defined recovery period. Firefighters returning to operational duties prematurely, or being pressured to avoid sick leave, risk injury, compromised recovery, and reduced operational safety.

Conference believes that firefighters should not be penalised, discouraged, or placed at risk for undergoing medically advised procedures, nor should they be forced to use annual leave to avoid sickness monitoring.

Conference instructs the Executive Council to negotiate improvements to the Grey Book for firefighters recovering from pre planned medical procedures and to report back by Conference 2027.

LONDON

AMENDMENT 1

2nd Paragraph 1st line, **delete** ' , including but not limited to vasectomies,'

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 2

Change paragraph 2 to

'Conference further notes that pre-planned medical procedures, including but not limited to hysterectomies and vasectomies, are routinely undertaken following professional medical advice and require appropriate recovery periods to ensure safe return to duties.'

B&EMM

AMENDMENT 3

Change paragraph 4 to

'Conference highlights that medical advice following a pre-planned medical procedure commonly includes restrictions on lifting and physical exertion for a defined recovery period. Firefighters returning to duties prematurely, or being pressured to avoid sick leave, risk injury, compromised recovery, and reduced safety.'

B&EMM

AMENDMENT 4

Change paragraph 6 to

'Conference instructs the Executive Council to negotiate improvements to the Grey Book for firefighters recovering from specifically agreed, pre-planned medical procedures and to report back by Conference 2027.'

B&EMM

18. COMPETENT PAY

Conference notes the importance of annual pay discussions and the removal of trainee rates of pay.

Conference also notes that development rate of pay is still significantly less than competent rate of pay.

Conference is aware that up and down the UK, UK Fire and Rescue Services award competent rate of pay at different times ranging from first day at station to 4 years of service.

Conference understands that there must be a period of development before a firefighter is competent, but that does not mean pay has to reflect this.

Conference notes that all firefighters whether on development or competent rate risk their lives performing the same duties day in day out.

Conference instructs the Executive Council to do all possible to ensure that firefighters nationally are paid competent pay from their first day on station and to report back by Conference 2027.

LONDON

19. BALLOT RECOMMENDATION COMMUNICATIONS

Conference notes the importance of communicating information to members and utilising all available channels to do so.

Conference further notes, however, that some information should be reserved for members only.

Conference is aware that during the 2025 pay ballot the Executive Council (EC) recommended that members accept the pay offer, and that this recommendation was shared widely and repeatedly.

Conference recognises the trust members place in their elected EC and the considerable work undertaken on their behalf.

Conference further recognises that the recommendation was reached following careful consideration of a range of relevant factors, which were appropriately detailed within member communications.

Conference has no issue with the content of the recommendation itself and believes such recommendations remain an important reference point for members when casting their vote.

Conference believes that the sharing of ballot recommendations outside of direct-to-member channels, particularly via social media, places unnecessary and unfair pressure on members who may hold a different view to that of the EC.

Conference is concerned that, should a democratic ballot result not align with the EC's recommendation, the public circulation of that recommendation may create a perception of division or weakness within the Fire Brigades Union.

Conference therefore instructs the EC to restrict communications relating specifically to their recommendation on how members should vote in any ballot to channels that are delivered directly to members, and to members only.

BUCKINGHAMSHIRE

AMENDMENT

Paragraph 6, **remove** 'has no issue with the content of the recommendation itself and'.

MERSEYSIDE

PENSIONS

20. PENSIONABILITY OF INCIDENT OVERRUN OVERTIME

Conference notes that firefighters are frequently required to remain on duty beyond the end of their rostered shift where operational incidents are still ongoing. This extension of duty — commonly referred to as incident overrun overtime — arises from operational necessity rather than personal choice.

Conference further notes that under the current structure of the Firefighters' Pension Schemes, payments made for overtime are not generally treated as pensionable pay. In practice, this means that firefighters who are required to remain on duty beyond their contracted shift due to operational incidents receive no pension credit for this additional time worked.

Conference considers this position to be unfair. Incident overrun overtime is not voluntary but arises directly from operational commitments and the professional duty placed upon firefighters to remain at incidents until they are safely concluded. Such time is clearly identifiable through incident and mobilising records.

Conference therefore calls upon the Executive Council to:

- commission analysis of the impact on firefighters of overtime payments not being treated as pensionable pay where these arise from operational incident overruns
- explore options for seeking changes to pension scheme regulations so that time worked beyond rostered duty due to operational incidents can be recognised within pensionable pay
- report progress to the next Conference.

WEST YORKSHIRE

21. URBAN SEARCH AND RESCUE (USAR) – NATIONAL STANDARDS AND PENSIONABLE PAY

Conference recognises the importance of USAR capability across the UK Fire and Rescue Services (UKFRSs).

Conference notes that for a significant period there have been major inconsistencies between UKFRSs in relation to pay enhancements and the work undertaken by USAR trained firefighters.

Conference further notes that additional funding is provided to FRSs through the National Resilience Assurance Team and the Home Office, which should enable appropriate remuneration for USAR work with minimal or no additional budgetary impact.

Conference believes that the current arrangements create a postcode lottery, where USAR firefighters are treated and paid differently depending on their employer.

Conference affirms that any change must not reduce existing enhancements in those FRSs that already provide appropriate additional payments but must instead level up and bring consistency so that all brigades apply the available additional funding fairly and appropriately. In some cases, this is already pensionable.

Conference calls for a UK-wide standard, negotiated through the National Joint Council, which establishes that where firefighters undertake USAR skills and duties, they are paid accordingly, and that this payment must be pensionable.

Conference further calls for any agreed changes to be incorporated into the Grey Book as nationally recognised terms and conditions.

Conference instructs the Executive Council to:

- negotiate for USAR work to be formally recognised as work covered under the Grey Book
- secure additional pensionable pay for USAR duties and skills
- report back to Conference 2027 on progress made and/or agreements reached.

LONDON

OPERATIONS, HEALTH AND SAFETY

22. PROSTATE CANCER SCREENING FOR BLACK FIREFIGHTERS

Conference notes that prostate cancer remains one of the most significant health risks for men in the UK. Evidence from Prostate Cancer UK demonstrates that Black men have up to twice the lifetime risk of dying from prostate cancer compared with white men, with approximately 1 in 4 Black men diagnosed compared with 1 in 8 white men.

Conference recognises that Black men face systemic health inequalities which contribute to later diagnosis and reduced access to life-extending treatments. Early detection significantly improves survival outcomes, yet high-risk groups are not consistently targeted within existing awareness or occupational health programmes.

Conference further recognises that firefighters are exposed to additional occupational health risks and that Fire and Rescue Service (FRS) medicals currently do not consistently account for elevated prostate cancer risk in high-risk groups.

Conference believes that as a union committed to equality, safety and fairness, the Fire Brigades Union must challenge health inequalities which disproportionately affect Black members. Targeted early detection saves lives and supports workforce wellbeing and retention.

Conference, therefore, instructs the Executive Council (EC) to:

- commence a national campaign for FRSs to introduce risk-based prostate cancer screening within occupational health provision for Black male firefighters and other firefighters with a prostate in identified high-risk groups, from age 45
- pursue through appropriate negotiating bodies the inclusion of Prostate -Specific Antigen testing, with informed clinical guidance and consent, as part of periodic medicals for those in identified high-risk groups
- develop guidance and awareness materials for members regarding elevated prostate cancer risk and early detection.

Conference also instructs the EC to report on progress to Conference 2027.

B&EMM

AMENDMENT 1

Paragraph 2 **delete** second sentence

NORTHUMBERLAND

AMENDMENT 2

Add paragraph after paragraph 2

'Conference highlights the critical importance of early diagnosis and effective treatment pathways, noting that positive outcomes are significantly improved where cancers are detected early, yet no firefighters, including high-risk groups, have their occupational risk consistently recognised across primary and secondary healthcare settings, and are therefore not consistently targeted within existing awareness or occupational health programmes.'

NORTHUMBERLAND

AMENDMENT 3

Add bullet point

- 'develop initiatives to raise awareness and address any cultural or organisational barriers that may prevent firefighters from seeking early medical advice or participating in screening programmes'

NORTHUMBERLAND

AMENDMENT 4

Add bullet point

- 'work with relevant health bodies to ensure occupational risk, including exposure to carcinogens in firefighting, is consistently recognised within primary and secondary healthcare systems, including the use of clinical coding systems such as SNOMED, to support targeted screening and earlier diagnosis'

NORTHUMBERLAND

23. SUPPORT FOR FIREFIGHTERS UNDERGOING FERTILITY TREATMENT

Conference notes that firefighters undergoing in vitro fertilisation (IVF) treatment and intrauterine insemination (IUI) treatment are often expected to remain fully operational during the course of treatment.

Conference recognises that IVF and IUI treatment involve hormone medication and medical procedures that may cause side effects including fatigue, dizziness, nausea, pain and emotional strain.

Conference further recognises that operational firefighters may be exposed to smoke, heat, chemicals and carcinogens, and that this may raise health and safety concerns for those undergoing fertility treatment.

Conference believes that current workplace policies across UK Fire and Rescue Services (UKFRSs) do not consistently reflect the realities faced by firefighters undertaking fertility treatment and should be reviewed to ensure appropriate health, safety and wellbeing protections.

Conference instructs the Executive Council to:

- seek national guidance through the National Joint Council to ensure appropriate temporary alternative duties, flexible adjustments and support pathways are available to firefighters undergoing fertility treatment
- promote clear health and safety guidance to UKFRSs to ensure no firefighter is placed at unnecessary risk during IVF or IUI treatment.

LGBT+

24. GENDER SPECIFIC HEALTH RECORDING

Conference notes the growing body of research demonstrating that women firefighters experience distinct health risks, including increased incidence of reproductive health issues, breast cancer, thyroid disorders, musculoskeletal injuries and menopause-related impacts.

Conference further notes that current health recording systems across UK Fire and Rescue Services (UKFRSs) and national data sets such as the Firefighters Cancer and Disease Registry (FCDR) do not consistently collect, record or analyse data in a gender-specific way. This results in gaps in understanding, under-reporting of women's occupational health issues and missed opportunities to identify trends and mitigate risk.

Conference recognises that:

- women are under-represented in the UKFRS workforce yet face unique exposure and health patterns
- lack of gender-specific data contributes to poorer workplace adjustments, reduced early detection, and missed preventative interventions
- national and international evidence highlights a pressing need for gender-granular health monitoring to support improved policy, PPE design, occupational health provision, and presumptive legislation
- meaningful gender-based analysis is essential to achieving equity, safeguarding women's health, and ensuring that the Fire Brigades Union (FBU) can effectively represent all members.

Conference believes that a strong evidence base is essential for campaigning, negotiation, and future health protections for women firefighters.

Conference therefore instructs the Executive Council to:

- campaign for UKFRSs to implement gender-specific health recording, including tracking injury types, cancer diagnosis, reproductive health impacts, menopause-related issues and musculoskeletal trends!
- work with the FCDR and academic partners to expand data categories so that women-specific occupational health outcomes can be monitored, analysed and published
- develop national guidance for brigades on collecting and reporting gender-granular health data in a consistent, ethical and confidential manner
- lobby for the inclusion of gender-specific health reporting in National Occupational Health Standards and National Fire Chiefs Council aligned frameworks
- provide an annual report to the FBU Women's School and Conference 2027 summarising national findings, emerging trends and priority areas for action.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 1

Change 1st paragraph to

'Conference notes the growing body of research demonstrating that women and ethnic minority firefighters experience distinct health risks, including increased incidence of reproductive health issues, breast cancer, prostate cancer at an earlier age, thyroid disorders, musculoskeletal injuries, menopause-related impacts, sickle cell anemia, hypertension, stroke and heart disease.'

B&EMM

AMENDMENT 2

Change 2nd paragraph to

'Conference further notes that current health recording systems across the UK Fire and Rescue Services (UKFRSs) and national data sets such as the Firefighters Cancer and Disease Registry (FCDR) do not consistently collect, record or analyse data in gender-specific or ethnicity-specific way. This results in gaps in understanding under-reporting of women's and ethnicity occupational health issues and missed opportunities to identify trends and mitigate risk.'

B&EMM

AMENDMENT 3

Change 1st bullet point to

- 'women and ethnic minority members are under represented in the UKFRS workforce yet face unique exposure and health patterns'

B&EMM

AMENDMENT 4

Change 2nd bullet point to

- 'lack of gender-specific and ethnicity-specific data contributes to poorer workplace adjustments, reduced early detection, and missed preventative interventions'

B&EMM

AMENDMENT 5

Change 3rd bullet point to

- 'national and international evidence highlights a pressing need for gender-granular and ethnicity specific health monitoring to support improved policy, PPE design, occupational health provision, and presumptive legislation'

B&EMM

AMENDMENT 6

Change 4th bullet point to

- 'meaningful gender-based and ethnicity-based analysis essential to achieve equality, safeguarding women's and ethnic minorities health, and ensuring that the Fire Brigades Union (FBU) can effectively representing all members.'

B&EMM

AMENDMENT 7

Change 5th bullet point to

- 'campaign for UKFRSs to implement gender-specific and ethnicity-specific health recording, including tracking injury types, cancer diagnosis, reproductive health impacts, menopause-related issues and musculoskeletal trends'

B&EMM

AMENDMENT 8

Change 6th bullet point to

- 'work with the FCDR and academic partners to expand data categories so that women-specific and ethnicity-specific occupational health outcomes can be monitoring analysed and published'

B&EMM

AMENDMENT 9

Change 7th bullet point to

- 'develop national guidance for brigades on collecting and reporting gender and ethnicity granular health data in a consistent, ethnically and confidential manner'

B&EMM

AMENDMENT 10

Change 8th bullet point to

- 'lobby for the inclusion of gender specific and ethnicity specific health reporting in National Occupational Health Standards and National Fire Chiefs Council alignment frameworks'

B&EMM

AMENDMENT 11

Change 9th bullet point to

- 'provide an annual report to the FBU National Women's School and Black and Ethnic Minority Members School and Conference 2027 summarising national findings, emerging trends and priority areas for action.'

B&EMM

25. DECONTAMINATION FOR OFFICER MEMBERS

Conference commends the internationally recognised Fire Brigades Union (FBU) DECON campaign and notes Officer National Committee (ONC) Resolution 47 (2023), which called for additional decontamination control measures for officer members.

Conference notes that officers are routinely exposed to contaminants while lone working and spend extended periods in operational vehicles that may later be used with their families. Current policy does not adequately reflect these specific risks.

Conference believes officer members should expect standard and agreed control measures, including routine vehicle cleaning, dedicated decontamination bags, dignity when changing contaminated kit at incidents, and sufficient time to decontaminate where return to station is not possible.

Conference therefore instructs the Executive Council to seek to secure UK-wide, consistent decontamination standards that protect officers and their families from avoidable contamination exposure.

OFFICERS' NATIONAL COMMITTEE

26. OFFICER WORKLOADS FOLLOWING TRAUMATIC INCIDENTS

Conference notes that flexi-duty officers carry significant operational and managerial responsibilities. Following major incidents, deaths in service, or serious injuries, they face significantly increased workloads and prolonged demands.

Conference understands that during such periods they often work in isolation and their existing workload continues to accumulate while becoming the single point of contact for families and crews.

Conference believes that the cumulative impact of trauma-related responsibilities and excessive workload creates foreseeable stress risks, threatening member welfare, decision-making, and operational safety. This is a clear health and safety issue.

Conference therefore instructs the Executive Council to seek UK-wide recognition of these pressures, look to negotiate additional qualified officer support during periods of acute organisational stress, and seek to ensure that every UK Fire and Rescue Service adopts and enacts the Health and Safety Executive guidance 'Tackling Work-Related Stress' using the 'Management Standards approach – A step-by-step workbook'.

OFFICERS NATIONAL COMMITTEE

27. FITNESS STANDARDS

Conference believes that an ever-increasing ageing workforce is highlighting issues with the current fitness standards imposed on members in UK Fire and Rescue Services (UKFRSs).

Conference understands that this is of particular concern to female firefighters, who started their career in a UKFRS, unaware that they may be required to work to age 60 due to pension changes.

Conference instructs the Executive Council to review the appropriateness of the same fitness standards being applied to all members regardless of age and gender.

NORTHERN IRELAND

28. NATIONAL STANDARDS OF OCCUPATIONAL HEALTH PROVISION

Conference is concerned about the varying standards of Occupational Health provision throughout UK Fire and Rescue Services (UKFRSs).

Conference understands that employers have a duty of care and should ensure consistent and suitable Occupational Health provision across all UKFRSs, resulting in an improvement in and safeguarding of our members' mental health and wellbeing.

Conference instructs the Executive Council to raise with the national employers, that a consistent best practice and fit for purpose National standard of Occupational Health provision should be applied across all UKFRSs

NORTHERN IRELAND

29. NATIONAL STANDARDS FOR DECONTAMINATION – PROVISION OF WASHING FACILITIES ON ALL FIRE STATIONS

Conference notes the increasing evidence linking exposure to fire effluents, toxic particulates and other contaminants to higher rates of cancer and serious illness among firefighters. Guidance from the University of Central Lancashire (UCLan) has highlighted the dangers of secondary contamination and made clear that firefighters should not be expected to take contaminated clothing home to wash.

Conference further notes that structural firefighting kit is not fully particulate blocking and harmful substances, including per- and polyfluoroalkyl substances (PFAS), can contaminate undergarments and personal clothing. Despite this, provision of proper washing facilities remains inconsistent, with some firefighters still required to launder contaminated duty wear in their own homes.

Conference believes that sending firefighters home with contaminated clothing is unacceptable and represents a failure in employer duty of care. Workplace exposure must be controlled at source and providing washing machines and washing products on every fire station is a simple, practical and necessary safeguard.

Conference instructs the Executive Council to lobby through the National Joint Council to introduce national standards, requiring the installation of appropriate washing machines on all fire stations and to press employers to implement contamination best practice guidance in full.

CHESHIRE

AMENDMENT

After final paragraph ‘...best practice guidance in full.’ **Add** ‘The Executive Council should report back, no later than Conference 2027.’

MERSEYSIDE

30. NATIONAL STANDARDS ON FIRE STATION DESIGN

Conference notes the continuing absence of consistent national standards for the design and layout of fire stations across the UK.

Conference also recognises that standards vary widely not only between different fire and rescue services, but in some cases, within the same service.

Conference is concerned that a number of new-build and recently refurbished stations have not been designed in a way that properly supports effective contaminant control and that opportunities have been missed to incorporate practical, modern design features that reflect current understanding of occupational health risks.

Conference believes that fire station design is a workplace health and safety matter and must be treated as such. The lack of clear and enforceable standards risks creating inequalities in working conditions and undermines efforts to reduce exposure to harmful contaminants.

Conference further believes that principles such as effective clean and dirty zoning, appropriate decontamination and storage facilities and proper separation of welfare and operational areas should be standard in all new developments and refurbishments.

Conference instructs the Executive Council to campaign through the National Joint Council for the introduction of national minimum standards for fire station design and layout, with a clear focus on contaminant control and firefighter health and safety.

CHESHIRE

AMENDMENT

Last paragraph, 3rd line after 'layout,' **insert** 'in adherence to the Fire Brigade's Union Best Practice Facilities document'

NATIONAL WOMEN'S COMMITTEE

31. NATIONAL SAFETY STANDARDS FOR WATER-BASED TRAINING

Conference recognises that firefighter health, safety and long-term wellbeing must be paramount in all training environments, and that the level of protection afforded during training must be no less than that provided at operational incidents.

Conference believes no firefighter should be exposed to avoidable or unmanaged risk arising from inadequate environmental controls, poor water quality management, or insufficient decontamination procedures associated with water-based training exercises.

Conference demands that the Executive Council negotiate nationally agreed and enforceable minimum standards that must be established and applied across all UK Fire and Rescue Services, governing:

- regular and transparent water quality testing, monitoring and reporting
- the safe handling of contaminated run-off and training ground residues
- the mandatory use of appropriate and fit-for-purpose Personal Protective Equipment during all water-based training activities
- immediate, effective and properly resourced decontamination procedures following exposure
- access to clean welfare facilities, including suitable washing, changing and segregation of contaminated equipment.

Conference demands that robust health surveillance, exposure recording and long-term occupational health monitoring must form an integral part of any exposure management framework, recognising the cumulative risks associated with repeated participation in water-based training.

NORTHAMPTONSHIRE

32. PSYCHOLOGICAL HEALTH SURVEILLANCE IN FIRE AND RESCUE SERVICES

Conference notes that firefighters are routinely exposed to traumatic incidents, including fatalities, serious injury, incidents involving children and incidents involving colleagues.

Conference notes that cumulative exposure to trauma, sleep disruption caused by shift work and sustained operational pressures are recognised risk factors for poor mental health outcomes.

Conference notes that firefighters, like all workers, experience day-to-day pressures and stresses outside of work, including financial pressures, family responsibilities and wider social factors.

Conference notes that workplace demands, trauma exposure, shift patterns and organisational pressures can interact with and compound those external stresses, increasing overall psychological strain.

Conference notes that occupational data published by the Office for National Statistics confirms deaths by suicide among firefighters in England and Wales in recent years, and that several brigades have experienced multiple suicides within short periods.

Conference notes that fire and rescue services undertake mandatory health surveillance in relation to physical occupational risks, including respiratory health, asbestos exposure and hearing, but that there is currently no consistent national framework for psychological health surveillance within UK Fire and Rescue Services (UKFRSs).

Conference recognises that psychological injury arising from occupational exposure is a workplace health and safety issue.

Conference recognises that early identification and preventative intervention are preferable to reactive crisis response.

Conference recognises that mental health support and any associated assessment must be confidential, non-disciplinary and entirely separate from performance management processes.

Conference believes that firefighters deserve the same level of preventative protection for psychological health as they receive for physical health risks.

Conference believes that the absence of structured psychological health monitoring represents a gap in occupational health provision.

Conference instructs the Executive Council (EC) to commission research into best practice models of occupational psychological health surveillance within emergency services, both nationally and internationally.

Conference instructs the EC to consult with members and relevant experts in occupational health, trauma and suicide prevention.

Conference instructs the EC to develop a national best practice framework for an annual psychological wellbeing assessment which fire and rescue services can adopt.

Conference instructs the EC to ensure that any proposed framework includes confidential annual wellbeing screening, access to professional follow-up where required, structured post-trauma review pathways, and robust safeguards to ensure data protection and the exclusion of managerial access to individual results.

Conference further instructs the EC to campaign for the recognition of psychological health surveillance as an integral component of occupational health provision within UKFRSs.

STAFFORDSHIRE

33. WORKPLACE STRESS RISK ASSESSMENTS

Conference expresses concern that while the Health and Safety Executive (HSE) has published practical guidance for employers to manage work related stress, these are often overlooked or not even considered in UK Fire and Rescue Services (UKFRSs). The pressures associated with fire and rescue service work, including shift working, operational demands and workplace pressures can negatively affect wellbeing if not properly assessed and managed.

Conference acknowledges that while some UKFRSs have included these requirements in guidance documents or policies, these stress risk assessments may not always be applied in a consistent and meaningful way across all roles.

Conference further notes that the HSE encourages employers to use the Management Standards as the framework for stress risk assessment. These Standards help identify 6 primary causes of work related stress which are recognised as the main factors that can cause stress if not properly controlled.

Conference instructs the Executive Council (EC) to address the systemic failure of UKFRSs to carry out role-based stress risk assessments across all roles. The EC is tasked with:

- raise through the National Joint Council, the need for employers to assess and manage the risk of work-related stress in line with the HSE Management Standards
- campaign for role-based and activity specific stress risk assessments where appropriate, reflecting the particular pressures faced by fire and rescue service workers in all roles
- ensuring these assessments are done in consultation with employees, and involving them
- supporting the ongoing mental and physical health of members through effective stress risk management.

CAMBRIDGESHIRE

AMENDMENT

Add bullet point after 4th bullet point

- 'stress risk assessments should also consider the impact of discrimination, workplace isolation, and culture pressures where relevant, recognising these as contributing factors to workplace stress'

B&EMM

34. MENSTRUATION BEST PRACTICE GUIDE

Conference recognises that menstruation is a natural part of the female reproductive cycle.

Conference notes that menstrual health is still a taboo subject within the workplace and stigma is even more pronounced within male dominated sectors. This silence impacts employee health and results in many not seeking medical help for symptoms.

Conference believes women and those who menstruate should have free access to period products (including period knickers), dignified disposal options, private washing facilities, and policies, that recognise and accommodate the impacts of menstruation on well-being and dignity at work, including on the fire ground.

Conference instructs the Executive Council to create a menstruation best practice guidance document by Conference 2027. Without clear guidance, our members may face unfair treatment and discrimination.

LONDON

35. ROLE APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT (PPE)

Conference recognises that structural firefighting PPE is designed to provide high levels of thermal protection for breathing apparatus (BA) operations in fire conditions.

Conference further recognises that the majority of incidents attended by fire and rescue services are non-fire incidents, including road traffic collisions, flooding and other special service calls.

Conference notes the increasing frequency of heatwaves and wildfire incidents in the UK, as identified by national bodies such as the UK Climate Change Committee and the Met Office.

Conference is aware of the additional physiological strain placed on firefighters operating in extreme temperatures.

Conference is concerned that in many services the same structural firefighting PPE is routinely worn for all incidents, regardless of risk, including by personnel undertaking non-BA roles such as incident command, entry control, pump operation, casualty care and technical rescue.

Conference believes that the routine use of structural firefighting PPE for non-fire and non-BA activity:

- increases the risk of heat stress and associated cardiovascular and physiological strain
- restricts movement and operational effectiveness
- may contribute unnecessarily to contaminant exposure
- can make operational tasks more difficult for some member groups due to weight, bulk and thermal burden.

Conference recognises that forthcoming national PPE frameworks include provision for technical rescue or role-specific PPE designed to provide appropriate protection while improving mobility, comfort and heat management.

Conference believes that financial pressures must not be used as justification for failing to provide PPE that is appropriate to the role being undertaken and which minimises avoidable health risks.

Conference instructs the Executive Council to:

- develop and adopt a national position in favour of role-appropriate PPE for different operational activities
- engage with the employers' side of the National Joint Council and relevant national bodies to promote the provision of technical rescue or equivalent PPE for non-BA roles and non-fire incidents
- promote the principle that all PPE procurement must ensure suitability for the full diversity of the workforce
- integrate this work with the Fire Brigades Union existing campaigns on contaminants, cancer prevention and equality.

BERKSHIRE

AMENDMENT

Last paragraph, 3rd bullet point after 'must' **insert** 'be sex specific and'

NATIONAL WOMEN'S COMMITTEE

FIRE AND RESCUE SERVICE POLICY

36. INADEQUATE AND DANGEROUS CREWING LEVELS

Conference will recall Resolution 35 'Inadequate and Dangerous Crewing Campaign' moved by the National Retained Committee (NRC) at Conference 2023 and passed with the support of the Executive Council (EC).

Conference will additionally recall Resolution 24 'Inadequate and Dangerous Crewing Levels', also moved by the NRC, at Conference 2022 and again passed with the support of the EC.

The resolutions called for:

- the EC to compile information from all brigade secretaries detailing how widespread practices of crewing fire appliances with less than 5 riders were
- to then formulate a national strategy aimed at raising awareness of and opposing under crewing.

Conference believes that to date this work has not been completed.

Conference therefore instructs the EC to carry out this work, and for it to be completed by the end of 2026.

SCOTLAND

37. MINIMUM APPLIANCE QUALIFIED BREATHING APPARATUS (BA) CREWING LEVELS

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

Conference is appalled that some UK Fire and Rescue Services (UKFRSs) believe it to be acceptable and safe to allow Retained crewing levels to consistently fall below the minimum of 4 qualified BA wearers on a fire appliance.

Conference therefore believes that crews in UKFRSs where this is occurring are attending incidents with unacceptable control measures in place for the use of BA, and in particular for Rapid Deployment.

Conference instructs the Executive Council (EC) to conduct a survey of all UKFRSs regarding the frequency of crews being mobilised with less than 4 qualified BA wearers.

Conference also instructs the EC that upon completion of the survey, the information obtained is tabled with the national employers, to seek compliance from those UKFRSs who are in breach of a minimum of 4 qualified BA wearers on a fire appliance.

NORTHERN IRELAND

38. PRODUCTIVITY RECORDING SYSTEMS

Conference notes our terms and conditions are once again under attack, this time in the form of 'productivity', or productivity targets. Apps or other recording systems are being introduced into some fire services and members are being instructed to account for their time and actions.

Conference recognises this as another insult to our members and a tactic to attack our terms and conditions while they are under negotiation.

Conference therefore instructs the Executive Council to investigate the practice of recording time in the name of productivity and, if necessary, challenge this practice through our structures. Work should start immediately following Conference and progress should be reported back to members no later than the closing of Conference 2027.

TYNE AND WEAR

39. TERM-TIME LEAVE - EXCEPTIONAL CIRCUMSTANCES

Conference notes that UK Fire and Rescue Service (UKFRS) personnel are subject to operational demands that routinely restrict annual leave during school holiday periods due to minimum staffing requirements and emergency response obligations.

Conference further notes that, under the document 'Term Time Absence for Service Children', the section on Exceptional Circumstances states: "*When shift patterns only allow leave to be taken during term time.*" This recognises the unique constraints placed upon members of the armed forces.

Conference believes that UKFRS personnel face comparable constraints arising from shift systems and operational cover requirements, and that fairness and consistency require similar recognition.

Conference instructs the Executive Council to campaign for amendments to national education guidance and local authority policies to explicitly recognise UKFRS personnel as eligible for 'exceptional circumstances' consideration where operational requirements or shift patterns prevent leave being taken during school holidays.

WEST YORKSHIRE

40. ENSURING PROTECTION FOR ALL

Conference notes the collective agreements reached in London and Greater Manchester with the Fire Brigades Union (FBU), with regards to training for and responding to Marauding Terrorist Attack (MTA) incidents.

These agreements were reached after discussions facilitated by the National Joint Council (NJC).

Conference understands that whilst the training, exercising and pre-planning for MTA incidents in Greater Manchester and London has been significant there are obvious gaps when responding to a MTA incident.

Conference also understands that a recent MTA incident in Greater Manchester saw members wearing different levels of Personal Protective Equipment (PPE) due to fire appliances not being equipped with enough PPE for all firefighters.

Conference instructs the Executive Council to conduct a comprehensive review of current MTA PPE provision in Greater Manchester and London, to ensure that should national agreement on MTA be reached, every firefighter is provided with the same levels of PPE when responding to an MTA incident.

The findings and any proposed policy adjustments are to be presented no later than Conference 2027.

GREATER MANCHESTER

41. USE OF LONG-TERM ACTING UP ARRANGEMENTS

Conference notes that UK Fire and Rescue Services increasingly rely on long-term acting up arrangements to fill vacancies across operational roles.

Conference is concerned that prolonged acting up creates instability, uncertainty and stress for staff, as vacancies cascade through roles.

Conference believes that sustained reliance on acting up undermines workforce planning, morale and wellbeing and should not be used as a substitute for proper recruitment and promotion processes.

Conference instructs the Executive Council to campaign for time limits on the use of long-term acting up arrangements, to press employers to fill substantive vacancies in a timely manner.

LANCASHIRE

42. TIME TO BALANCE THE SCALES ON THE NATIONAL FIRE CHIEFS COUNCIL'S (NFCC'S) NATIONAL OPERATION GUIDANCE (NOG)

Conference is alarmed that the NFCC continues to hold too much influence on the operational guidance our members have to follow at operational incidents.

Conference acknowledges the work of the Fire Brigades Union (FBU) to get to the table and influence, in particular the progression of the Ministerial Advisory Group.

Conference believes that the NFCC poses a threat to our members. Members in UK Fire and Rescue Services (UKFRSs) are now subject to 'Operational Guidance' which is more akin to 'Operational Governance'. All of this imposed on our members without the relevant input and consultation with the FBU.

Conference seeks change.

Conference stands against the overarching, overbearing 'governance', disguised as guidance, according to the NFCC.

Conference instructs the Executive Council (EC) to make a strategic plan to tackle the mission creep and stranglehold the NFCC continues to have on UKFRS policy and guidance and seek a clear roadmap to the establishment of the College of Fire, where our members can be fully represented.

Conference seeks an update from the EC no later than Conference 2027.

LEICESTERSHIRE

43. POLICE CO-LOCATION

Conference reaffirms its 2018 policy, Police Collaboration, opposing Police & Crime Commissioner (PCC) governance of fire and rescue services and recalls the General Secretary's warning in his speech that 'we are not the Police' and that maintaining independence from policing structures is essential to protecting the humanitarian role and public trust in the fire service.

Conference notes that for several years the Fire Brigades Union has actively campaigned against PCC governance and welcomes the recent government announcement that this form of governance will be scrapped, ending what has been widely described as a failed experiment.

Conference further notes that collaboration with the Police remains a serious issue when co-location within fire stations, involves response policing. Such arrangements risk blurring the distinction between rescue and enforcement, undermining the effectiveness of fire and rescue services by weakening public trust and limiting community access.

Conference therefore instructs the Executive Council to write to all relevant Chief Fire Officers within 6 months to remind them of their obligations when considering co-location collaborations. Such arrangements must be demonstrably effective and efficient for both emergency services and must, in all circumstances, maintain clear distinctions between our significantly different roles. If future proposals for co-location do not meet these criteria, brigade committees must oppose both the proposals and their implementation.

WEST MIDLANDS

44. MINIMUM RIDERSHIP 5

Conference notes that UK fire and Rescue Services (UKFRSs) up and down the country have repeatedly tried to reduce the minimum number of crew on front line pumping appliances.

Conference notes that the public and firefighters are placed at greater risk when initial appliances attend fires with reduced numbers of crew.

Conference believes that frontline pumping appliances should have a minimum crew of 5 as a safe system of work.

Conference instructs the Executive Council to:

- begin a national campaign with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to lobby all UK governments with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- coordinate all brigades to campaign and lobby locally with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to negotiate with our employers with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to lobby for additional resources where required.

LONDON

45. RESPONSE TIMES

Conference notes that historically UK Fire and Rescue Services (UKFRSs) were required to meet standards for response times, known as standards of fire cover and these were subsequently abolished. In recent years UKFRSs throughout the country have seen a steady increase in appliance unavailability. This has undoubtedly resulted in potentially preventable fire deaths and firefighters being put at higher risk.

Conference notes that UKFRSs up and down the country have differing response times recorded in different ways.

Conference notes that the public and firefighters are placed at greater risk the longer the time it takes for an initial attendance at a fire.

Conference believes that there should be an initial attendance time of 5 minutes from time of call for the first appliance to attend.

Conference instructs the Executive Council to begin a national campaign consisting of:

- all UKFRSs having an attendance time of 5 minutes from time of call
- lobbying the UK governments with the aim of all UKFRSs having an attendance time of 5 minutes from time of call
- coordinate all brigade committees to campaign and lobby locally with the aim of all UKFRSs having an attendance time of 5 minutes from time of call
- negotiate with our national employers the introduction of a nationally agreed formal appliance availability measuring and recording mechanism, with the aim of all UKFRSs having an attendance time of 5 minutes from time of call
- lobbying for additional resources where required.

LONDON

AMENDMENT 1

1st paragraph, 5th line

Delete 'fire' so that content reads: 'in potentially preventable deaths and firefighters being'

SCOTLAND

AMENDMENT 2

3rd paragraph, 2nd line

Insert 'or other emergency incident' so that content reads: 'for an initial attendance at a fire or other emergency incident.'

SCOTLAND

46. STANDARDISATION AND REVIEW OF INSTITUTE OF FIRE ENGINEERS (IFE) QUALIFICATIONS WITHIN FIREFIGHTER APPRENTICESHIPS

Conference notes the inconsistent requirement across UK Fire and Rescue Services for firefighter apprentices to complete qualifications delivered by the IFE.

Conference further notes that this inconsistency has created a 'postcode lottery,' whereby the requirement to complete IFE qualifications is determined by geographic location rather than by role, competence or national standard.

Conference is concerned that members have raised issues regarding the impact of IFE examinations and associated assessment methods on neurodiverse learners, particularly where reasonable adjustments, alternative assessment pathways or appropriate support are inconsistent or inadequate.

Conference is further concerned that failure to pass IFE qualifications in some services prevents members from being deemed fully qualified and competent, directly affecting pay progression, access to the competent rate of pay, career advancement and overall wellbeing.

Conference recognises the stress, financial detriment and perceived inequity experienced by members who are otherwise operationally competent, but face barriers linked solely to examination requirements.

Conference believes that competence should be determined by nationally agreed occupational standards and demonstrable operational ability, not by geographic location.

Conference further believes that pay progression and recognition of competence must be fair, equitable and free from discriminatory impact.

Conference also believes that assessment frameworks within fire and rescue services must be inclusive and accessible to neurodiverse members, in line with equality legislation and best practice.

Conference is clear that a national role such as firefighter should have nationally consistent qualification requirements.

Conference instructs the Executive Council to:

- conduct a national review of the requirement for IFE qualifications within firefighter apprenticeships across the United Kingdom
- seek evidence from members regarding the impact of IFE qualification requirements on neurodiverse colleagues, including data on failure rates, reasonable adjustments, delays to pay progression and financial detriment
- lobby for the removal of any mandatory link between IFE examination success and progression to the competent rate of pay unless such requirements are nationally standardised, evidence-based and demonstrably fair
- campaign for a nationally standardised approach to firefighter qualification and competence assessment that ensures equality of opportunity regardless of geographic location.

BUCKINGHAMSHIRE

GOVERNMENT POLICY AND LEGISLATION

47. PROTECTING LGBT+ PEOPLE BY ENDING CONVERSION PRACTICES

Conference notes that so-called conversion practices are harmful and widely discredited interventions that seek to change or suppress a person's sexual orientation or gender identity.

Conference further notes that, despite repeated public commitments from successive governments, comprehensive legislation to fully ban conversion practices has not yet been enacted across the UK.

Conference believes that ending conversion practices is a matter of human rights, equality and safeguarding, and that trade unions have a responsibility to apply political pressure in support of this aim.

Conference instructs the Executive Council to:

- apply sustained political pressure on the Labour government to introduce and pass comprehensive legislation that fully bans conversion practices, with no exemptions
- work with the wider trade union movement and equality organisations to support and strengthen such legislation.

LGBT+

48. UPDATING OF THE 2007 CRITICAL ATTENDANCE STANDARDS (CAST) MODEL

Conference notes that the 2007 CAST model and associated Integrated Risk Management Plans (IRMPs) guidance were developed nearly 2 decades ago and do not reflect the modern risk profile facing UK Fire and Rescue Services.

Conference recognises the growth of high-rise and complex buildings, lithium-ion battery incidents, climate-related flooding and wildfires, terrorism preparedness requirements, and other emerging hazards.

Conference believes that reliance on outdated modelling risks underestimating community risk and undermining operational resilience.

Conference therefore instructs the Executive Council to campaign for the development of an updated national risk modelling framework and to support branches in challenging IRMPs that rely on outdated assumptions.

HUMBERSIDE

AMENDMENT

4th paragraph, 3rd line

Delete 'branches' and replace with 'brigade committees' so that content reads: 'and to support brigade committees in challenging'

SCOTLAND

49. OPPOSING PRIVATISATION IN THE UK FIRE AND RESCUE SERVICES (UKFRSs)

Conference notes the increased use of private companies within all facets of UKFRSs since 2010.

Conference reaffirms its belief that UKFRSs must remain publicly funded, publicly delivered and democratically accountable to the communities they serve. The gradual creep of private interests into publicly owned fire and rescue provision risks fragmenting and undermining national standards, weakening collective bargaining and compromising firefighter and public safety.

Conference further believes that the outsourcing and marketisation within UKFRSs to private interests represents a threat to workforce stability, operational resilience and nationally agreed terms and conditions.

Conference therefore instructs the Executive Council to:

- reaffirm and publicise Fire Brigades Union policy opposing privatisation, outsourcing and marketisation of operational fire and rescue service functions
- actively campaign against any expansion of private sector involvement in operational fire cover or service provision, including through engagement with national employers, local government and national government where appropriate
- provide guidance and practical support to brigades and regions resisting privatisation or outsourcing proposals
- report to Conference 2027 on developments and action taken.

NORFOLK

50. DEFENDING PUBLIC UK FIRE AND RESCUE SERVICES (UKFRSs) - NO PRIVATE SECTOR ENCROACHMENT

Conference notes the trend of the last 16 years of private corporations seeking to embed themselves within publicly funded emergency services through direct funding arrangements, infrastructure provision, and partnership models.

Conference notes the development of a potential public fire station assumed to the new nuclear power development at Sizewell C involving Suffolk Fire and Rescue Service is the latest example of such approaches. Arrangements such as this, risk establishing a dangerous national precedent whereby private capital gains influence, direct or indirect, over the provision, location and configuration of UKFRS assets.

UKFRSs exist to protect communities based on risk, not profitability or corporate infrastructure needs.

Conference therefore resolves to reaffirm unequivocally that the Fire Brigades Union will oppose any form of private sector involvement in core UKFRS provision.

Conference instructs the Executive Council to:

- conduct a national review of any agreements between national employers and private corporations involving funding of stations, equipment, or personnel
- provide support to affected members and branches where such arrangements are proposed or implemented
- develop a national campaign exposing the risks of corporate influence over emergency services
- to lobby government, Fire Authorities and local elected members to guarantee that UKFRSs remain fully publicly owned, publicly funded and publicly accountable
- to oppose through industrial and political means any attempt to introduce private control, private operational influence, or corporate-driven restructuring within the UKFRSs.

SUFFOLK

51. STATUTORY DUTY FOR FLOODING – TRAINING AND EQUIPMENT

Conference notes:

- flooding is and has been for some time an increasing and foreseeable risk across the UK
- UK Fire and Rescue Services (UKFRSs) are routinely mobilised to flooding incidents
- there is no consistent UK-wide statutory duty for flooding, creating a postcode lottery in training, equipment and capability
- firefighters are being asked to undertake hazardous flood operations without a national standard.

Conference believes:

- flood response is now a core part of emergency response and must be reflected in law
- any statutory duty must be matched by proper funding, training, equipment, and safe systems of work.
- firefighters should be provided with appropriate Personal Protective Equipment (PPE), training and specialist equipment.

Conference resolves:

- to campaign for a UK-wide statutory duty for UKFRSs to respond to flooding and flood rescue
- to demand ring-fenced funding across the UK nations to deliver this duty without cuts elsewhere
- to insist on UK-wide minimum standards for flood response, including training, PPE and equipment.

LONDON

AMENDMENT

8th bullet point, 1st line

Delete 'UK-wide statutory duty for UKFRSs' and **replace with** 'statutory duty for English Fire and Rescue Services' so that content reads: 'to campaign for a statutory duty for English Fire and Rescue Services to respond to'

SCOTLAND

52. TAX THRESHOLDS

Conference notes the importance of annual pay discussions, and the recent increases in pay secured, in order to keep members' wages in line with inflation and the general rising costs of day-to-day living.

Conference however believes that there is a forgotten element linked to pay of firefighters and other lower paid workers, which is the freeze in income tax thresholds.

Conference understands that these tax thresholds have been frozen since 2021 and the current Labour government plan to keep them frozen until 2031.

Conference notes that due to the threshold's being frozen and not increasing in line with inflation, lower paid workers including firefighters, control staff and other UK Fire and Rescue Service staff are now paying more tax on their earnings and may be pushed into the higher rate tax threshold.

Conference instructs the Executive Council to lobby all UK governments to stop the freeze in the tax thresholds and for them to be brought back in line to what they would have been if the freeze had not been implemented in 2021, placing more emphasis on higher earners who can afford to pay more.

This lobbying should be done in conjunction with other unions where possible.

LONDON

53. HMRC TREATMENT OF EMPLOYER-FUNDED HEALTH SUPPORT

Conference recognises the significant psychological risks faced by firefighters and control staff as a direct consequence of their operational duties.

Conference notes that members who develop work-related Post Traumatic Stress Disorder (PTSD) or other psychological injuries may require specialist counselling or therapeutic support in order to recover and return to full operational duties.

Conference is aware that in some circumstances UK Fire and Rescue Services have funded additional counselling or mental health treatment for affected members, only for those members to subsequently face a tax liability from HM Revenue and Customs (HMRC) on the grounds that such treatment constitutes a taxable benefit in kind.

Conference believes it is morally wrong that a firefighter or control member who suffers any work-related injury, whether physical or psychological, and who responsibly engages with treatment in order to return to duty, should face a personal financial penalty as a result.

Conference further believes that such situations risk creating a disincentive for members to seek appropriate support and undermine the principle that employers must take full responsibility for mitigating workplace harm.

Conference instructs the Executive Council to:

- seek specialist tax and legal advice on the current HMRC treatment of employer-funded mental health support for work-related psychological injury
- explore whether national guidance or negotiated arrangements could prevent members from suffering personal financial detriment in such cases
- consider whether changes to legislation or HMRC guidance should be pursued through lobbying, in conjunction with other trade unions
- examine whether, where no exemption can be secured, appropriate union-supported mechanisms could be established to prevent individual members facing financial hardship as a consequence
- report back to Conference 2027 on progress.

BERKSHIRE

TRADE UNION AND LABOUR MOVEMENT

54. SOLIDARITY WITH PALESTINE

Conference is appalled that since last year's Conference, the mass killing of civilians has continued in Gaza and that despite a supposed ceasefire, hundreds of men, women and children have been killed by bombs and bullets, by snipers, drones and fighter jets, and by illness and disease.

Conference condemns the attacks on Nablus fire station and the abduction of firefighter Sultan al-Ashqar, who has been held in Israeli detention since the raid on 16 October 2025, and sends our solidarity to all our comrades in Gaza, the West Bank and across the occupied territories.

Conference therefore instructs the Executive Council to:

- reaffirm the support of the Fire Brigades Union (FBU) for the people of Gaza and the West Bank through our communication channels
- use whatever influence they have through the FBU's affiliation to the Labour Party, to bring pressure to the UK government and the governments of the devolved nations to act to halt the actions of the Israeli regime and bring an end to the genocide in Gaza
- facilitate the sending of messages of solidarity to Nablus fire station and the crews who work there, and all other emergency service workers in the Palestinian occupied territories
- send a public message of solidarity to Francesca Albanese, United Nations Special Rapporteur, who is currently sanctioned by the United States government for speaking out against the genocide in Gaza.

SCOTLAND

55. TOGETHER TEESSIDE – BUILDING MOMENTUM FOR SOLIDARITY AND CHALLENGING

Conference notes the importance of solidarity and the continual battle against division and hate, across the UK and internationally, now more than ever.

Conference further notes the support that the Fire Brigades Union (FBU) has given to the *Together Alliance* and the day of action and celebration organised for the 28th March 2026, shows the continuing appetite for challenging inequality and building solidarity across communities throughout the UK, beyond the membership of the FBU.

Conference is aware that *Together Teesside* is, like the *Together Alliance*, a group of likeminded trade unions and local community leaders coming together to build a movement of solidarity to challenge and dismantle the division and hate that has been swelling on the streets of the UK.

Conference calls upon the Executive Council (EC) to provide support for *Together Teesside*, helping to build its recognition and reach within the local community of Teesside.

Conference further instructs the EC to set out a plan for further local community events across the UK, to be built with the support from national FBU, liaising with other unions and national community leaders, so that local FBU officials are both encouraged and supported in building their own solidarity events, bringing together their local communities.

Conference calls on this work to be carried out within the next 12 months with a report provided back to all regions no later than Conference 2027.

DURHAM AND DARLINGTON

56. LABOUR PARTY AFFILIATION

Conference recognises that Labour Party disaffiliation has been discussed at Fire Brigades Union (FBU) Conference in some capacity for many years and has been the subject of resolutions and/or emergency resolutions at every FBU Conference since 2022.

Conference believes that the issue raises many questions and can be considered divisive.

Conference also believes that the matter should now be decided by the wider FBU membership.

Conference instructs the Executive Council (EC) to arrange an independent ballot of all FBU members to decide if the FBU should remain affiliated to the Labour Party. This ballot should be undertaken in whichever way proves most cost effective to the FBU whilst also remaining compliant with any applicable trade union legislation.

Conference further instructs the EC to commence this ballot no later than 1st September 2026 and for the ballot to run for a minimum of 4 weeks. This will give officials the opportunity to engage with members through the structures of this union and engage in full and frank debate on this issue.

MERSEYSIDE

57. RESTORING DEMOCRACY - DISAFFILIATION FROM THE LABOUR PARTY

Conference is deeply concerned about the recent perceived undermining of democracy within the Labour Party during the Gorton and Denton by-election earlier this year.

Conference believes denying local members in Gorton and Denton the right to choose their candidate undermines the entirety of what our movement stands for.

Conference also believes this approach is wrong in principle, damaging in practice and must cease, and when any political organisation sidelines its members, it weakens its strength and undermines any ability to win people's trust and elections at a time when it is needed most.

Conference is of the opinion that lessons will never be learned if we continue to standby a political party who continues to act in this way, and that restoring democracy must be led by those that truly believe in it.

Conference demands that the Fire Brigades Union disaffiliate from the Labour Party until such time that democracy is restored.

GREATER MANCHESTER

58. LABOUR DISAFFILIATION

Conference recognises that the Fire Brigades Union (FBU) affiliating to the Labour Party under the leadership of Jeremy Corbyn was a step intended to align with a party which, at the time, had the best interest of our members, trade unions, and working people more widely, at heart.

Conference notes the appalling way that striking bin workers in Birmingham have been treated by Birmingham Labour councillors and believes that the Labour Party no longer holds the values which led to our affiliation in 2015.

Birmingham councillors are being supported and their attacks legitimised by national Labour leadership, who continue to impose unelected consultants on the city, stripping working people of their access to essential services, arts, culture and education.

Conference stands with Birmingham bin workers in their struggle against a party which is indifferent to their plight and to the plight of Birmingham residents whose civic environment deteriorates daily.

Conference believes that the aims and objectives of the Labour Party no longer reflects those of the FBU and therefore instructs the Executive Council to immediately begin the process to disaffiliate from the Labour Party.

WEST MIDLANDS

59. GREEN PARTY

Conference is aware that the Fire brigades Union (FBU) rule book states:

"... Fire Brigades Union is part of the working-class movement and, linking itself with the international Trade Union and Labour movement, has as its ultimate aim the bringing about of the socialist system of society."

Conference believes:

- as part of this endeavor the union has historically had strong links to the Labour Party and is currently affiliated to them
- although not explicitly calling itself a socialist party, under the leadership of Zack Polanski, the Green Party of England and Wales has many of the same values and policies as if it were one
- since this renewed focus on socialist policies, it has gained over 200,000 members and overturned a large Labour majority to win the recent by-election in Gorton and Denton, showing itself to be a viable alternative for the left.

Conference calls upon the Executive Council to build closer ties with the Green Party of England and Wales and open discussions on a formal relationship with the FBU.

DEVON AND SOMERSET

60. SOLIDARITY WITH PALESTINE

Conference notes:

- Israel's genocide in Gaza since October 2023 has killed at least 75,000 Palestinians, the latest bloody chapter in Israel's decades of apartheid, occupation, ethnic cleansing, and systematic violations of Palestinian human rights
- the International Criminal Court has issued arrest warrants for senior Israeli government officials for war crimes. Israel is on trial for genocide at the International Court of Justice (ICJ), which has already declared that Israel's occupation of the Gaza Strip and the West Bank, including East Jerusalem, is unlawful, along with the associated settlement regime, annexation and use of natural resources
- in September 2025, the United Nations (UN) Independent International Commission of Inquiry concluded that Israel has committed genocide in Gaza. This echoes the conclusions of legal experts, genocide scholars and Palestinian and international human rights organisations
- Palestinian and international human rights organisations, including Amnesty International and Human Rights Watch, have found that Israel is guilty of the crime of apartheid through its imposition of a system of racist oppression and domination against Palestinians across all areas under its control
- Palestinian civil society, including Palestinian trade unions, continue to call on trade unions and institutions worldwide to answer their calls for solidarity and demand an end to international complicity in Israel's violations of international law and Palestinian human rights.
- the call for Boycott Divestment and Sanctions comes from the broadest Palestinian civil society coalition, launched by over 170 organisations, representing the consensus view of Palestinians' in their historic homeland and in exile.

Conference believes:

- the expansion of land theft by Israel in Gaza and the West Bank demonstrates the continued attempts to deepen and entrench the illegal occupation and ethnic cleansing of Palestine, that the world's highest court, the ICJ, has determined to be unlawful
- upholding the inalienable rights of the Palestinian people requires international allies to promote the rights of all Palestinians, including the right of Palestinian refugees to return to their homes as stipulated in UN resolution 194
- Israel has ramped up its efforts to destroy Palestinian civil society, raiding, vandalising and proscribing organisations, while harassing workers using spyware, travel bans and illegal detention. We need now more than ever to show our support to them
- Palestinian people require our full solidarity, and the international community must be conscious of and resistant to attempts to redirect aid and solidarity away from Palestinians living through the crimes of genocide and apartheid, and towards Israeli led initiatives.

Conference instructs the Executive Council to continue to show solidarity with Palestine by:

- reaffirming our full commitment to working in partnership with our

Palestinian emergency service workers, providing meaningful solidarity through aid, training and campaigning to challenge British complicity and call for an end to Israel's regime of apartheid, military occupation and ethnic cleansing

- encourage branches and regions to affiliate to the Palestine Solidarity Campaign (PSC), supporting demonstrations, delivering education events to members and publicising workplace days of action and worker organising initiatives.
- develop our work on boycott, divestment and sanctions campaigns, working with PSC to engage members and reps across local authorities to participate in divestment campaigns, including supporting the work to divest local government pension funds from companies complicit in Israel's war crimes and violations of international law
- commit to ending our affiliation to organisations who do not align with these aims and who do not meet the threshold of recognising the full inalienable rights of the Palestinian people, including the right of return.

DEVON AND SOMERSET

EQUALITY AND FAIRNESS AT WORK

61. POLICE STOP AND SEARCH

Conference notes evidence of the disproportionate use of police stop and search powers against Black and Ethnic Minority communities across the UK.

Conference recognises that, as a result of this disproportionality, Black and Ethnic Minority Members may be more likely to experience arrest, even where no charge or conviction ultimately follows.

Conference further notes that in many UK Fire and Rescue Services (UKFRSs), arrest alone may trigger automatic suspension pending investigation or trial and as such, these suspensions can result in reputational damage, financial and mental health strain and long-term career consequences, even where no wrongdoing is proven.

Conference believes that employer risk assessment processes must be transparent, proportionate and evidence-based and must not compound the structural societal inequalities that may already exist within the criminal justice system.

Conference therefore instructs the Executive Council (EC) to:

- campaign for the publication and scrutiny of workplace suspension data within UKFRSs, disaggregated by race and ethnicity, in collaboration with other trade unions where appropriate
- develop model policies and guidance stating that arrest alone, without charge or demonstrable safeguarding risk, should not automatically trigger suspension
- call for transparent and evidence-based employer risk assessment frameworks that are capable of independent review
- develop and implement anti-racism and bias-awareness training for union representatives to strengthen support for members subject to arrest or suspension
- work with other trade unions to raise awareness of the impact of disproportionate policing practices on workers from Black and Ethnic Minority communities and to advocate for safeguards that protect due process and equality.

Conference instructs the EC to report progress to Conference 2027.

B&EMM

62. A STANDARDISED APPROACH TO RETURN TO WORK FOLLOWING MATERNITY LEAVE

Conference acknowledges that the Fire Brigades Union (FBU) has fought for better maternity provision with the Fight For 52 campaign and has won the full 52 in several fire services and a national uplift of 26 weeks full pay in 2024. The fight continues but we must also look beyond just the pay.

Conference believes that when someone returns to work after maternity leave there is not a standardised approach to what their return to work looks like. Experiences have been dramatically different across services in terms of what is expected for returning mothers. In some cases, women have been off work for nearly 2 years and getting back to work requires the right support and structure.

Conference instructs that rather than returning parents being subject to a postcode lottery, the Executive Council (EC) undertake a comprehensive review into the experiences of FBU members who have returned to the fire service following maternity leave in the past 3 years (2023/2024&2025).

Conference also instructs the EC to work with the National Women's Committee to devise a plan to identify issues, successes and practices via surveys, focus groups and/or individual meetings and report back by Conference 2027.

NATIONAL WOMEN'S COMMITTEE

63. FIRE BRIGADES UNION (FBU) WOMEN'S LEADERSHIP AND DEVELOPMENT PROGRAMME

Conference notes the persistent underrepresentation of women in leadership and decision-making positions within the structures of the FBU, including at brigade, regional, and national levels. These barriers exist for women seeking leadership roles within the union, including limited access to mentoring, networking, and confidence-building opportunities, alongside cultural and structural challenges. Evidence from across the trade union movement shows empowering women to take on leadership roles strengthens union democracy, improves representation, and supports more equitable and inclusive outcomes.

Conference believes that the FBU requires commitment to equality, and the need to ensure that our union reflects the diversity of our membership in its leadership and organising efforts.

Conference also believes that increasing the number of women in leadership and activist positions within the FBU is essential to building a stronger, more representative, and more effective union.

Conference believes furthermore that systematic support and development structures are required to remove barriers, develop skills, and encourage women to engage in union leadership at all levels and creating a dedicated programme to support women's leadership is an important step toward ensuring gender equity in our union's structures and processes.

Conference instructs the Executive Council (EC) to:

- establish a national Women's Leadership and Development Programme within the FBU, designed to support and encourage women members to take on leadership and representative roles in the union
- develop a structured mentoring scheme that pairs women members with experienced union officials, activists, and leaders for ongoing support and development
- provide regular training sessions, workshops, and events specifically tailored to building the skills and confidence required for union leadership, including public speaking, negotiations, campaigning, and member representation
- encourage all FBU regions, brigades, and sections to actively support the recruitment, development, and visibility of women activists and leaders
- ensure that this programme considers intersectionality and is accessible and inclusive to all women within the union, including those from Black, Asian and other minority ethnic backgrounds, disabled women, LGBT+ women, and other underrepresented groups
- require annual reporting by the EC to FBU Conference on the progress and impact of the Women's Leadership and Development Programme
- promote this programme through union communications to encourage widespread participation and support throughout the membership.

NATIONAL WOMEN'S COMMITTEE

64. CAMPAIGN AGAINST MISOGYNY

Conference notes the continued prevalence of cases of misogyny within UK Fire and Rescue Services (UKFRSs), including but not limited to discriminatory attitudes, harassment, and the undermining of women's roles within the workplace. Reports from women members across the Fire Brigades Union (FBU) highlight cultures that can normalise sexist behaviour and discourage the reporting of misogynistic incidents. Additionally, the findings of the FBU sexual harassment survey revealed alarming rates of harassment and discrimination faced by women nationally across UKFRSs.

Conference believes that misogyny is a systemic issue that undermines not only women but the safety, unity and integrity of all our members. The rise of misogynistic rhetoric in wider society, amplified by social media and public figures, contributes to normalising discrimination and violence against women. A collective, union led response is required to challenge and change attitudes and cultures that allow misogyny to persist. The FBU, as a democratic and progressive trade union, has a responsibility to lead on issues of equality and act in solidarity with women, both within UKFRSs and in wider society. Failure to act swiftly on agreed commitments, such as mandatory training, risks undermining trust in the union's equality work.

Conference therefore calls upon the Executive Council to:

- launch a union wide campaign to stand against misogyny, with full input from the National Women's Committee and the support of all national sectional equality committees
- prioritise the immediate rollout of the previously agreed mandatory sexual harassment training to all officials and ensure it is embedded in future ongoing training
- provide additional educational resources, workshops and awareness raising sessions for members on identifying, challenging and reporting misogyny in the workplace
- lobby fire and rescue service employers to implement robust, survivor-centred policies on misogyny, harassment and gender based violence
- collaborate with appropriate specialist organisations and movements working to end misogyny and gender-based discrimination to support best practice and solidarity
- encourage workplace branches to hold meetings to raise awareness of the impact of misogyny and to gather members' experiences and proposals for further action
- report back by Conference 2027 on the progress and effectiveness of this campaign, including specific updates on the rollout of mandatory sexual harassment training.

SCOTLAND

AMENDMENT

Change 3rd bullet point to

- 'Provide additional educational resources, workshops and awareness raising sessions for members on identifying, challenging and reporting misogyny, including misogynoir which is specific discrimination towards Black women'

B&EMM

65. MEDICALLY PRESCRIBED USE OF MEDICINAL CANNABIS

Conference notes that cannabis-based medicinal products (CBPMs) have been legally prescribable in the UK since 2018 and are used by patients to treat a range of medical conditions.

Conference recognises that firefighters, like other workers, may be lawfully prescribed CBPMs or other medications which could potentially trigger workplace drug testing or raise questions around operational capability.

Conference believes that members who are taking lawfully prescribed medication in accordance with medical advice should not face stigma, disciplinary action, or capability procedures solely because of that prescription.

Conference therefore instructs the Executive Council to develop national guidance and best practice for brigades on the management of prescribed medications, including CBPMs, addressing workplace drug testing, operational fitness, and protections for members from inappropriate disciplinary or capability action.

WEST YORKSHIRE

66. RETAINED DUTY SYSTEM (RDS) TO WHOLETIME RECRUITMENT AND DIVERSITY

Conference notes that recruitment pathways from RDS to Wholetime roles are increasingly used within UK Fire and Rescue Services (UKFRSs).

Conference is concerned that reliance on RDS to Wholetime recruitment can disadvantage groups who are under-represented in UKFRSs, as RDS roles often require working patterns, availability and geographic stability that are not accessible to all.

Conference further notes that recruiting Wholetime firefighters primarily from RDS risks weakening RDS provision by thinning out existing crews, effectively moving staff from one area of need to another rather than expanding overall workforce capacity.

Conference instructs the Executive Council to oppose recruitment models that rely primarily on RDS to Wholetime pathways, and to campaign for inclusive Wholetime recruitment processes that actively improve workforce diversity.

LANCASHIRE

AMENDMENT

3rd paragraph

Delete 'Conference further notes that recruiting Wholetime firefighters primarily from RDS risks weakening RDS provision by thinning out existing crews, effectively moving staff from one area of need to another rather than expanding overall workforce capacity.'

SCOTLAND

67. DEFENDING WOMEN'S BODILY RIGHTS

Conference notes the growing influence of right-wing groups and parties such as Reform UK, that are working alongside anti-choice campaigners to roll back women's reproductive rights.

Conference believes:

- access to safe, legal abortion is a fundamental healthcare right
- attacks on reproductive rights are part of a wider agenda that seeks to divide working people and undermine equality
- firefighters and control staff, as part of a proud, progressive trade union, have a responsibility to stand in solidarity with women and all those whose rights are under threat.

Conference resolves:

- to reaffirm the FBU's unequivocal support for a woman's right to choose
- to publicly oppose any political or campaign group that seeks to restrict reproductive healthcare access
- to continue working alongside the wider trade union movement and equality organisations to defend bodily autonomy, healthcare rights, and gender equality.

LONDON

ACCIDENT AND INJURY FUND (AIF)

68. MODERNISING THE DEFINITION OF DEPENDENT CHILD WITHIN THE ACCIDENT, INJURY AND DEATH BENEFIT FUND (AIF)

Conference notes that the AIF exists to provide financial protection and security to the families of members in the event of death or serious injury.

Conference notes that the current definition of 'dependent child' within the Rule Book does not automatically include children of a cohabiting partner unless they fall within a narrow interpretation of dependency.

Conference notes that modern family structures increasingly include blended families in which members live with, support and act as parental figures to children who are not biologically theirs.

Conference recognises that members frequently undertake long-term parental responsibilities for children within their household, including financial support and the responsibilities of family life.

Conference further recognises that reliance on discretionary ex-gratia payments following bereavement creates uncertainty and inconsistency in the administration of the Fund.

Conference believes that the Rule Book should reflect the lived reality of modern family life and provide clarity, fairness and consistency in the administration of the AIF.

Conference further believes that children who have resided in the same household as a member for a sustained period and who were financially or materially dependent upon that member should not be excluded from entitlement solely on the basis of biological parentage.

Conference therefore resolves that it is the policy of the union that the definition of 'dependent child' within the AIF should be amended to include a child of a spouse or cohabiting partner who:

- has resided in the same household as the member for a continuous period of not less than 2 years immediately preceding the member's death; and
- was financially or materially dependent upon the member at the time of death.

Conference instructs the Executive Council (EC) to prepare and bring forward the necessary amendments to Rule F2 at the next Rule Change Conference in accordance with Rule C12.

Conference further instructs the EC that, pending formal rule amendment, the management committee should have regard to this stated policy position when exercising its discretionary powers under Rule F2(9)(iii).

Conference instructs the EC to ensure that any proposed amendments preserve the financial sustainability of the AIF in accordance with Rule F2(9)(iv)

STAFFORDSHIRE

LEGAL

69. INJURY OR WORSE DUE TO 3 PERSON CREWING

Conference notes the stance taken by the Fire Brigades Union (FBU) in relation to 3 person crewing. The FBU have rightly called the practice dangerous and pointed out the risks that it presents to firefighters and the public.

Conference further notes, that some UK Fire and Rescue Services (UKFRSs) around the country continue to deploy crews of 3 to a wide range of incidents.

Conference instructs the Executive Council (EC) to adopt a policy, whereby, should any firefighter be injured, or worse, when deployed to an incident in a crew of 3, that the FBU will immediately engage solicitors to pursue a legal claim against the UKFRS involved. The EC will also write to all UKFRSs, informing them of this policy.

CUMBRIA

ORGANISING AND MEMBERSHIP

70. FIRE CONTROL MEDIA CAMPAIGN

Control Staff National Committee note that their profile has heightened within the Fire Brigades Union (FBU) and welcome the greater awareness and acknowledgement of Fire Control Staff nationally.

That said communications are often firefighter centric.

Conference instructs the Executive Council that a targeted media campaign be implemented to further raise awareness around reduced staff numbers within Fire Control's against ever increasing call volumes and workloads, and to promote this at all opportunities and levels. This work should be concluded by Conference 2027 enabling the campaign to be fully embedded within the FBU communications strategy.

CONTROL STAFF NATIONAL COMMITTEE

71. VALUING CONTROL FIREFIGHTERS

Conference recognises the vital, safety critical role of our control firefighters, who are the first point of contact for the public in emergency situations and provide essential operational support to our frontline crews.

Conference notes with deep concern that many operational fire control rooms continue to operate below agreed crewing levels and believes that under crewing creates unacceptable pressure on control firefighters, impacts their health and wellbeing and poses a serious threat to public safety.

Conference therefore instructs the Executive Council to lead a campaign for an end to the practice of operating fire control rooms below agreed crewing levels and in doing so promote the recognition of control firefighters as equal, professional and indispensable members of UK Fire and Rescue Services.

SCOTLAND

72. INTRODUCTORY BRANCH REPRESENTATIVE PACK

Conference recognises that members who step forward into representative roles for the first time may benefit from clear and accessible guidance on the structures, rules and responsibilities of the Fire Brigades Union (FBU).

Conference acknowledges the important role brigade officials play in supporting and mentoring new representatives, often alongside significant workloads.

Conference therefore instructs the Executive Council (EC) to develop an Introductory Branch Representative Pack to be issued to all newly elected branch officials. This pack should provide clear guidance on:

- the structure and rules of the FBU
- the roles and responsibilities of branch officials
- members conditions of service contained within the Grey Book.

Conference also instructs the EC to update the Branch Officials Handbook so that it reflects current FBU structures, guidance and values.

CLEVELAND

73. ENOUGH IS ENOUGH

Conference notes that in 2015, Cleveland Fire Brigades Union (FBU) wrote a CRMP response titled 'Enough is Enough' in response to proposed cuts within Cleveland Fire and Rescue service. In that document the Cleveland committee drew its line in the sand with regards to no more cuts.

Conference urges the Executive Council (EC) to put the FBU back on an industrial footing by putting our employers on notice by emphasising the FBU will not sit by and allow any further cuts to UK Fire and Rescue Services (UKFRSs) and that any cuts to frontline jobs will be met with the steadiest of resistance locally, regionally and nationally.

Conference instructs the EC to not only continue with the campaign of 'Cuts Kill' but to build on the campaign and to make sure that UKFRSs are under no doubt the FBU will fight tooth and nail, up to and including strike action if needed, to defend our jobs and defend our profession.

CLEVELAND

AMENDMENT 1

2nd paragraph, 1st line

Delete 'the FBU back on an industrial footing by putting' so that content reads: 'to put our employers on notice'

SCOTLAND

AMENDMENT 2

Paragraph 2 **remove** the words 'steadiest of' **replace with** 'strongest'.

MERSEYSIDE

74. INDUSTRIAL ACTION EARLY ENGAGEMENT

Conference recognises the need to build an evidenced based case when campaigning against proposed cuts to UK Fire and Rescue services (UKFRSs).

Conference also asserts the importance of early membership engagement to achieve industrial action when fighting frontline cuts.

Conference further recognises the crucial role that an early declaration of potential industrial action played in the defeat of proposed cuts in Avon Fire and Rescue Service in 2026.

Conference encourages all Fire Brigades Union (FBU) brigade committees to undertake early engagement with FBU members on industrial action when campaigning against cuts to UKFRSs.

AVON

75. USE OF THE TERM 'ON CALL'

Conference notes that the term 'On Call' was introduced by the National Fire Chiefs Council with the intent that it would better describe the duty system to members of the public and potential recruits. Assurances were given that the term would not replace the term 'Retained' which is the negotiated National Joint Council (NJC) Grey Book term for those that work the Retained Duty System (RDS).

Conference is concerned that the term 'On Call' is now replacing the term 'Retained' across UK Fire and Rescue Services (UKFRSs) with policies and procedures now referring solely to 'On Call', with some Services now introducing 'On Call Duty Systems' which could undermine the rights that were won for the Retained by our own union. But it is not just within UKFRSs that the term is prevalent. Within our own union, the term 'On Call' is now the term being used by officials and members to describe the Retained.

Conference is aware that the National Retained Committee have raised this issue with the National Officer and with the Executive Council (EC) and have been told that the position of the NJC Secretaries, and of the EC, is that the term 'Retained' is the correct term to describe our members who are working the RDS.

Conference instructs the EC to take all necessary steps to end the use of the term 'On Call' and to communicate this position to the employers, our own officials and to our members.

NATIONAL RETAINED COMMITTEE

INTERNAL ADMINISTRATION

76. EXECUTIVE COUNCIL DEMOCRATIC REPRESENTATION

Conference recognises the work undertaken by the Executive Council (EC) task and finish groups agreed by Conference 2025, but believes that in some instances the remit for this work and review did not go far enough.

Conference believes that whilst Conference provides the facility for democratic representation and decision making within our union, this is not fully replicated within the EC decision making process between conferences. Given the significant variation in regional membership size and density, vote weighting should reflect an equitable number of members per vote.

Conference further recognises that Rule C3 within the Rule Book confers power on the EC to make decisions that affect all aspects of members' working lives and that those decisions must be made through a structure that fairly reflects the membership, with power resting equitably in the hands of elected representatives.

Conference therefore calls upon the EC to commission an independent review to consider whether the current EC decision making structure and relevant rules provide the best possible democratic representation of the membership. This review must be concluded in order to report to and, where required, bring forward recommendations for decision at Conference 2027.

SCOTLAND

77. SOCIAL MEDIA COMMENTS

Conference is acutely aware of the impact of social media in shaping the discourse in modern society, and how toxic the content of some posts on many social media platforms can be.

Conference believes that as a member led trade union, with established structures, the Fire Brigades Union (FBU) social media platforms should be used solely for informing members, and not as a forum for debate.

Conference further believes that the correct forum for debate within our union is in fire stations and control rooms, in branch meetings, at brigade, area and regional committees and at Conference.

Conference therefore instructs the Executive Council to take the necessary steps to review and implement appropriate moderation settings, including disabling comments where necessary, to ensure FBU social media platforms are used for communication rather than internal debate.

SCOTLAND

78. CONFERENCE AND INCLUSIVITY

Conference believes that in order to demonstrate that the Fire Brigades Union is inclusive of its members across the whole of the United Kingdom (UK), Conference should be held in all 4 nations across the UK on a rotational basis.

Conference believes this is long overdue and therefore instructs the Executive Council and the Chair of Standing Orders, to commence with making arrangements to hold Conference in Northern Ireland, Scotland, Wales and England on a rotational basis.

NORTHERN IRELAND

79. OFFICIAL FIRE BRIGADES UNION EMAIL ADDRESS FOR EVERY BRANCH

Conference is concerned that there is currently no single, accurate and nationally accessible email contact list for all Fire Brigades Union (FBU) branches, which can create barriers to effective communication, collaboration, and the timely sharing of information between branches, the Executive Council (EC), and National Officers.

Conference recognises that branch officials are elected to represent members professionally, to correspond with employers and external bodies on behalf of the FBU, and to undertake union business in an efficient and accountable manner. Without consistent and recognised branch email addresses, communication can be fragmented, reliant on personal accounts, and potentially undermine data security, continuity, and the professional standing of the union.

Conference believes that providing each branch with an official FBU email address would strengthen organisational consistency, improve data protection and record-keeping, ensure continuity when branch officials change, and enhance the professional representation of members at local, regional, and national level.

Conference calls upon the EC to:

- establish and maintain an official FBU email address for every branch
- create and circulate a secure and regularly updated national directory of branch email contacts for use by branches, regions, and National Officers
- provide clear guidance on the appropriate use, access, and handover arrangements of branch email accounts to ensure continuity and compliance with data protection requirements
- implement this policy within 6 months to ensure all branches can represent the FBU professionally and undertake work on its behalf effectively.

CLEVELAND

80. APARTHEID OFF CAMPUS

Conference stands in solidarity with the Palestinian people and joins the global call for an urgent, lasting and meaningful ceasefire and an end to the indiscriminate killing and genocide.

Conference also stands in solidarity and unity with organisations campaigning for an end to the genocide, and for the perpetrators to answer for their crimes against humanity and to face justice.

Conference notes our longstanding affiliation with the Palestine Solidarity Campaign (PSC). One PSC campaign is to kick Apartheid Off Campus.

Conference also notes the final demand of Merseyside's resolution passed at the 2025 Fire Brigades Union (FBU) Conference:

"Conference instructs that the Executive Council now moves into more practical support. This should include:

- *encouraging Fire Brigades Union members to practically support these lobbies and any others that support the Palestinian people."*

Conference believes based on details published by the PSC, and is concerned that The University of Warwick have institutional ties with complicit institutions and companies amounting to £8,839,580.

In light of this information Conference is concerned that The University of Warwick is to host the FBU Conference from 2026 and consider this a direct conflict with Conference policy.

Conference therefore demands that the Executive Council look into this as a matter of urgency, that discussions take place with The University of Warwick and that if any breaches of FBU Conference policy exist, or if the PSC claims are substantiated, an alternate venue be found for future Conferences – one which aligns with our collective ethics and morals and Conference positions.

ISLE OF MAN

81. CHANGES TO HEAD OFFICE STRUCTURES

Conference notes that the Executive Council (EC) policy statement Unity and Strength, agreed in 2025, committed the Fire Brigades Union (FBU) to strengthening organising capacity, deepening representative development, enhancing communications and building an active, confident and democratic union at every level.

Conference believes that the functions of education, organising and communications are not peripheral administrative matters but core strategic capacities of the FBU, central to delivering Conference policy, supporting brigade representatives, and advancing the union's industrial and political objectives.

Conference reaffirms that Conference is the supreme government of the FBU and that structural changes which could materially affect the union's ability to deliver agreed policy must be subject to its authority.

Conference therefore instructs the EC to:

- produce a full report to regional committees within 3 months, setting out the rationale and process surrounding the recent changes to head office structures, including their alignment with existing Conference policy
- develop a clear framework for future changes to the structure of the union, including an impact assessment process for major organisational restructuring and ensuring early consultation with brigade and regional committees, to be presented to Conference 2027
- ensure that any future proposals which materially affect the FBU's capacity in education, organising or communications are brought to Conference for debate and decision prior to implementation
- provide, within 3 months, assurance of how the union will protect and sustain its core strategic functions, particularly education, organising and communications, in line with the commitments of the EC Policy Statement Unity and Strength.

Conference resolves that the strengthening of the FBU must be demonstrated in practice through the protection and development of its strategic functions.

WEST MIDLANDS

82. OPPOSITION TO THE REMOVAL OF DEDICATED EDUCATION LEADERSHIP

Conference notes the review of Head Office structures agreed by the Executive Council (EC) in December 2025 and the subsequent restructuring proposals reported to the EC in February 2026.

Conference further notes that these changes include the removal of the post responsible for leading the union's education function.

Conference believes that education is fundamental to the strength of our union, ensuring that members and representatives are equipped with the knowledge, confidence and organisational skills required to defend members, advance workplace organisation and build the union for the future.

Conference further believes that the Fire Brigades Union must maintain strong leadership and strategic direction for education and training across the union.

Conference therefore resolves that the Executive Council will:

- report to the relevant union structures on the future delivery, leadership and strategic direction of the union's education programme
- ensure that the union retains sufficient capacity and leadership to deliver high-quality education and training for members and representatives
- reaffirm the union's commitment to developing and expanding education for current and future representatives.

NORFOLK

83. FIREFIGHTER CONTROL MEMBERS CONTRIBUTION RATES

Conference recognises the ongoing work to establish pay parity between our firefighter control operators and firefighters.

Conference however notes that whilst there is a difference in pay, that there is not a difference in membership contributions.

Conference proposes that the membership contributions for control members reflect the difference in pay until such time as we have achieved pay parity for all operational staff.

SUFFOLK

84. SUBSISTENCE AND MILEAGE FOR FIRE BRIGADES UNION REPRESENTATIVES

Conference acknowledges that the Fire Brigades Union has a proud history of standing for fairness and respect at work, and that local representatives and officials play a vital role in supporting members and ensuring the effective functioning of the union.

Conference notes that current subsistence payments for representatives undertaking union duties are £5 for between 5 and 9 hours, and £10 for between 9 and 15 hours.

Conference understands that these payments are not intended as wages, but as basic subsistence.

Conference further notes that current mileage rates for union duties sit below HMRC approved rates, and that representatives frequently travel significant distances to attend meetings, investigations, welfare cases and other union business, often at personal cost.

Conference believes:

- subsistence and mileage arrangements should reasonably reflect the time commitment and expense incurred in carrying out representative duties
- regular review is necessary to ensure these arrangements remain fair, sustainable, and aligned with recognised standards.

Conference instructs the Executive Council to:

- review the current subsistence payments for representatives
- review mileage rates with reference to HMRC approved rates
- consider whether adjustments are required to ensure representatives are not financially disadvantaged
- report back with any proposed revisions by Conference 2027.

Conference affirms providing fair subsistence and mileage support is essential to maintaining a strong and effective representative structure across the union.

SOUTH YORKSHIRE

INDEX OF RESOLUTIONS

NO.	RESOLUTION NAME	BRIGADE OR SECTION
PAY AND CONDITIONS		
1	End the reduction of pay for members automatically deemed disabled under the Equality Act 2010	CONTROL STAFF NATIONAL COMMITTEE
2	Pay Reform Fire Control	CONTROL STAFF NATIONAL COMMITTEE
3	Pay Ballot Consultations	SCOTLAND
4	Grey Book Guidance for the Implementation of Half Pay During Periods of Sick Leave	DURHAM AND DARLINGTON
5	Redeployment Opportunities	SOUTH YORKSHIRE
6	Retained Duty System (RDS) – Leave Provision Reform	NORTH YORKSHIRE
7	On-Call Time and Working Time	SOUTH YORKSHIRE
8	Membership Consultation on Pay Offers	MERSEYSIDE
9	Pay Reform	MERSEYSIDE
10	Nationally Agreed Provision for Pay During Cancer Treatment	CHESHIRE
11	Retail Price Index (RPI) not Consumer Price Index (CPI)	GREATER MANCHESTER
12	Paid Time for Retained Duty System (RDS) Firefighters to Maintain Operational Fitness	LEICESTERSHIRE
13	Pay Negotiations: Protecting Members from Real-Terms Pay Cuts	STAFFORDSHIRE
14	A National Minimum Paid Special Leave for Family and Emergency Circumstances	SOUTH WALES
15	Paternity Allowance	SUFFOLK
16	Paternity/ Maternity Support Leave	LONDON
17	Medical Recovery Leave	LONDON
18	Competent Pay	LONDON
19	Ballot Recommendation Communications	BUCKINGHAMSHIRE

PENSIONS		
20	Pensionability of Incident Overrun Overtime	WEST YORKSHIRE
21	Urban Search and Rescue (USAR) – National Standards and Pensionable Pay	LONDON

NO.	RESOLUTION NAME	BRIGADE OR SECTION
OPERATIONS, HEALTH AND SAFETY		
22	Prostate Cancer Screening for Black Firefighters	B&EMM
23	Support for Firefighters Undergoing Fertility Treatment	LGBT+
24	Gender Specific Health Recording	NATIONAL WOMEN'S COMMITTEE
25	Decontamination for Officer Members	OFFICERS' NATIONAL COMMITTEE
26	Officer Workloads Following Traumatic Incidents	OFFICERS NATIONAL COMMITTEE
27	Fitness Standards	NORTHERN IRELAND
28	National Standards of Occupational Health Provision	NORTHERN IRELAND
29	National Standards for Decontamination – Provision of Washing Facilities on all Fire Stations	CHESHIRE
30	National Standards on Fire Station Design	CHESHIRE
31	National Safety Standards for Water-Based Training	NORTHAMPTONSHIRE
32	Psychological Health Surveillance in Fire and Rescue Services	STAFFORDSHIRE
33	Workplace Stress Risk Assessments	CAMBRIDGESHIRE
34	Menstruation Best Practice Guide	LONDON
35	Role Appropriate Personal Protective Equipment (PPE)	BERKSHIRE

FIRE AND RESCUE SERVICE POLICY		
36	Inadequate and Dangerous Crewing Levels	SCOTLAND
37	Minimum Appliance Qualified Breathing Apparatus (BA) Crewing Levels	NORTHERN IRELAND
38	Productivity Recording Systems	TYNE AND WEAR
39	Term-Time Leave – Exceptional Circumstances	WEST YORKSHIRE
40	Ensuring Protection for all	GREATER MANCHESTER
41	Use of Long-Term Acting Up Arrangements	LANCASHIRE
42	Time to Balance the Scales on the National Fire Chiefs Council's (NFCC's) National Operation Guidance (NOG)	LEICESTERSHIRE
43	Police Co-Location	WEST MIDLANDS
44	Minimum Ridership 5	LONDON
45	Response Times	LONDON
46	Standardisation and Review of Institute of Fire Engineers (IFE) Qualifications within Firefighter Apprenticeships	BUCKINGHAMSHIRE

NO.	RESOLUTION NAME	BRIGADE OR SECTION
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47	Protecting LGBT+ People by Ending Conversion Practices	LGBT+
48	Updating Of The 2007 Critical Attendance Standards (CAST) Model	HUMBERSIDE
49	Opposing Privatisation in the UK Fire and Rescue Services (UKFRSs)	NORFOLK
50	Defending the Public UK Fire and Rescue Services (UKFRSs) – No Private Sector Encroachment	SUFFOLK
51	Statutory Duty for Flooding – Training and Equipment	LONDON
52	Tax Thresholds	LONDON
53	HMRC Treatment of Employer-Funded Health Support	BERKSHIRE

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54	Solidarity with Palestine	SCOTLAND
55	Together Teesside – Building Momentum for Solidarity and Challenging	DURHAM AND DARLINGTON
56	Labour Party Affiliation	MERSEYSIDE
57	Restoring Democracy – Disaffiliation from the Labour Party	GREATER MANCHESTER
58	Labour Disaffiliation	WEST MIDLANDS
59	Green Party	DEVON AND SOMERSET
60	Solidarity with Palestine	DEVON AND SOMERSET

EQUALITY AND FAIRNESS AT WORK		
61	Police Stop and Search	B&EMM
62	A Standardised Approach to Return to Work Following Maternity Leave	NATIONAL WOMEN'S COMMITTEE
63	Fire Brigades Union (FBU) Women's Leadership and Development Programme	NATIONAL WOMEN'S COMMITTEE
64	Campaign Against Misogyny	SCOTLAND
65	Medically Prescribed Use of Medicinal Cannabis	WEST YORKSHIRE
66	Retained Duty System (RDS) to Wholetime Recruitment and Diversity	LANCASHIRE
67	Defending Women's Bodily Rights	LONDON

NO.	RESOLUTION NAME	BRIGADE OR SECTION
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68	Modernising the Definition of Dependent Child Within the AIF	STAFFORDSHIRE

LEGAL		
69	Injury or Worse Due to 3 Person Crewing	CUMBRIA

ORGANISING AND MEMBERSHIP		
70	Fire Control Media Campaign	CONTROL STAFF NATIONAL COMMITTEE
71	Valuing Control Firefighters	SCOTLAND
72	Introductory Branch Representative Pack	CLEVELAND
73	Enough is Enough	CLEVELAND
74	Industrial Action Early Engagement	AVON
75	Use of the Term 'On Call'	NATIONAL RETAINED COMMITTEE

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76	Executive Council Democratic Representation	SCOTLAND
77	Social Media Comments	SCOTLAND
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79	Official Fire Brigades Union Email Address for Every Branch	CLEVELAND
80	Apartheid Off Campus	ISLE OF MAN
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84	Subsistence and Mileage for Fire Brigades Union Representatives	SOUTH YORKSHIRE

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 6 weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than 6 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 1 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 3 resolutions, except where membership exceeds 1500 members. A Brigade/National Sectional Committee which exceeds 1500 members shall be allowed 1 resolution per 500 members or part thereof. The Executive Council shall not be allowed to submit more than 3 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 composed. 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 2 Tellers and 2 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 3 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 7 minutes, the seconder 5 minutes and any or each subsequent speaker, 3 minutes. The mover of an amendment shall be allowed 5 minutes and the seconder 3 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/their own, be absent from the Conference Hall when he/she/they are called, any other delegate representing a Brigade/National Sectional Committee or Chair or Secretary of the National Equalities sections 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. All attendees of Conference should use language that is appropriate and behave in a manner that will not cause offense. A point of order may be raised by any delegate where they feel that this is not being adhered to for the President to make a ruling on.
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 national officials of the Equality Sections, 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 6 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.



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