



RECORD OF DECISIONS 2025

Fire Brigades Union
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RECORD OF DECISIONS 2025

FIRE BRIGADES UNION

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EXECUTIVE COUNCIL POLICY STATEMENTS

EC 1. FUND OUR FIRE AND RESCUE SERVICE (FRS)

(AS AMENDED BY HEREFORD AND WORCESTER)

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

Investment impacts upon;

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

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

FOURTEEN YEARS OF HURT

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

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

These efforts were designed to ratchet up the pressure on firefighters to make our members do more for less. They were all designed to weaken the FBU, deny our members' rights to organise, speak out, and take action. They even introduced laws preventing protest (Public Order Act 2023) and added to the antiunion legislation through the 2016 Trade Union Act.

NEW TIMES, NEW STRUGGLES

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

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

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

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

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

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

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

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

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

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

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

The FBU must seize this opportunity to transform our FRS.

Conference resolves to;

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

EC 2. OPPOSING THE THREAT OF THE FAR RIGHT

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

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

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

FAR RIGHT IN BRITAIN

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

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

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

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

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

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

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

LABOUR MOVEMENT RESPONSE

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

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

Conference resolves to;

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

EC 3. A SAFETY- FIRST FIRE BRIGADES UNION (FBU)

(AS AMENDED BY THE NATIONAL WOMEN'S COMMITTEE)

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

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

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

Conference reaffirms our commitment to a safety-first FBU.

HEALTH AND SAFETY LAW

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

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

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

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

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

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

FBU SAFETY AND HEALTH PRIORITIES

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

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

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

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

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

- mobilise the entire membership in the struggle for safety, health and wellbeing
- demand prevention measures in all aspects of our working lives, so that our members will not in general be made sick or injured by their work
- retrain and reinvigorate, recruit and train a cadre of FBU safety reps
- renew and revive joint safety committees, where FBU safety reps can regularly raise matters of health, safety and wellbeing with our employers and their principal managers
- accelerate our DECON campaign on every fire station, control room, training centre, headquarters and any other fire service premises
- update and publish our best practice guide on contaminants
- continue to demand health monitoring for firefighters to monitor firefighter exposure to contaminants
- give full backing to the union's mental health project, in association with UCLan
- provide training to all FBU officials to eradicate sexual harassment
- recognise that sexual harassment is a health and safety issue
- raise the updated FBU best practice workplace facilities guide with employers and authorities to demand and deliver dignity in the workplace
- to demand additional investment from Governments to resource measures required to protect our members Health, Safety and Welfare now and in the future
- organise a health and safety summit, to bring together academics, researchers, practitioners, campaigners and safety reps.

EC 4. UNITY AND STRENGTH IN THE WORKPLACE – PRIORITISING OUR FUTURE TOGETHER

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

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

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

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

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

REFORMING AND STRENGTHENING OUR UNION

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

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

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

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

STRENGTHENING EQUALITY THROUGH INCLUSION

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

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

We therefore aim to recruit and train equality representatives within every workplace. We must ensure that issues of discrimination and fairness are confronted directly, never brushed aside.

We aim to dismantle barriers to participation, ensuring that all voices resonate within our structures.

BUILDING POWER ON ALL BRANCHES

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

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

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

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

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

BUILDING OUR FUTURE

The future of the FBU will be built on our capacity to mobilise, organise, and lead our members.

By rooting ourselves firmly in the workplace, we will build our membership density and enhance our power to defend our service and improve our members working lives.

Conference commits to:

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

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

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

PAY AND CONDITIONS

1. CORONATION/JUBILEE MEDALS FOR CONTROL

Conference notes the Kings Coronation medal, and previous Jubilee medals, are issued to *'serving frontline members of the emergency services, dealing with emergencies as part of their conditions of service, that have completed five full calendar years of service'*.

Conference is aware that some Fire and Rescue Services (FRSs) around the country consider their control room as frontline emergency service responders and have successfully requested medals on their behalf, others believe the Home Office criteria does not apply to control room officers and do not apply for medals.

Control room personnel around the country are the first point of contact for members of the public experiencing an emergency, they assess, reassure and coordinate the response, managing the incident until the arrival of crews. They deal with harrowing calls and incidents and face the same scrutiny as responding firefighters and officers in enquiries. The Grenfell Tower Inquiry Phase 2 Report (Volume 5, Chapter 78.3) specifically acknowledges that control room officers providing fire survival guidance *'become a first responder, giving critical advice to someone facing a life-threatening situation'*.

Conference believes all control room officers, regardless of their location, should be eligible to receive such medals.

Conference instructs the Executive Council to support efforts to recognise eligibility for control staff by;

- contact all FRSs requesting their support to ensure all control room officers are considered and classified as frontline/first responder
- contact Government to request their eligibility criteria specifically includes control room operators
- create template letters that can be sent to MPs requesting their support to get the criteria changed from members

LONDON AS AMENDED BY SCOTLAND

3. REASONABLE ADJUSTMENTS FOR DISABLED AND NEURODIVERGENT

Conference believes that UK Fire and Rescue Services must invest more into workplace inclusion and reasonable adjustments for disabled and neurodivergent people.

Members currently face a postcode lottery for access to reasonable adjustments. While a member in one service is paid to provide qualified coaching to neurodivergent members, in the service next door a member may be refused, because of cost, the provision of simple reading software that is commonplace in many industries.

Reasonable adjustments are not the price of employing disabled and neurodivergent people. They are common sense and moral investments in wellbeing and productivity.

Conference instructs the Executive Council to seek agreement through the National Joint Council that fire service employers commit to appropriate and consistent budgeting for accessibility and reasonable adjustment provisions.

AVON

6. RETAINED PAY NEGOTIATIONS

Conference notes that as a result of the work conducted by the National Joint Council (NJC) Retained Duty System (RDS) pay and reward working group that the 2024 pay offer included changes to how the RDS retainer was to be calculated, by amending the Grey Book and creating pay bands based on the hours of availability a firefighter committed to give each week.

Conference also notes that the fire service employers stated in their pay offer, in relation to the amendment to the Grey Book;

"We note the challenges facing the existing model, and do not claim that this amendment will solve all those challenges. Nevertheless, we do consider it a useful and important step at this moment in time, with additional reward being available to RDS firefighters, and greater flexibility for services."

Conference agrees with the fire service employers that the changes to the retaining fee with a maximum band of 15% of a wholetime firefighters wage for 120 hours availability, do not solve all of the challenges in recompensing RDS firefighters for the commitment and service they provide to their communities.

Conference instructs the Executive Council to continue to negotiate, through the NJC, to review and increase the percentages within the above mentioned Grey Book pay bands.

NORTHERN IRELAND

8. DRIVER PROTECTIONS

Conference is concerned at the lack of protection that is currently in place for our members who undertake driving as part of their role within the fire and rescue service.

Conference recognises that this is having an adverse effect upon the number of people actually undertaking emergency fire appliance response driving. This, in turn, has a negative impact on drivers, with those individuals burdened with driving more frequently thus further exacerbating the problem. This also deprives drivers of fulfilling other roles within the crew such as BA wearer or Entry Control Officer.

Emergency service drivers face additional added pressures, risks and additional responsibilities. If involved in an accident while on duty, there is a real financial risk to their personal and family vehicle insurance policies. There is also potential for disciplinary and legal action.

Conference is concerned at the reducing numbers of firefighters now undertaking emergency response driver training, due to this insurance protection issue.

Conference instructs the Executive Council to explore all avenues available to protect our members from personal financial detriment, to mitigate the risks to increased personal insurance premiums due to accidents while driving fire service vehicles on duty. If the current laws prevent or present an obstruction to providing protection then the Executive Council should seek guidance from lawyers and/or politicians for changes to legislation.

Conference instructs that appropriate added pensionable remuneration is considered as a way of alleviating this ongoing exponential problem.

SOUTH WALES AS AMENDED BY SCOTLAND AND LONDON

11. NATIONALLY AGREED MINIMUM HOUSING ALLOWANCE FOR THE DAY CREWING SHIFT SYSTEM

Conference notes that fire services nationwide are reducing fire cover by shifting from traditional shift systems to the more cost-effective day crewing model. While this approach may lower operational costs, it demands twice the commitment from our members, requiring them to be continuously available for up to 96 hours to respond to emergencies. This heightened expectation means members must arrive at their stations within as little as four minutes, placing considerable strain on their family life and personal well-being.

Conference believes these demands also create significant financial challenges for members and their families. The requirement to live within a tight radius, sometimes as little as one mile from their home station severely limits housing options, often forcing members into areas where affordable homes are scarce.

Conference acknowledges that some fire and rescue services have taken steps to ease this burden by providing housing allowances, sometimes exceeding several hundred pounds per month, to help members afford to reside near their workplace. However, this practice is far from universal. Many services overlook the additional hardships their employees face and offer no support to offset rising living costs.

Conference instructs the Executive Council to address these disparities by pursuing pay parity across all services operating the day-crewing model by negotiating, through the National Joint Council, a nationally agreed minimum housing allowance for those working the day crewing shift system. This measure would support both current and future members, ensuring they can live affordably in the communities they serve while meeting the demands of their critical roles.

NORTH YORKSHIRE

14. WATER RESCUE

Conference is aware of differing allowances and remuneration for undertaking module three and module four water rescue responsibilities at various fire and rescue services within the UK. For firefighters who undertake these same responsibilities, it is unfair that some are receiving a level of additional remuneration and others are not. This appears to acknowledge that this work is outside the role of a firefighter.

Conference is aware some firefighters are not receiving any form of additional remuneration for their additional skillset and those who are getting remuneration are receiving this at varying rates.

Conference instructs the Executive Council (EC) to discuss a strategy of approaching the employers' side of the National Joint Council with a view to agreeing a nationally recognised, fully pensionable, remuneration package for this work. It should be ensured that those in receipt of a form of remuneration do not suffer as a result of any national agreement reached.

Conference believes this work could also mean a conclusion to the issue of water rescue being in the rolemap of a firefighter or not. If it is concluded that it is not within the role of a firefighter and no national agreement can be reached Conference instructs the EC to determine a national strategy on the issue and begin its implementation at the most appropriate time before Conference 2026.

DERBYSHIRE AS AMENDED BY SCOTLAND

15. MENOPAUSE AND ATTENDANCE MANAGEMENT

Conference notes that many women in UK Fire and Rescue Services (UKFRSs) who are menopausal or perimenopausal experience symptoms that can require them to take time away from work through no fault of their own.

Conference understands that many UKFRSs operate sickness procedures or attendance management policies where certain triggers are met after an employee is absent from work due to sickness, for a certain period of time, or after a certain number of occasions.

Conference also understands if a woman takes sick leave due to the symptoms of menopause or perimenopause this can contribute to sickness triggers being met, meaning that women can experience sanctions or find themselves too afraid to take sick leave for fear of hitting the triggers. This can mean that they are at work when they are not feeling well enough to do their job to the best of their ability, potentially putting themselves and others at risk.

Conference instructs the Executive Council to lobby employers of all UKFRSs to remove the symptoms of menopause and perimenopause from their attendance management or sickness procedure triggers in order to make a fairer workplace.

Conference instructs that these negotiations begin without delay, with a report back on progress by Conference 2026.

NATIONAL WOMEN'S COMMITTEE AS AMENDED BY HEREFORD & WORCESTER

19. EQUAL PAY DAY CREWING DUTY SYSTEM

Conference commends the recent work to increase pay for the Retained Duty System, however members working the Day Crewing Duty System who undertake retained duties have been ignored.

Conference is aware that from 1 January 2025, the retainer for working 31 hours per week, up to and including 60 hours per week is 7.5%. Members working the Day Crewing Duty System receive 5% retainer but should have been included in the pay uplift to 7.5% as they work the hours required.

Conference demands that the Executive Council urgently undertake negotiations with the employers side of the National Joint Council to ensure equality for members working the Day Crewing Duty System. A backdated payment of 7.5% retainer from 1 January 2025 would provide fairness for all members.

DORSET & WILTSHIRE

20. ADOPTION LEAVE PROVISION AND PAY

Conference notes that there is currently a disparity between adoption leave and maternity leave, with adoption leave pay covering 39 weeks of the 52 week entitlement at 90% of an individual's average weekly earnings for the first 6 weeks and £184.03 or 90% of an individual's average weekly earnings (whichever is lower) for the remaining 33 weeks.

Conference believes that the barriers that these financial disparities between maternity and adoption leave pose for both couples and individuals looking to start a family through adoption, means that for some adoption is not a viable option.

Conference is aware that in 2024 the rate of adoption for same sex couples was 20% of the total number of adopted children in the UK. For those individuals and couples where the traditional means of starting a family are not practicable, this disproportionately disadvantages them.

Conference instructs the Executive Council to explore the possibility of bringing adoption leave provisions and pay in line with maternity provisions and pay as set out within the Grey Book and report back to Conference 2026.

NORTHUMBERLAND

22. FITNESS TRAINING FACILITIES PROVISION FOR RETAINED DUTY SYSTEM (RDS) EMPLOYEES

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 understands that wholetime and Retained Duty System (RDS) firefighters are required to meet high physical standards to perform their duties safely and effectively. While wholetime firefighters are usually provided fitness training time during shifts, RDS firefighters often receive no equivalent support. This creates an unfair disparity, despite both roles having the same physical demands and fitness testing requirements.

Conference believes that this could be addressed in a range of different ways for example;

- RDS employees being able to claim for time spent fitness training on station
- financial contribution to gym memberships where suitable training facilities are not provided in the workplace.

Conference further believes that by properly supporting firefighter fitness, UK Fire and Rescue Services (UKFRSs) can reduce injury risks, improve performance, and promote well-being across the workforce.

Conference instructs the Executive Council, in order to increase fairness and operational effectiveness, to demand that UKFRSs provide adequate fitness provision for all employees subject to fitness testing, regardless of their duty system.

AVON

23. ESTABLISHING A NATIONAL STANDARD FOR CONTROL ROOM STAFFING

Conference recognises the continued under investment in control rooms and the loss of over 500 control posts since 2010.

Conference notes that while there is a national rolemap for control staff, there is no consistent method of determining the minimum number of staff required for a control room. This has resulted in employers using their own calculations to determine staffing numbers, including the use of mathematical formulas developed for call centres which do not take into account the unique nature of command and control room work.

Conference calls for the Executive Council (EC) to commence investigations into a UK wide standard for calculating crewing levels in a control room based on agreed factors including;

- national control rolemaps
- predicted call volumes
- resilience arrangements for surge and spate conditions
- consideration of minimum crewing levels for welfare reasons and to facilitate statutory breaks
- fire survival guidance at high-rise buildings
- continual professional development and routine training
- previous “Rule 43” recommendations regarding call monitoring.

Conference instructs the EC to report back to members no later than Conference 2026.

CONTROL STAFF NATIONAL COMMITTEE AS AMENDED BY HEREFORD & WORCESTER

24. RESIDENTIAL TRAINING COURSES

Conference acknowledges the Scheme of Conditions of Service, Sixth Edition 2004 Part E – Allowances and Reimbursements, para 3 Out-of-pocket allowance, states;

‘An employee who attends a residential training course (other than a recruits’ training course) as a student shall be entitled to the overnight out-of-pocket allowance set out in circulars issued by the NJC.’

Conference also acknowledges that the out-of-pocket allowance no longer reflects the true cost of living.

Conference instructs the Executive Council to begin work on enhancing the out-of-pocket allowance and report back no later than Conference 2026.

TYNE AND WEAR

PENSIONS

26. NORMAL PENSION AGE OF 55

Conference recognises the victories the Fire Brigades Union has achieved regarding pensions.

Conference notes that a normal pensionable age of 60 in England, Scotland and Wales is unacceptable.

Conference instructs the Executive Council to immediately start a campaign to ensure that all UK firefighters have a normal pensionable age of 55. That campaign should also include the review of accrual rates, to ensure that there is no financial detriment to members because of the earlier retirement age.

LONDON AS AMENDED BY MERSEYSIDE

28. 2015 FIREFIGHTERS' PENSION SCHEME ACTUARIAL REDUCTIONS IN ENGLAND

Conference notes the disparity in actuarial reductions applied to members of the 2015 Firefighters' Pension Scheme in England compared to colleagues in Wales, Scotland, and Northern Ireland remains unresolved with members in England faced with a reduction which is significantly higher than in the devolved nations.

Conference recognises that this remains an unfair situation where firefighters in England may have to consider not retiring due to the financial impact. Reaching the minimum retirement age is already a major concern for many of our members due to the physical demands of the job.

Conference in 2015 agreed;

'The FBU message to the new Westminster Government and to other governments is that we are not going away, and we will continue to fight for pensions for firefighters which properly reflect the challenges of their occupation. And that 'Conference reaffirms that the FBU's pensions dispute is not resolved, and our campaign will continue.'

Conference in 2018 instructed the Executive Council (EC) to;

'...raise with the Westminster Government, as a matter of urgency, the inequity in actuarial reductions across the different schemes.'

Conference instructs the EC to take all reasonable steps, including engagement with government, and legal avenues if necessary, to seek a fair resolution to this issue.

WEST MIDLANDS

29. FIT FOR PURPOSE OCCUPATIONAL PENSION

Conference is aware that the Firefighters' Pension Scheme 2015 (FPS 2015) has been running for 10 years and is due for a review.

Conference believes that it has been public knowledge for many years now that the Government's own review of the scheme has identified up to 92% of firefighters will not be able to maintain the required standard of fitness levels until the age of 60. This is wholly unacceptable.

Conference instructs the Executive Council to explore all avenues, including consideration of industrial action and do everything within its power to fight for an occupational pension that is fit for purpose.

CAMBRIDGESHIRE

31. DR WILLIAMS DISCRIMINATION

Conference is appalled to learn of the recent comments made by Dr A N Williams who stated that; *"the simple facts are that the fitness standard for fighting is set at VO2 Max 42 mlO2/kgmin and this is gender neutral. Male and female fire fighters have to achieve the same standard. Men are naturally fitter than women, and while the majority of men aged 55-60 are able to meet this standard, at age 50 only 10% of women can meet the standard, by age 55 only 5% can meet the standard, and by aged 60 only 1% can meet the standard. Female firefighters therefore have to maintain a very high standard of fitness to remain fit for operational firefighting."*

Dr Williams further noted;

"There is a natural difference in maximal fitness levels between men and women, these levels decline naturally with age, particularly after age 40, and it is particularly difficult for women to continue to meet the required standards unless they keep their weight down and continue to exercise regularly."

Conference notes that Dr Williams was the principal author of the guidelines for recruitment and retention in the Fire and Rescue Service in 2004 and again in 2012.

Conference further notes Dr Williams chaired the Government review into the Normal Pension Age for firefighters in 2012 which led to the attacks on firefighters pensions and ultimately the introduction of the 2015 scheme along with the imposed new normal pension age of 60 for firefighters.

Conference believes that the above comments are now evidence that the pension scheme changes are potentially unlawful on the grounds of sex discrimination.

Conference instructs the Executive Council to obtain legal advice in order to assess the merits of taking legal action against the 2015 pension scheme.

CUMBRIA

OPERATIONS, HEALTH AND SAFETY

34. NATIONAL CAMPAIGN AGAINST CREWS OF THREE ON A FIRE ENGINE

Conference notes that some Fire and Rescue Services across the country are choosing to operate fire engines with only three firefighters.

Crews of three severely compromise firefighter safety, operational effectiveness and the ability to carry out safe firefighting and rescue operations. Some fire and rescue services are resisting this practice, while others are being forced to accept it, leading to inconsistencies in response capabilities and safety standards across the country.

A minimum crew of five on a fire engine is essential for safe and effective firefighting and rescue operations, the reducing of crew numbers to three places both firefighters and the public at unnecessary risk.

Conference instructs the executive council to;

- launch a national campaign that gives all committees the ability to challenge the introduction of three-person crews with the backing of a strong, unified national position
- provide all members and officials with clear guidance, resources, and support to challenge any attempts to introduce or maintain three-person crewing
- support legal, industrial, and political action where necessary to maintain safe crewing levels.

LINCOLNSHIRE AS AMENDED BY MERSETSIDE

35. WORKPLACE STRESS

Conference recognises that while carrying out the functions of their role, our members can be exposed to hazards which result in them experiencing the psychological and physiological symptoms of stress.

Conference recognises that some Fire and Rescue Services are making progress in understanding their responsibility as employers to protect the mental health, wellbeing and safety of our members, however this progress has not gone far enough and often remains reactive rather than proactive.

Conference understands that Health and Safety Executive (HSE) statistics show that work related stress continues to be one of the highest causes of sickness absence in the workplace. Despite this, work related stress is not considered as reportable under the Reporting of Injuries, Diseases & Dangerous Occurrences Regulations (RIDDOR) as it is deemed to result from prolonged exposure to stressful situations, cannot be attributed to a single event and does not result in physical injury. Due to this determination within the regulations, employers do not have to show the same vigilance when dealing with the causes of workplace stress, as they would with hazards that can cause physical harm.

Conference therefore instructs the Executive Council to begin a lobbying campaign of both the Government and the HSE to recognise workplace stress as a defined workplace injury/illness and to review the RIDDOR regulations accordingly. This work should be carried out as part of a wider campaign through the Trade Union Congress.

SCOTLAND

36. NATIONAL RESILIENCE

Conference notes the long standing National Resilience arrangements that have been in place for UK Fire and rescue services (FRSs) to support each other when local resources are insufficient to deal with large-scale critical incidents, most notably during widespread national flooding and wildfire incidents.

More recently though, employers are seemingly utilising National Resilience arrangements to avoid having to train, equip and at times, pay their own firefighters to respond to known risks within the boundaries of their own Fire and Rescue Service. This tactic, if not stopped, has the potential to spread further and could inevitably see the decimation of some FRSs.

Conference instructs the Executive Council (EC) to conduct an urgent review to be concluded within 6 months into;

- what incident types should and shouldn't form part of National Resilience
- what each FRS should provide as a minimum local response before requesting national resilience support.

Once concluded the findings of the review must be presented to brigade officials and the EC must enter into negotiations with the National Joint Council to ensure employers are meeting their minimum response requirements before asking for national resilience support.

GREATER MANCHESTER

37. HEARING LOSS AMONGST FIREFIGHTERS

Conference understands that many Fire Brigades Union members suffer from hearing loss and tinnitus.

Conference believes that many of these members have suffered this injury in the workplace.

Conference is unaware of what research has been carried out on hearing loss amongst firefighters in the United Kingdom.

Conference instructs the Executive Council to carry out the relevant research, with a view to;

- investigating the extent of this Health & Safety issue nationally
- working towards the formation of a compensation scheme for members if applicable.

For reference a compensation scheme has been developed within the Armed Forces for hearing loss.

GREATER MANCHESTER

38. BASE LAYER STANDARDS

Conference notes that currently there are standards in place for protective clothing for firefighting, which include, BS EN 469:2005, ISO 15538, and BS EN ISO 20471 for protective clothing for firefighters, BS EN 15614:2007 for wildland clothing, EN 13911:2004 for fire hoods, EN 659:2003 for gloves, and BS EN 15090:2012 for footwear.

Conference also notes that currently there is no standard for base layer clothing, especially regarding dermal absorption of toxic contaminants and heat stress regulation.

The ongoing work of the Fire Brigades Union in the areas of toxic contaminants and heat stress has shown that the hazards posed to firefighters from the absorption of toxic contaminants through the skin and the exposure to heat stress is putting firefighters at an increased risk of occupational diseases, including cancer, heart attacks and strokes.

Conference is aware that over the last few years there has been progress made with textile technology that has led to the production of garments that can both reduce exposure to contaminants and increase the breathability of the fabric, thus reducing heat stress.

Conference instructs the Executive Council to explore all available avenues to achieve a clothing standard for base layers to be included within the standards for protective clothing for firefighters, that reduces the risk of dermal absorption of toxic contaminants as well as reducing the risk of heat stress and report back with a progress report no later than six months from the end of Conference 2025.

DURHAM AND DARLINGTON

42. NATIONAL FIRE CHIEFS COUNCIL (NFCC)

Conference notes the managed decline of the UK Fire and Rescue Services (UKFRSs), since the abolition of the Central Fire Brigade Advisory Council (CFBAC).

The CFBAC was described by home secretary James Callaghan in 1968 as a body that *“provided the ground on which all interests, the unions, the local authority associations and the Home Office, could get together to discuss the efficiency and welfare of the service.”*

In recent years we have seen the growth and influence of the NFCC, who claim to be the strategic voice of the UKFRSs.

NFCC Limited is a registered charity. Their financial statement for the year ending 31 March 2024 records a total income of over £10 million, of which over £6 million came in the form of a government grant.

The NFCC provide guidance to government on issues such as culture and leadership, operational preparedness, response and resilience, fit for the future and reform, to name but a few. It does so without any democratic mandate.

Conference is alarmed that the NFCC are introducing or changing operating procedures that fundamentally risk our member's health and safety at work without adhering to the legally required consultation and negotiation machinery. Neither do they act within the agreed NJC framework.

The NFCC code of ethics is used against our members in discipline cases yet we have no input into this code.

Conference notes the appalling behaviours and conduct by a number of Chief Fire Officers and senior leaders as reported in recent inspections, the NFCC have no authority to advise on values and behaviours in UKFRSs.

Conference instructs the Executive Council to call for the funding of the NFCC from the public purse to cease immediately.

CHESHIRE

44. ARTIFICIAL INTELLIGENCE

Conference recognises the inevitable advance of artificial intelligence technology and the potential for fire and rescue services to introduce its use.

Conference understands that there is a need to fully understand the risks and benefits for fire and rescue services in order to ensure that the health and safety of our members remains at the forefront of any decision making which proposes to introduce artificial intelligence technology.

Conference believes that it is also essential that we understand any potential risks posed to our members' job numbers, mental health and terms and conditions.

Conference instructs the Executive Council to commission a report by those with the relevant expertise to advise the Union on;

- the potential for the introduction into our industry of artificial intelligence technology and in which forms
- the potential risks and benefits for our members across all roles
- measures that workers within our industry can take to protect their safety, job numbers, mental health, terms and conditions
- developing an industrial strategy which seeks to protect our members with regards to any threats identified by the report.

WEST MIDLANDS

45. FITNESS TESTING – IMPROVED FLEXIBILITY

Conference understands most UK Fire and Rescue Service's have a fitness testing program that is rigid in the way it is implemented.

Conference recognises that the current standard of fitness for a firefighter to obtain is 42.3 V02 max, which can be demonstrated through various methods of fitness testing such as the shuttle run, Chester step test or Chester treadmill test.

Conference believes that this can cause a significant disadvantage to our women members who may be suffering from the symptoms of women's specific health issues such as menopause, endometriosis, ovarian cysts or heavy periods if their symptoms are particularly bad on the specified day they are required to undertake their fitness assessment.

Conference also believes that having a one size fits all approach is not inclusive and that providing more flexibility on how fitness testing is undertaken will ensure fairer working practice.

Conference instructs the Executive Council to produce a best practice document for employers, for flexible fitness testing and this should be undertaken in consultation with the equality sections.

Conference believes that this should include a proposal that employers provide a 28-day window in which employees can complete their fitness test to take into account that they may be suffering from the symptoms of menopause, menstrual cycle or a women's specific health condition.

Conference instructs that this work should be undertaken within six months with a report back to Conference 2026.

NATIONAL WOMEN'S COMMITTEE

46. JUSTICE FOR MEMBERS DIAGNOSED WITH CANCER

Conference is proud of the work commissioned by the Fire Brigades Union (FBU) to protect firefighters from the risks of cancer, including the UK Firefighters' Cancer and Disease Registry (FCDR) used to collect information on firefighters' work routines, exposure to effluents, lifestyle and health.

Conference is concerned that despite overwhelming evidence of the risks firefighters face throughout their daily duties and careers there has been a lack of action by the government to put in place the presumptive legislation required. Whilst researchers at the University of Central Lancashire (UCLan) and clinicians working at the Royal Preston Hospital continue to investigate possible causes of cancer the FBU must continue to campaign.

Conference is confident that the FBU will succeed in securing presumptive legislation to cover firefighters who contract certain types of cancer and demands that a database where all firefighters who have been diagnosed with cancer can register so that they, or their families can access compensation.

HEREFORD AND WORCESTER

48. TRANSPORTATION OF CASUALTIES IN FIRE SERVICE VEHICLES

Conference is concerned that some Fire and Rescue Services (FRSs) are creating policies and guidance that allow firefighters to transport seriously ill or injured casualties to hospital in fire service vehicles.

Conference believes this work to be unsafe for firefighters and the public alike and outside of nationally agreed rolemaps.

Conference instructs the Executive Council to form a national position to reject this work and re-iterate this position at the National Joint Council at the earliest opportunity in order that any examples of this work are halted in all FRSs as soon as possible.

CLEVELAND

49. STRENGTHENING THE FIRE BRIGADES UNION (FBU) MENTAL HEALTH EMERGENCY CAMPAIGN

Conference congratulates the FBU on the launch of its Mental Health Emergency campaign, a vital step in addressing the mental health crisis affecting firefighters. This campaign highlights the urgent need for improved mental health support and greater recognition of the psychological impact of the job.

Conference understands that while significant progress has been made, with many brigades now offering mental health first aid and counselling services, these provisions remain insufficient in addressing the long-term effects of trauma. Post-traumatic stress disorder (PTSD)/Post Traumatic Stress (PTS) continues to be a major issue within fire and rescue services, with many members facing unacceptable delays in accessing specialist care.

Conference instructs the Executive Council to ensure that the Mental Health Emergency campaign includes a demand for fast-track, fully funded mental health therapies specifically tailored to PTSD/Post Traumatic Stress (PTS) in firefighters. This must prioritise access to trauma-informed care, guaranteeing that no firefighter is left without the professional support they need.

SOUTH YORKSHIRE AS AMENDED BY HEREFORD & WORCESTER

50. DECONTAMINATION STANDARDS

Conference recognises the outstanding work carried out by the Fire Brigades Union and the University of Central Lancashire (UCLan) in their efforts to study and bring into focus the issues surrounding contaminants and cancer(s) within our profession.

Conference also recognises the disparity between different Fire and Rescue Services (FRSs) in their approach to decontamination, and their acceptance of the findings of these studies.

Conference instructs the Executive Council to establish a minimum standard of procedures for decontamination that should take place for all work carried out by our members and issue a minimum standard of equipment that should be used to ensure safe and effective decontamination post incident.

These standards should then be presented to the Ministerial Advisory Group to ensure compliance across all FRSs.

ISLE OF MAN

51. LONG COVID

Conference recognises that the many effects of long covid are still being discovered by medical experts.

Conference understands that these effects can be extremely detrimental to Fire Brigades Union (FBU) members and in some cases can lead to members being forced to leave the profession.

Conference notes that some employers are not recognising long covid as a recognised disability, again this has a detrimental effect on our members.

Conference instructs the Executive Council to set up a task and finish group to look into this matter and if necessary, set up further research into the effects of long covid on FBU members. This task and finish group should be formed within three months of the close of Conference 2025.

CUMBRIA AS AMENDED BY HEREFORD & WORCESTER

FIRE AND RESCUE SERVICE POLICY

53. REINSTATEMENT OF FIRE SERVICE PROMOTION EXAMS

Conference believes that a fair, transparent, and consistent promotion process is essential for maintaining professional standards and operational excellence within UK Fire and Rescue Services (UKFRSs).

Conference also believes that the removal of national promotion exams has led to inconsistencies in promotion criteria, reducing members' confidence in many UKFRSs in their promotion process, potentially undermining merit-based progression.

Conference instructs the Executive Council to negotiate through the National Joint Council the reinstatement of nationally agreed and recognised fire service promotion exams for all roles and to secure;

- a standardised examination process to ensure equal opportunities for all, regardless of location or fire service
- a clear, merit-based system that rewards knowledge, skills, and experience, enhancing leadership and operational effectiveness
- protection against localised or arbitrary decision-making that could disadvantage competent and experienced personnel.

NORTHERN IRELAND

56. NATIONAL STANDARDS MUST INCLUDE PROMOTION

Conference commends the excellent work by the Executive Council (EC) and head office to establish National Standards in our Fire and Rescue Service (FRS) and the successful lobbying which saw this critical aspect included in the Labour Party manifesto.

Conference demands the EC ensure that National Standards equally apply to promotion arrangements.

Conference believes that since the disestablishment of the Fire Service Examining Board, promotion processes have become haphazard and bespoke to individual FRSs, often with little emphasis placed on the ability to command complex incidents.

Conference understands that the act of passing a command course, which is intended to acquire the relevant skills, is often the only operational requirement to progress.

Conference believes that the issue for our employers is that the critical promotional tool of operational command has the potential to restrict their preferred candidates from progressing.

Conference recognises that this affects all our members as without operational command responsibilities FRS commanders are simply managers.

OFFICERS NATIONAL COMMITTEE

58. GOVERNANCE OBSERVER ROLE STATUS

Conference recognises that Fire Brigades Union (FBU) officials and members have the right to question and challenge decisions made by fire service management. That right is often limited or silenced when it comes to decisions made by a fire authority.

Conference notes that not all fire services fall under the governance of fire authorities and their constitutions.

Conference believe that whatever model of governance is in place in each brigade/area it is essential that workforce representatives have the ability to speak directly to, to challenge and to influence those decision makers.

Conference recognises that where FBU representatives have been given positions or observer status in governance structures, their contribution has been conducive to positive industrial relations.

Conference instructs the Executive Council to fully support the furtherance of such arrangements at a national level by raising this issue directly with employers at the National Joint Council, requesting that a position or at least an observer role is created within their constitution for an FBU representative to provide a voice for members during their meetings and other business. This will increase accountability and scrutiny for elected persons who oversee fire services.

SHROPSHIRE

TRADE UNION AND LABOUR MOVEMENT

60. GAZA – A FUTURE OF OCCUPATION

Conference notes with despair the recent comments by the President of the United States (US), suggesting that Gaza will be owned by the US, to be developed as they see fit with the population removed to neighbouring countries.

Conference recognises that the ethnic cleansing of Gaza, and the replacement of the Gazan population with Zionist settlers, has been deemed illegal under international law with Benjamin Netanyahu having warrants out for his arrest by the International Criminal Court, and the actions of his government being viewed a 'plausible genocide'.

Conference is appalled that the West Bank is now under occupation, with the same strategy being applied as was in Gaza, with infrastructure and healthcare destroyed, dense urban areas indiscriminately bombed and the civilian population fearing for their lives, with men, women and children being killed and maimed, or arrested and held without charge in Israeli jails, facing abuse and torture.

Conference is proud of the support the Fire Brigades Union has shown for the Palestinian people and calls on the Executive Council to exert pressure in whatever way they can on the governments of all devolved nations to ensure that the violence is brought to an end, that the rebuilding of Gaza is done for the Gazan people and that ethnic cleansing is opposed in the strongest possible terms.

SCOTLAND

62. TRADE UNION FACILITIES FOR RETAINED DUTY SYSTEM (RDS) REPS

Conference notes that it is becoming increasingly difficult to obtain Trade Union leave to attend training courses and to carry out the duties of a trade union representative.

Conference is further concerned that our part time members working the RDS, may not be afforded the same opportunity to attend training courses and carry out Trade Union Duties. This may be that our RDS members are not included within Trade Union Facilities agreements, or that the agreement(s) does not provide payment at the National Joint Council agreed hourly rate, for our RDS members, thus making it financially impossible for them to take up the role of Branch or Brigade Rep.

Conference instructs the Executive Council to conduct a survey of all Fire and Rescue Service (FRS) Trade Union facilities agreements, identify if the agreement is treating our RDS members less favourably, and to take the appropriate action to support brigade officials to rectify any shortcomings with the relevant FRS.

NATIONAL RETAINED COMMITTEE AS AMENDED BY SCOTLAND

63. MIGRATION AND ASYLUM

Conference believes that our movement must exemplify its commitment to working-class solidarity, social justice and anti-racism by standing up for migrants' rights.

Conference recognises that migrant workers are amongst the most vulnerable to exploitation and are made more vulnerable by anti-migrant policies, which limit their bargaining power with employers.

Strengthening migrant workers' rights strengthens the position of all workers. More broadly, working-class solidarity and socialist politics cannot flourish in a political environment in which anti-migrant agitation is running rampant. Pushing back against the right-wing offensive on this is essential for our movement.

Conference 2023 passed strong policy for defending migrants' rights, including to "explore how the Union can offer full support to those organising to resist anti-migrant and anti-refugee activity in our workplaces and our communities". We believe that since then this stance has become even more important.

Conference is appalled by the current government's approach. We have seen exploration of replacements for the Rwanda scheme, a blitz of raids against migrant workers, maintaining the limitation on asylum-seekers working, expansion of detention facilities and the refusal to create safe routes into the United Kingdom.

Conference believes the trade union movement must demand Labour changes course and implement our movement's humanitarian principles by expanding asylum rights and strengthening migrant workers' rights as part of strengthening rights for all workers.

Conference therefore instructs the Executive Council to work with the wider trade union movement, labour organisations and migrants' and asylum rights campaigners, to improve the rights of migrants. This work should include;

- campaigning publicly around migrant's rights
- producing materials for use amongst members
- lobbying government to create safe routes for asylum seekers.

A report on the progress of this should be commissioned in time for Conference 2026.

CHESHIRE

64. PRACTICAL SUPPORT FOR PALESTINE

Conference recognises that the people of Palestine have suffered greatly in the onslaught of genocidal attacks by Israel.

Conference 2024 saw resolutions passed for support for the people of Palestine.

Conference also recognises that the attacks have continued leading to the death, injury and displacement of Palestinian people.

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

- lobbying against the forced displacement of Palestinian people from Palestine
- contacting Chief Fire Officers (or equivalent) to request equipment, fire kit and fire appliances to be sent to Palestine
- lobbying for the safe passage of all equipment sent to Palestine
- lobbying for the right of self-determination for Palestinian people
- encouraging Fire Brigades Union members to practically support these lobbies and any others that support the Palestinian people.

MERSEYSIDE

EDUCATION

68. TUC TRAINING FOR REPS

Conference acknowledges the success and importance of the Fire Brigades Union (FBU) education programme, this has trained and supported our reps for many years but since the removal of the union learning fund reps have struggled to access TUC training. Reps face a patchwork of access to the TUC rep courses around the country with some being unable to participate in them at all.

Conference believes that these courses not only offer a longer form course but that they also allow interaction and networking with reps from other industries. By exposing FBU reps to the problems, solutions and success of other industries they gain exposure to new ideas and draw strength from their experience.

Conference instructs the Executive Council (EC) to lobby the government to re-instate this vital piece of funding which would allow universal access to the TUC courses. While a return to the full funding is the best outcome, Conference accepts that this is an aspiration, therefore Conference also instructs the EC to create a comprehensive list of those regions that cannot access TUC courses, and look to facilitate a way for all reps to access this vital training resource. The EC will report back to Conference 2026 on the availability of courses to the Union and any ways that reps can access these courses in areas that have lost access.

HUMBERSIDE

EQUALITY AND FAIRNESS AT WORK

71. MEDIA REPORTING STANDARDS

Conference acknowledges that the media is used to share political, topical and human interest news across the world.

Conference believes those who report the news have a moral obligation to share news, that amongst other things, is factual and ethical in both context and content.

Conference understands the Independent Press Standards Organisation (IPSO) regulates the content of news publications. It regulates more than 1,500 print titles and more than 1,100 online titles, including most of the UK's national newspapers. Members of the IPSO agree to follow the Editors Code of Practice, which is the framework used to uphold the highest professional standards. Within the framework there are sixteen clauses, one of which is discrimination. This clause sets out to protect individuals from discriminatory coverage.

Conference is aware that the National Union of Journalists (NUJ) have over 30,000 members, representing just over 27% of UK and Ireland journalists. The NUJ code of conduct sets out rules to ensure journalists do not produce material likely to lead to hatred or discrimination on the grounds of age, gender, race, colour, creed, legal status, disability, marital status or sexual orientation. The code states that content should also be accurate and fair.

Conference understands that it has long been recognised that the media plays a part in fuelling racial hatred by using negative terms, racist narratives and provocative depictions of Black and brown people within their reporting all of which cause mental, financial and physical harm to Black, brown and minoritised individuals and communities.

Conference instructs the Executive Council (EC) to;

- work with the NUJ to ensure that the Code of Conduct in relation to discriminatory reporting standards is adhered to by its members
- consult with NUJ Black members council to explore ways to bolster the effectiveness of clause 12 within the Editors Code of Practice
- report to IPSO to investigate all material considered to have content of a racial discriminatory nature either seen personally or brought to the attention of the Black members council
- support relevant ongoing research conducted by the Runnymede Trust challenging structural racism, noting their most recent report entitled 'A hostile environment: language, race, politics and the media.'

Conference further instructs the EC to research and challenge as necessary the mechanism in place to support IPSO rulings, basing challenge on data specifically related to the percentage of clause 12 (Discrimination), breaches deemed as 'No breach – after investigation'.

Conference instructs the EC, upon conclusion of research to lobby IPSO to further update as necessary the Editors Code of Practice to prevent, whilst being mindful of freedom of speech, racial inflammatory and prejudicial material.

Conference demands the EC provide regular updates to all officials in relation to this important work.

72. PROTECTING THE DIGNITY OF THOSE WHO SUPPORT OUR ALL DIFFERENT ALL EQUAL (ADAE) PROCESS

Conference notes the importance of our ADAE policy and the importance of the transparency of the process to our members.

Conference also notes that it is vitally important our Union protects the dignity of those who come forward and share their experiences of discrimination, bullying or harassment.

Conference instructs the Executive Council to amend the ADAE policy to ensure the complainants and witnesses only receive information that pertains to their involvement in the case through redaction of the final report.

BERKSHIRE

73. RIGHT TO APPEAL & RIGHT TO REPRESENTATION

Conference notes the importance of the “All Different All Equal” (ADAE) policy to facilitate a fair investigation into allegations of bullying, harassment or discrimination.

Conference also recognises the distress that can be caused to victims where officials or representatives of our Union provide representation to those who are perceived, by Regional Committee (RC) or the Representation Appeals Committee (RAC) (in the case of Fire Brigades Union (FBU) Officials), to have no arguable defence for the bullying, harassment or discrimination that they are alleged to have committed.

The ADAE policy permits the continued representation of an applicant, who is found to have no arguable defence as soon as the applicant has submitted an appeal against this outcome, as decided by the RC or the RAC (in the case of FBU officials).

Conference recognises the responsibility placed upon the RC and RAC but it equally acknowledges their skills, experience and consideration when assessing the cogency, consistency and eligibility of all evidence before determining whether or not there is an arguable defence.

Conference notes that the ADAE policy time period for an applicant to submit an appeal is seven working days.

Conference also notes that the ADAE policy states an appeal must be heard within 10 working days of receiving an appeal and expects this to be adhered to.

Conference therefore instructs the Executive Council to amend the ADAE policy and uphold the initial decision of the RC or RAC to withdraw representation until such time that an appeal successfully overturns any decision to withdraw representation.

BERKSHIRE

76. STRENGTHENING DIVERSITY, EQUALITY AND INCLUSION COMMITMENTS

Conference acknowledges that within days of entering the White House, President Trump directed the undoing of Diversity Equity and Inclusion (DEI) efforts within the federal government, terminating DEI in the federal workforce and in federal contracting and spending. His Executive Order also directs all departments and agencies to take strong action to end workplace DEI initiatives and encourage the private sector to take similar action.

Conference believes that the global uncertainty surrounding DEI has been exacerbated by large corporations like Amazon and Meta in the United States, which have started to scale back their DEI initiatives. This trend should prompt UK Fire and Rescue Services (UKFRSs) to scrutinise their procurement policies. It is crucial to prioritise DEI by avoiding business with companies that have diminished their commitment to these values or removed DEI statements from their websites. Ensuring that procurement practices align with DEI principles will reinforce the importance of promoting an inclusive and equitable environment.

Conference further believes that employers should seize this uncertainty as an opportunity to create intentional and meaningful improvements to their DEI measures, signaling their commitment to creating workplaces where everyone can thrive.

Conference recognises the need to remind employers that discrimination and prejudice is overt and not covert, and that they should combat any form of injustice such as discrimination.

Conference instructs the Executive Council to demand that all UKFRSs require businesses to demonstrate a commitment to DEI measures when procuring goods and services by reviewing their policies and demonstrate a tangible commitment to DEI ensuring public funds support ethical and inclusive practices.

LGBT+

77. EQUALITIES NETWORK RESOLUTION

Conference recognises the value and importance of specific equality sections and notes the hard work undertaken by them alongside Fairness at Work Officers, the Disabled and Neurodivergent Members' Forum, and allies from across the Fire Brigades Union to address the challenges and concerns facing members on issues of equity, diversity and inclusion.

Conference believes that we could better connect this work if we create space for collaboration to discuss issues, consider intersectional approaches, share good practice or knowledge and build allyship.

Conference therefore instructs the Executive Council to establish an Equalities Network to support and connect members and officials undertaking this work and build towards holding an annual forum for the Equalities Network to collectively educate, empower and build unity, and that the first Equalities Network Forum must take place before Conference 2027.

LGBT+

LEGAL

80. STRATEGIC LITIGATION FOR RACIAL DISCRIMINATION CASES

Conference believes that standardised processes, targeted support, and strategic litigation are essential to improving outcomes for race discrimination cases.

Conference calls on the Fire Brigades Union (FBU) through the Executive Council to;

- enhance training for FBU Representatives – develop standardised training to equip representatives with the skills to gather thorough and accurate information during interviews with victims of racial discrimination. Strengthening case evidence will improve tribunal success rates
- implement a specific and appropriate Case Recording System – establish a structured system to track historical and current discrimination grievances/claims, allowing data-driven strategies and interventions to challenge systemic racism in fire and rescue services effectively.

By adopting these measures, the FBU can lead the way in tackling racial discrimination, ensuring fairer outcomes for Black and Ethnic Minority members, and promoting a more equitable workplace.

Conference demands that progress on this work is reported to all officials by 31 December 2025.

B&EMM

ORGANISING AND MEMBERSHIP

83. SHARING OF INFORMATION IN THE FIRE BRIGADES UNION (FBU) STRUCTURES

Conference agrees the FBU is front and centre in helping all members whenever called upon and needed.

Conference recognises the importance of the FBU being able to contact all members to update them on all matters of significance and relevance.

Conference demands that members have the option to allow their relevant trade or equality section to contact them with sectional information.

Conference notes the General Data Protection Regulation in relation to information privacy and accepts that any information shared must be in accordance with this regulation on the processing and sharing of personal data.

Conference instructs the Executive Council to ensure that;

- all members of their relevant trade or equality section be given the option to allow their FBU held membership contact information data to be shared with the Secretaries and Chairs of the sections that they are part of, unless they state otherwise via a tick box 'opt out' option when signing up to be a member of the FBU
- an email is sent to existing members providing them an option for their data to be shared with the section(s) that they are part of, so that they can be informed of FBU sectional matters and provided information that would be relevant to them (unless they explicitly ask to opt out of their information being shared).

Conference instructs that this work commences at the close of Conference 2025 with regular updates to be provided to Equality and Trade Section sub committee meetings until the demands are delivered.

B&EMM

85. IMPROVED ENGAGEMENT WITH POTENTIAL NEW MEMBERS

Conference recognises that there is strength in unity. We are stronger together, forming a united front consisting of all Fire and Rescue Service employees, whether Grey or Green Book, Wholetime, Retained, Fire Control or support staff. Without a united front, we will see our pay and conditions decline. As a union, we are relatively good at recruiting new members into the union from the Wholetime workforce, but we could do better in the other areas.

Conference is aware that there are thousands of potential members out there, that could boost the membership and provide extra financial income. However, many of these potential members are in remote locations and their workplaces are currently not engaged with the functional structure of our union. None more so, than those working the Retained Duty System in rural locations. The consequence of not engaging with large areas of the workforce, is often the imposition of practices that are detrimental to the whole workforce, such as reduced crewing, unsanctioned Emergency Medical Response trials, Officer in Charge / Driver, Marauding Terrorist Attack and much more.

Conference believes that the current recruitment literature and presentation material would greatly benefit from being more role specific, and from the inclusion of role specific case studies and examples of the successful outcomes that have been achieved for members of each work group as a direct result of being members of our union.

Conference is also aware of the difficulties in reaching out to these potential new members, especially with the large workloads of our current active officials, and believes that brigade organisers would benefit from national assistance in the form of dedicated recruiters, who can help with targeting areas of low membership, and provide guidance on effective methods of signing up new members. There may also be other recruitment methods that are being successful in other unions that could benefit us, such as gift vouchers for recruiting a colleague into the union.

Conference instructs the Executive Council to explore ways of increasing engagement with potential future members, coupled with improved support for officials, and to implement a new national recruitment strategy.

NATIONAL RETAINED COMMITTEE

86. RETIRED OUT OF TRADE (ROOT) MEMBERSHIP INVOLVEMENT

Conference notes the value of the experience and expertise of ROOT members, especially ex representatives and officials, of the Fire Brigades Union (FBU).

Conference believes that this is a relatively untapped resource that current representatives and officials could utilise to the betterment of the FBU.

Conference instructs the Executive Council to support and encourage, via a social media campaign and guidance issued to all brigade secretaries, information on the value of ROOT member involvement at brigade and regional level and how their experience and knowledge can be used to make the FBU stronger.

CLEVELAND

INTERNAL ADMINISTRATION

91. MANDATORY TRAINING FOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference acknowledges the need for FBU officials to represent and advise members on a wide range of challenging issues.

Conference agrees that in order for elected officials to be properly supported they should be clear in regard to the expectation, requirements and necessary training required to carry out their roles.

Conference therefore instructs the Executive Council (EC) to create a working group to review what FBU education courses are deemed a mandatory requirement for elected brigade officials, regional officials and EC members positions. This work should be completed by, and any subsequent necessary rule changes brought to Conference 2026.

SCOTLAND

95. SOLIDARITY MERCHANDISE

Conference applauds the work that members of the Fire Brigades Union (FBU) have undertaken in support of affiliated groups, such as Palestine Solidarity Campaign, Care4Calais, Cuba Solidarity Campaign and others.

Conference further notes the success that the Care4Calais 'Paddington' T-Shirt had with members and supporters.

Conference believes that this is something we should encourage and grow.

Conference instructs the Executive Council to develop a 'Solidarity Range' through the FBU Shop that combines both the FBU logo and the logos and designs from affiliated groups. A percentage of any profits from this range should be donated to the affiliated group(s).

LANCASHIRE

96. FIRE BRIGADES UNION (FBU) RULE BOOK

Conference notes the numerous resolutions that have been agreed at previous conferences and now accepts the urgent need for the FBU Rule Book to be updated and made available to all members and officials of the FBU.

Conference believes there have been rule changes and amendments that all need to be implemented and the FBU Rule Book brought up to date.

Conference instructs the Executive Council to agree a method for a full review of the Rule Book and look at required updates as a consequence of other FBU business and the language used. The outcome of this review should ensure a more inclusive language is adopted and that the proposed updated Rule Book represents an up to date position and reflection of our Union and its structures. The proposed updated Rule Book should then be presented to Conference 2026 for agreement and/or amendment.

DERBYSHIRE

100. STRENGTHENING REPRESENTATION ON THE EXECUTIVE COUNCIL (EC)

Conference believes that the reinstatement of equality focused EC positions is crucial for ensuring that the union effectively represents and advocates for all its members, particularly those from marginalised groups.

Conference further believes that reviewing the EC positions will help the union make the changes necessary to create parity within our structures. This initiative will strengthen the union's commitment to promoting a fair, inclusive, and supportive environment for all members. The commitment to forming a dedicated working party to conduct a comprehensive review of the current EC positions is the beginning of our commitment to equity. The establishment of a working group could identify barriers to restoring equalities representation at EC level, and how to remove them, to ensure the Fire Brigades Union can return to having democratic input from people with lived experience into decision making at senior levels of union structure, in order to maintain its commitment to equality, equity, respect and unity.

Conference instructs the EC to establish a working group to assess the capacity and necessity to reinstate previously held equality focused EC positions and ensure its findings and recommendations are presented at the 2026 Conference for agreement and implementation.

LGBT+

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL

PAY AND CONDITIONS

2. 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 believes that there is a forgotten element linked to pay of firefighters and other lower paid workers, which is income tax and the higher rate of 40%.

This tax bracket has remained relatively similar for a considerable time and was originally set as an amount that should only affect those with higher paid incomes. Due to the threshold not increasing significantly in line with pay awards lower paid workers including firefighters, firefighters control and other fire and rescue service staff are now affected and it is not difficult to be pushed into the higher rate tax threshold.

Conference instructs the Executive Council to lobby the Labour Government for an increase in the 40% tax threshold and place more emphasis on higher earners who can afford to pay more.

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

LONDON

4. PATERNITY PAY AND LEAVE

Conference applauds the work of Fire Brigades Union members and officials in the 'Fight for 52' campaign and notes that while the campaign is still ongoing, it has already had success in contributing to the recent increase in the minimum Grey Book maternity provisions.

Conference agrees that minimum arrangements for paternity leave should also be improved for firefighters. Having six weeks leave on full pay would give non-birthing partners the opportunity to provide support and create the natural strong bond between parent and child during the early stages of a child's life, without a detrimental financial impact.

Conference instructs the Executive Council to commence negotiations with the National Joint Council employers side with the intention of achieving six weeks of paternity leave at full pay, for all Grey Book non-birthing parents, after their child is born.

SCOTLAND

5. TIME OFF IN LIEU FOR RETAINED DUTY SYSTEM (RDS) STAFF

Conference recognises that full time firefighters can elect to take 'Time Off in Lieu' as compensation for time spent at work which is over and above their contractual time.

Conference is concerned that the majority of our part time RDS members are not afforded the same option in relation to the additional time they spend giving cover, 'On Call'.

Conference believes that as the majority of Fire and Rescue Services are not recruiting sufficient numbers of RDS firefighters and are relying heavily on RDS employees giving additional 'Goodwill Hours', this situation seems unfair and may possibly breach the Part Time Workers legislation.

Conference instructs the Executive Council (EC) to establish, through legal channels, whether our RDS members are being treated less favourably, and, if this transpires to be the case, then the EC are to use all means available to them to ensure that our RDS members are given the entitlement to 'Time Off in Lieu' or that they are paid the additional hourly Retaining Fee rate as suitable compensation for each additional hour of cover provided.

NATIONAL RETAINED COMMITTEE

7. SHIFT NEGOTIATIONS: OPENING THE DISCUSSION TO CONSIDER FLEXIBLE DUTY SHIFT SYSTEMS

Conference notes there are varied flexible duty shift systems adopted within UK Fire and Rescue Services (UKFRSs). Day Crewing Plus and 24hr shifts have been brought to Conference for consideration previously and are still left unresolved.

Conference recognises the benefits that flexibility provides for our members who volunteer to work them.

Conference also recognises the barriers that brigade officials must navigate with a lack of discussion and consistency regarding terms and conditions.

Conference believes the benefits that our members have experienced are;

- a greater work life balance, as extended periods of time can be spent away from work
- the ability to pick work patterns that suit the member, with the ability to self-roster around family commitments
- a reduction in commuting times and costs
- financial security with additional payment/benefits of a shift workers allowance
- pension security with allowances being pensionable
- a reduction in carbon footprint creating a positive impact on the environment.

Conference believes the issues facing members who have been denied flexible opportunities are;

- the stress of long commutes to work and increased fuel costs
- members stay on station between shifts, in the absence of flexibility, where the employers allow
- time spent within the work building is unpaid and unsupported with a lack of welfare arrangements.

Conference instructs the Executive Council (EC) to conduct a survey to identify the varied shift systems worked across UKFRSs to identify the differences in terms and conditions and to provide guidance to brigade officials. This guidance will support brigade officials to negotiate fair terms and conditions for those members who volunteer to work them.

Conference instructs the EC to produce the results of this survey along with guidance by Conference 2026.

LANCASHIRE

16. PREGNANCY AND MATERNITY RETURN TO WORK

Conference applauds the Fire Brigades Union (FBU) 'Fight for 52' campaign calling on fire and rescue services to implement 52 weeks full pay maternity leave. Since the launch of the campaign five fire and rescue services across the UK have implemented 52 weeks full pay for maternity leave, with many more still in negotiations.

Conference is aware that the 2024 pay agreement with the National Joint Council included a new minimum provision of 26 weeks full pay maternity leave for all UK fire and rescue services. In addition to pay, the way in which women are treated by employers whilst pregnant or on their return to work varies significantly across the UK.

Conference instructs that the Executive Council (EC), with input from the National Women's Committee, provide clear guidance to employers by updating and republishing the FBU 'Negotiating Maternity, Paternity and Adoption Rights' guidance. This is to include a fitness strategy designed specifically for pregnant employees and returning to work mothers.

Conference instructs the EC that the FBU document 'Negotiating Maternity, Paternity and Adoption' is reviewed immediately and for it to be republished by Conference 2026.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 1

3rd paragraph, 5th line **delete** full stop **insert** 'and maintaining our demands for 52 weeks maternity leave on full pay and all other policies agreed by Conference concerning family leave i.e. maternity, paternity, adoption, stillbirth and miscarriage agreed at this or previous Conferences. In addition, the document must be considered a living document and be reviewed at least annually to reflect future Conference policies and/or legislative improvements.'

LONDON

AMENDMENT 2

4th Paragraph **delete** 'immediately' **replace with** 'without delay'

HEREFORD & WORCESTER

21. RETAINED ANNUAL LEAVE

Conference notes that the Grey Book provision for retained annual leave is less than the legislated statutory annual leave entitlement for part time workers.

Conference understands the statutory entitlement is currently 5.6 weeks as a minimum following government guidance introduced in 2009.

Conference believes that retained members have a right to more leave than current Grey Book provision and instructs the Executive Council to negotiate through the National Joint Council implementation of the maximum level of annual leave available for retained staff.

OXFORDSHIRE

OPERATIONS, HEALTH AND SAFETY

33. MENTAL HEALTH SUPPORT FOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference notes mental health is a real issue in fire and rescue services and one that the FBU takes very seriously. The FBU recognises the importance of policies in our workplaces that support individuals who are suffering with mental health issues. This includes stress and work life balance.

Conference notes our officials carry the additional responsibility to support members who are going through disciplines, hearings and grievances. This involves our officials working outside of their full-time jobs, hearing harrowing details of cases, and offering tireless support to our members.

Conference instructs the Executive Council to put in place robust mental health support for our officials.

LONDON

41. PERSONAL PROTECTIVE EQUIPMENT (PPE) DECONTAMINATION

Conference is aware that in July 2022, following a review of data from around the world, the International Agency for Research on Cancer declared Firefighting as a class 1 cancer causing profession, due to occupational exposure to cancer causing contaminants.

Conference applauds the work of the DECON project to highlight the dangers of contaminants to our members.

Conference also recognises the examples of best practice internationally with regard to on-station decontamination of breathing apparatus, gloves, and helmets and even in the design of fire stations and fire appliances to limit firefighter exposure to contaminants.

Conference instructs the Executive Council to negotiate and agree through the National Joint Council effective cleaning and decontamination measures of all PPE, to better protect the health and safety of firefighters.

NORTHERN IRELAND

43. CREATE AND SUSTAIN AN ANNUAL SURVEY FOR MENTAL HEALTH AND WELFARE

Conference applauds the Union's excellent proactive mental health work undertaken to date.

Conference instructs the Executive Council to create and sustain an annual survey to monitor the mental health and welfare of our members.

Conference believes the survey will be proactive in identifying trends and in recognising emerging issues. This anonymous survey could then compare regions and roles and identify best practice having the potential to improve the mental health of all our members.

OFFICERS NATIONAL COMMITTEE

FIRE AND RESCUE SERVICE POLICY

54. MARAUDING TERRORIST ATTACK (MTA)

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 MTA incidents.

These agreements extend the role of a firefighter to the roles and responsibilities associated with an MTA response and have seen an uplift in pay as well as setting out conditions for training, a concept of operations, and protections for the financial rights of those who are killed or seriously injured whilst attending an MTA incident.

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

Conference notes that no other fire and rescue service in the UK has an agreement with the FBU on the matter of MTA.

Conference does not accept that responding to declared MTA incidents, participating in MTA training, other than an awareness of and managing MTA operations, is within the role of a firefighter (Firefighter to Area Manager).

Conference is aware that a number of fire and rescue services have published policies requiring FBU members to be deployed to the warm and hot zones of a MTA, without entering into a collective agreement with the FBU.

Conference notes the employers in these services have effectively expanded the firefighter role in response to the publication of and the implementation of Joint Operating Principles Two and Three without the agreement of the FBU or the NJC.

Conference is of the view that not only does this present a significant risk to FBU members in these services, it also creates a two-tier model for the pay and the terms and conditions of firefighters.

Conference instructs the Executive Council (EC) to establish which services have a policy requiring FBU members to be deployed to an MTA incident within 8 weeks of the close of Conference 2025. Once this data has been gathered the EC must ensure a dispute is lodged in every service where this has been identified. Further to this, the EC must approach the employers' side of the NJC before the end of 2025 to demand that these policies are immediately withdrawn. If the employers' side of the NJC refuse or fail to get the policies withdrawn then the EC agrees to terminate the collective agreements in London and Greater Manchester.

CHESHIRE

55. TEMPORARY PROMOTIONS – END THE ABUSE

Conference instructs the Executive Council to seek to ensure that the use of temporary promotions within fire and rescue services is monitored and where necessary challenged, a limit of six months should ensure fairness of opportunity and help to reduce the inherent risks to our members at all levels.

While temporary promotions are clearly necessary, they are open to abuse by our employers, who may use this limited advancement to create a compliant and obedient workforce.

Conference is aware of employers who have deliberately used temporary promotions as a strategy to unsettle their workforce, for their own selfish agenda and to enhance their own position.

Conference understands that employers will blur the boundaries between operational and non-operational senior managers, to artificially create the apparent need for temporary operational roles.

Conference believes that our members and officials should be made aware of this threat in order to be able to recognise the impact it can have.

Conference further believes that this proactive measure will assist in managing the associated work-related stress of our members.

OFFICERS NATIONAL COMMITTEE

57. REVIEW OF MARAUDING TERRORIST ATTACK (MTA) RESPONSE STRATEGY AND NEGOTIATION RIGHTS

Conference acknowledges the unwavering dedication of the Fire Brigades Union (FBU) officials nationwide in maintaining our stance on MTA protocols.

Conference understands that despite the 2% pay enhancements secured in London and Greater Manchester for MTA related duties, no other brigade has successfully replicated these agreements.

Conference further understands that the unilateral implementation of Joint Operating Procedures Three by some fire and rescue services, without FBU consultation undermines our collective position.

Conference instructs the Executive Council to conduct a comprehensive review of our current MTA response strategy. This review should consider reinstating negotiation rights to brigade officials to empower localised decision making. The findings and any proposed policy adjustments are to be presented no later than October 2025.

SOUTH YORKSHIRE

AMENDMENT

4th paragraph, **delete** second sentence

SCOTLAND

GOVERNMENT POLICY AND LEGISLATION

59. SINGLE PARENTS – MAKE THE STATUS A PROTECTED CHARACTERISTIC

Conference believes that discrimination law (Equalities Act 2010) protects people against discrimination at work. Discrimination means treating someone 'less favourably' than someone else because of a protected characteristic. The Equalities Act 2010 currently lists nine protected characteristics. They are;

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Pregnancy and Maternity
- Marriage and Civil Partnership.

Conference understands that single parents face increased challenges within modern society without the legal protection afforded by discrimination law. Evidence shows that single parents disproportionately live in poverty, have low paid employment and have poorer mental health.

Conference is aware that in a survey conducted by Single Parent Rights Campaign, single parents reported significant disproportion in the following areas;

- mental health issues
- lowered income
- increased outgoings
- decreased ability to work.

Conference recognises that as a Union we fight to protect our members from any form of discrimination, and campaign for equality.

Conference further recognises the disproportionate challenges faced by single parents and instructs the Executive Council to support calls for single parents to be included as a tenth protected characteristic.

BUCKINGHAMSHIRE

TRADE UNION AND LABOUR MOVEMENT

66. FACILITY TIME AGREEMENTS FOR BRIGADE OFFICIALS

Conference is concerned at the huge differences in facility time agreements for brigade officials in the Fire and Rescue Services (FRSs) across the UK.

Conference is aware that some brigades see facility time as an investment, which is applaudable. However, many brigades see facility time as a cost, which is extremely concerning. Many brigade officials are struggling to get the required time off to undertake their role effectively. The workload for officials is ever increasing, and these battles for facility time are constant and tiring and add unnecessary stress to the role.

Conference instructs the Executive Council (EC) to write to all FRSs in the UK, reaffirming the importance of good facility time agreements for brigade officials and the benefits to industrial relations.

Conference also instructs the EC to raise this important matter with the employers side of the National Joint Council.

Conference demands a toolkit and strategy is made available for all officials to utilise, for those who are having difficulties in accessing facility time to undertake their role.

MID AND WEST WALES

AMENDMENT

After final paragraph **insert** new paragraph 'Conference demands that the EC concludes this work and reports to Conference 2026.'

HEREFORD & WORCESTER

67. POLITICAL DONATIONS

Conference notes the hard work that is done by both brigade and regional officials building working relationships with political allies that can be used to further the cause of the Fire Brigades Union (FBU) and its members not only within local arenas, but also nationally.

Conference also notes that it is necessary to reciprocate the support that some affiliated politicians have shown to the FBU and our campaigns. This support, whilst shown in a number of ways, can be shown financially, through a political donation.

Conference believes that local officials are best suited to know the level of support that local politicians have provided to the FBU and therefore should be able to determine who should be supported with a political donation and how much should be allocated, within the financial constraints set by the Executive Council (EC).

Conference instructs the EC that no political donations should be made to local politicians by head office without the consent of the regional committee for whom those local politicians represent and that it is down to the committee to decide the value of the donation, within the rules of the Union.

TYNE AND WEAR

AMENDMENT

4th paragraph, 4th line after 'rules' **insert** 'and policies'

LONDON

EQUALITY AND FAIRNESS AT WORK

70. ALL DIFFERENT ALL EQUAL (ADAE) LEGAL REPRESENTATION

Conference notes recent experiences have shown that the processes set out in the ADAE policy are highly problematic when requests for representation are made in connection with a defence against legal proceedings (which invariably are lodged with an employment tribunal). In such instances it requires one or both of the parties (Claimant and/or Respondent) having to reveal their legal arguments and/or legal advice.

Ultimately, where a complaint has been lodged with an employment tribunal the test of whether an act of discrimination or victimisation has been perpetrated will have been placed before the tribunal to make the determination

Conference therefore instructs the Executive Council (EC) to conduct a review of the ADAE policy to determine whether an alternative or modified process or test should be applied in such circumstances.

Conference requires that the outcomes of that review are reported by way of an EC statement and if required, any proposed rule changes brought for consideration to Conference 2026.

LONDON

74. FAIRNESS AT WORK (FAW) TITLE CHANGE

Conference recognises the value and importance the role of FAW reps play in supporting our members and ensuring that all Fire Brigades Union (FBU) members are treated fairly in the workplace.

Conference believes that within this area of work there have been many changes to terminology, departments within Fire and Rescue Services (FRSs) and titles of the people that our reps work with, within their FRS. In order to encompass all of this work, Conference instructs that the title within FBU structures is changed from FAW Representative, to Equality Diversity and Inclusion Representative.

Conference instructs the Executive Council to begin the implementation of this change and bring forward to FBU Conference 2026 all and any necessary rule changes to support this change and formalise it within the FBU Rule Book.

DERBYSHIRE

78. WORKPLACE NEEDS ASSESSORS FOR NEURODIVERGENT MEMBERS

Conference acknowledges the importance of creating an inclusive and supportive work environment for all members, including those who are neurodivergent.

Conference recognises that neurodivergent individuals may face unique challenges in the workplace, and that it is essential to provide tailored support to ensure they can perform their duties effectively and comfortably. Currently, there is a lack of dedicated resources to assess and address the specific needs of neurodivergent members.

Conference instructs the Executive Council to ensure that every fire and rescue service employer establishes a program for Workplace Needs Assessors. These assessors will be trained to identify and support the unique requirements of neurodivergent members, ensuring they receive the necessary accommodation and resources.

OXFORDSHIRE

AMENDMENT 1

3rd paragraph **delete** 1st sentence **replace with** 'Conference instructs the Executive Council to raise at the National Joint Council at the earliest opportunity, the need for every fire and rescue service employer to establish a program for Workplace Needs Assessors.'

HEREFORD & WORCESTER

AMENDMENT 2

3rd paragraph, 1st line after 'Executive Council' **insert** 'take all steps'

LONDON

LEGAL

82. APPROACH TO LEGAL ASSISTANCE

Conference recognises that there exists a limited approach to legal advice and support for our members.

Conference instructs the Executive Council (EC) to identify legal companies who would support members in relation to employment and discrimination matters where a legitimate conflict has arisen which brings about a serious loss of confidence in Thompsons solicitors and to ensure that in such cases, the member is afforded the right and opportunity to transfer their claim and funding to their chosen solicitor.

Conference instructs that by Conference 2026 the EC will agree a list of a minimum of three solicitors that members could be referred to in cases where the member has lost confidence in Thompsons Solicitors or has had a previously unsatisfactory experience with Thompsons solicitors.

SHROPSHIRE

ORGANISING AND MEMBERSHIP

84. GUIDANCE FOR RECRUITMENT OF GREEN BOOK MEMBERS

Conference notes the Executive Council (EC) Policy statement on Membership, Recruitment and Organising passed at Conference 2015, which broadened the scope of recruitment of Fire Brigades Union (FBU) members to include those Fire and Rescue Service (FRS) employees who were not conditioned to Grey Book conditions.

Conference applauds the work of FBU officials of all levels who have, over the course of the last decade, recruited and organised Green Book members. The potential value of this organising was recognised in the 2015 Executive Council Policy statement, which made reference to challenges brought about through examples of;

- control members no longer being employed by FRSs under Grey Book conditions
- the privatisation of training within some FRSs, which led to those employed to deliver that training, no longer being employed by FRSs under Grey Book conditions
- posts which were previously filled by uniformed FBU members on Grey Book conditions being downgraded and removed from those conditions
- Green Book employees of FRSs where no other recognised union was active in organising those workers or had achieved statutory recognition for collective bargaining rights.

Conference reaffirms its support of the above work and urges brigade and regional officials to continue to recruit and organise such Green Book employees.

Conference however also recognises that active recruitment of Green Book members employed within FRSs without any limitations risk breaching Rule B2 (1) (vi) which states *“The Union shall not knowingly and actively seek to take into membership present or recent members of another Union, without the agreement of that organisation”*.

Conference therefore agrees the following principles as additional guidance to all officials when recruiting and organising Green Book FRS employees;

- where another trade union affiliated to the Trades Union Congress (TUC), Scottish Trades Union Congress (STUC) or Irish Congress of Trades Unions (ICTU) already has statutory recognition for collective bargaining rights for a group of workers, the FBU will not recruit future members from those workers whilst they are employed in these roles
- that this limitation does not apply to ‘associations’ or so called ‘trade unions’ who are not affiliated to the TUC, STUC or ICTU
- that where the FBU does recruit Green Book FRS employees, it will be with the intention of achieving statutory recognition for collective bargaining rights for that group of workers and organising those workers within a branch structure
- that, for clarity, the above conditions do not apply to any Green Book employees who became members of the FBU prior to Conference 2025.

Conference instructs the EC to produce guidance for officials to affirm the principles detailed within this resolution. This guidance should assist officials of all levels in building and maintaining solidarity with our sister affiliate unions, whilst also organising and unionising all groups of workers within FRSs.

SCOTLAND

INTERNAL ADMINISTRATION

88. EQUALITY AND TRADE SECTIONAL ALLOWANCES

Conference notes the hard work undertaken by all sectional representatives.

Conference calls on the Executive Council (EC) to pay regional equality and trade representatives the same monthly allowance that is afforded to brigade officials.

The work that is carried out by this group of officials is both increasing and essential, post various cultural reviews that have taken place.

Conference instructs the EC to amend allowances to include regional equality and trade representatives before Conference 2026.

This adjustment is to reflect the increasing workload, responsibility, and vital role they play in representing the interests of marginalised members.

LONDON

89. OUTSIDE EMPLOYMENT OR PAID WORK BY SENIOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference notes all members circular 2019HOC0400MW

Conference notes that it states;

'Outside Employment or Paid Work by Senior FBU Officials

The Executive Council is aware that due to the pressures of the cost of living and a decade long squeeze on real wages, some FBU members have had to undertake outside employment. The union campaigns to improve pay and conditions so that such additional earning should not be necessary. Nevertheless, the policy set out here does not relate to the activities of non-officials.

This statement does not address the activities of officials of the union other than those set out below.

To be clear, the policy set out here applies only to FBU officials who are on trade union release where the employer is reimbursed by the FBU. It applies to all members of the Executive Council and all Regional Secretaries.

None of these categories of FBU official shall undertake any outside employment or paid work of any kind.

If any doubt arises as to whether this policy applies, the matter should be raised with the General Secretary and President.'

Conference notes that due to years of austerity, firefighter wages have fallen behind inflation.

Conference also notes that if most members of the Executive Council (EC) and regional officials were not on trade union release that they may be allowed by their Fire and Rescue Service to take up outside employment.

Conference resolves to allow where it does not impact and or infringe their full-time union role that EC members and regional officials be allowed to have outside employment.

LONDON

90. TRANSITION FROM X TO AN ALTERNATIVE SOCIAL MEDIA PLATFORM

Conference believes that the social media platform X, under the ownership of Elon Musk, has increasingly engaged in the open promotion of fascism, bigotry and discrimination, using its algorithms to amplify such content to all users.

Conference therefore instructs the Executive Council to urgently identify a viable and appropriate alternative social media platform for official Fire Brigades Union (FBU) communications. A clear transition plan should be developed and implemented without delay, ensuring that all official FBU accounts on X migrate to the new platform as soon as possible, and by no later than 31 December 2025.

SCOTLAND

92. ENCOURAGING PARTICIPATION WITHIN OUR UNION

Conference notes the benefits of encouraging active participation and engagement of members and branches in Fire Brigades Union (FBU) internal elections of all levels.

Conference also notes that election terms for all brigade, regional, national sectional, Executive Council (EC) and full-time officials are detailed within the Rule Book.

Conference, in the interest of transparency and to improve increased member engagement in such elections, instructs the EC to make arrangements to ensure that the date of election, and date that the current elected term ends, of all of the following elected officials, are clearly published on the FBU national website and included as part of the EC annual report;

- brigade secretaries, chairs and organisers
- area secretaries, chairs, organisers and vice chairs
- national sectional secretaries and chairs
- regional secretaries, chairs and treasurers (and organisers where they exist)
- executive council members
- national officers
- president, vice president and national treasurer
- general secretary and assistant general secretary.

Conference also instructs that this work should be completed by no later than 31 December 2025 and included within the EC Annual report for 2025.

SCOTLAND

93. CONDUCT AND CANVASSING DURING FIRE BRIGADES UNION (FBU) ELECTIONS

Conference acknowledges that as FBU members, all Executive Council (EC) members, regional officials and brigade officials are entitled to hold their own opinion on their personal preference of candidates in internal FBU elections.

Conference however believes that as elected officials with significant responsibility and influence, it risks undermining the democratic processes, structures and governance of our union for such officials to declare their support publicly for any candidate before the processes for any such elections have been formally announced to members. Additionally, no official should be able to use their position to amplify their personal opinions and preferences for any candidate, rather than reflect formal endorsements of candidates decided through brigade, sectional and regional committee structures.

Conference agrees that it should be a breach of canvassing rules for elected officials to publicly voice their support for any candidate without having the endorsement of their respective committees beforehand.

Conference therefore instructs the EC to establish a working group to review the current canvassing rules for internal elections. This working group should seek external advice to ensure objectivity. The outcome of this working group should be the production of clear guidance on canvassing and conduct for elections for all levels of officials in the FBU. This work should be completed by no later than Conference 2026.

SCOTLAND

94. PRE-ELECTION PERIOD

Conference notes that the recent General Secretary election was robustly contested by the two candidates who stood for the position.

Conference also notes that where an incumbent stands for re-election, there is inherently an advantage for that individual by virtue of the position they hold and the influence that any official correspondence sent to members in their name can have.

Political elections within the United Kingdom are currently subject to 'pre-election periods,' commonly referred to as 'purdah,' where specific restrictions on communications activity are in place.

Conference calls on the Executive Council to explore the idea of a pre-election period and restrictions on communication for those already in post who stand for re-election in the following positions, general secretary, assistant general secretary and national officer and report back to conference no later than Conference 2026.

DURHAM AND DARLINGTON

97. USE OF SOCIAL MEDIA PLATFORMS AS A UNION

Conference believes that the modern world social media is swamped with fake news, inaccurate news reporting, artificial intelligence and inappropriate posts. Social media platforms, such as the unregulated platform "X" (formerly known as Twitter), actively allows the spread of hatred, discrimination, racism, sexism, violence and explicit content.

Conference does not promote, permit or support any such content and fights against all forms of discrimination and hatred.

Conference recognises that when used positively, social media is an invaluable tool for sharing and promoting the work of our Union and delivering impactful messages to our members and the public we serve.

Conference cannot allow this to be overshadowed by voices of hatred and immoral promotion.

Conference believes with the increasing number of social media platforms becoming available, it is time to now consider which platform allows us as a Union to continue to promote our messages whilst maintaining our morals and core values.

Conference instructs the Executive Council to conduct a feasibility study into social media platforms to determine which, as a Union, the Fire Brigades Union align ourselves with moving forward.

BUCKINGHAMSHIRE

99. THE USE OF THE FIRE BRIGADES UNION (FBU) FUNDS TO PURCHASE ALCOHOLIC BEVERAGES

Conference believes that the use of the FBU funds should not be used to purchase alcoholic beverages.

Conference instructs the Executive Council that this practice is put to an end within six months of Conference 2025 and that the FBU ceases using its funds to purchase alcoholic beverages.

SUFFOLK

AMENDMENT

2nd paragraph, **delete** 'within six months of Conference 2025' **insert** 'immediately'

HEREFORD & WORCESTER

101. THE USE OF X THE SOCIAL MEDIA PLATFORM

Conference acknowledges the importance of having a social media presence as an effective form of communication to our members.

Conference believes that equality, diversity, and international solidarity is at the heart of our movement.

Conference is concerned by the algorithms used by X to promote antisemitism, the far right and xenophobia.

Conference demands that the Executive Council oversee the removal of national, regional and brigade X accounts and seek alternative social media platforms.

AVON

102 INTERNAL UNION DISCIPLINE

Conference notes the importance of the Rule Book, specifically internal union discipline and the penalties which can be applied within;

Rule G1 Internal Union Discipline

Rule G2 Internal Union Discipline: Officials other than Executive Council Members, President, Full-Time Officials and National Sectional Officials

Rule G3 Internal Union Discipline: Executive Council Members, President, Full-Time Officials and National Sectional Officials

Conference believes these rules need to be reviewed to reflect our modern day standards with realistic reprimands.

Conference instructs the Executive Council to review and re-evaluate penalties which can be applied within Rules G1, G2 and Rule G3 and report back to Conference no later than Conference 2026.

TYNE AND WEAR

EMERGENCY MOTIONS CARRIED

E1. GAZA AND BEYOND

On 19 April 2025 the Freedom Flotilla Coalition (FFC) set sail from the Republic of Türkiye heading for Palestine to again challenge the illegal and inhumane blockade of the people of Gaza.

The FFC is an international grassroots solidarity movement that through education, legal challenges and direct protest raise awareness of the illegal and devastating blockade of the people of Gaza.

On 2 May 2025 the vessel was attacked in a drone strike in international waters, disabling the vessel. Fortunately, no casualties have been reported. This attack follows the heinous murder and cover-up of fellow emergency workers in Palestine. In that attack 15 humanitarian workers were executed and buried by Israeli forces.

Conference recognises the essential role non-violent, direct action has had in working class and humanitarian struggles throughout history and the vital, non-partisan role emergency workers and humanitarian services play in areas of conflict. Conference condemns the loss of innocent life during any conflict but especially condemns the murder of our fellow humanitarian workers.

Conference instructs the Executive Council to make the necessary arrangements to:

- Raise awareness of the assassination of emergency workers in Gaza and the subsequent attempted cover up amongst members and trade union partners
- Contact other trade unions to jointly condemn the attack against the FFC and on all humanitarian and emergency workers in conflict areas
- Discuss and enact meaningful ways in which the Fire Brigades Union (FBU) can further assist humanitarian and emergency workers in conflict areas
- Discuss and enact meaningful ways in which the FFC can be supported by the FBU.

These actions should be reported back to Conference 2026.

SCOTLAND

EB. NO LGBT WITHOUT THE T

Conference stands firmly in the belief that the trans community is an intrinsic and inseparable part of the broader LGBT+ movement. The struggles for equality, dignity, and safe spaces have always been shared, and any attempt to divide our movement weakens us all.

Conference condemns the recent Supreme Court ruling, driven by far-right ideologies, which directly threatens the rights of trans individuals. This ruling is neither sensible nor workable. It fails to recognise that both gender and sex are far more complex than a simple binary and disregards the real-life consequences for those impacted.

Conference reaffirms that trans rights and women's rights are not in opposition. Women's sex-based rights can and must be respected while advocating for trans liberation. The fight for equality must be rooted in solidarity, ensuring that all women, cis and trans alike, are protected and empowered. We stand against all forms of discrimination and affirm that safeguarding trans rights strengthens the broader movement for justice and equity.

Now, more than ever, unity must be our strongest tool against division. Conference calls on the EC to:

- reject fragmentation and instead work together to strengthen solidarity across all marginalised communities
- instruct brigade committees and regional committees to seek the advice and support of equality sections to help members through this difficult time
- call upon employers to recognise the urgent need for fairness and common sense. Workplace policies must protect and uplift trans individuals, ensuring their right to safe and inclusive spaces, free from discrimination
- develop and implement a model trans-inclusive policies that provide resources to assist officials in bargaining for safe and affirming workplaces
- call for strong lobbying efforts directed at the Equality and Human Rights Commission (EHRC) to safeguard protections for trans individuals and uphold their legal rights.

LGB and T have always been, and must remain, intertwined in our fight for equality.

Conference calls for unwavering solidarity with our trans siblings, advocating for safety, dignity, and justice for all. Together, we will reject division, stand as one, and fight for a future where every LGBT+ person is protected, valued, and supported.

LGBT+

E10. PAY

Conference notes the pay offer from the national employers contained in a letter dated 23 April 2025.

Conference acknowledges that the offer was accepted by FBU members following a consultative ballot, where members voted 82% to accept the offer on a 59% turnout.

Conference recognises that a key part of the employers' offer was a commitment to negotiate changes to the existing pay structure. This commitment follows the FBU's longstanding criticisms of the flat pay structure introduced in 2003, which allows for very little pay progression within roles.

Conference notes that the majority of FBU members – wholetime, retained and control – are paid at competent firefighter/firefighter control rates, with few opportunities to increase their earnings in role other than through promotion.

Conference opposes all forms of pay inequality, such as the difference between Firefighter and Firefighter Control, and Continual Professional Development (CPD).

Conference condemns the efforts of some chief fire officers to impose work outside the agreed National Joint Council (NJC) Rolemaps.

Conference acknowledges the commitments in the 2025 employers' pay offer. These commitments affirm the broad principles of previous NJC task and finish group discussions on pay progression, retained pay, control pay, new firefighter roles and CPD which the employers believe remain a good starting point for negotiations. These principles include:

- structuring around a principle of upskilling within role
- that development should be demonstrable over time
- progression should be realistic and achievable
- the system should be easy to understand and operate
- delivering potential expansions to the role of a firefighter
- applied across all services in the same way.

The working group also said that any new pay structure should:

- be part of a package driving rewarding, fulfilling careers to firefighters (and all roles in the Grey Book)
- underpin a nationally agreed and consistent system across all FRSs – that is transparent and justifiable.

Conference further notes the national employers' commitment to making a joint case for funding to all four governments.

Conference believes that future negotiations must address the real terms reduction in firefighters' pay since 2010. This will require additional funding and investment in our service.

As a result of the agreed 2025 pay offer, Conference 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 welcomes the willingness of the new government at Westminster to listen to the

FBU's concerns and to engage with FBU representatives through official channels, but this must result in action not just words.

Conference instructs the EC via the NJC and MMNB to:

1. Commence pay structure negotiations following the close of Conference 2025.
2. Regularly report the results of negotiations to members.
3. Make pay reform and the role of a firefighter the main negotiating priority, over the next year with clear progress reports following the June, October and February NJC/MMNB meetings.
4. Progress outstanding matters, such as retained pay, control pay, maternity and paternity pay, officer's pay and conditions, CPD and apprenticeships.

Any final proposals on the pay structure and/or changes to the nationally agreed Rolemaps must be agreed by members.

Conference demands that every fire employer implement the new pay rates by the beginning of our pay period, 1 July 2025, so that our members rightly receive their pay rises straight away.

Should, by Conference 2026 *or earlier*, it become apparent to the EC that sufficient progress has not/or is not being made, Conference 2026 (*or if necessary, an earlier recall of Conference*) will debate the next steps, considering all available options to achieve our aims including all forms of industrial action.

EXECUTIVE COUNCIL

MOTIONS DEFEATED

18. ROLEMAPS AND CONTRACTUAL OBLIGATIONS	HEREFORD AND WORCESTER
87. REVIEW OF NEGOTIATION RIGHTS FOR GREEN BOOK MEMBERS	SOUTH YORKSHIRE
98. VIDEO DEBATES FOR FIRE BRIGADES UNION (FBU) NATIONAL ELECTIONS	WEST MIDLANDS

ALTERATIONS TO THE FIRE BRIGADES UNION RULE BOOK

Rule B2 (1) (viii)	EXECUTIVE COUNCIL	Carried
Rule B2 (2) (i)	EXECUTIVE COUNCIL	Carried
Rule C3 (2)	EXECUTIVE COUNCIL	Carried
Rule C7 (6)	EXECUTIVE COUNCIL	Carried
Rule D4 (4)	HEREFORD AND WORCESTER	Carried
Rule D5	DURHAM AND DARLINGTON	Carried
Rule G1 (2) (vi)	SCOTLAND	Carried
Rule G1 (5) (i)	EXECUTIVE COUNCIL	Carried
Rule G1 (6) (i)	EXECUTIVE COUNCIL	Carried
Rule G2 (5)	EXECUTIVE COUNCIL	Carried
Rule G3 (4)	EXECUTIVE COUNCIL	Carried

ALTERATIONS TO CONFERENCE STANDING ORDERS

Standing Order number 20	SCOTLAND	Carried
Standing Order number 22	B&EMM	Carried
Standing Order number 24	WEST MIDLANDS	Carried
Standing Order number 27	B&EMM	Carried

FINAL APPEALS COMMITTEE

REGION/SECTION	NAME
Region 1	John McKenzie
Region 2	Phil Millar
Region 3	Karl Wager
Region 4	Gavin Marshall
Region 5	Ian Hibbert
Region 6	Mark Stilwell
Region 7	Sasha Hitchins
Region 8	Duncan Stewart-Ball
Region 9	Rebecca Lewington
Region 10	Jon Lambe
Region 11	Ed Fox
Region 12	Mark Chapman
Region 13	Dave Roberts
BEMM	Kasey LeGall
LGBT	Maria Buck
NWC	Robyn Richardson
CSNC	Caroline Saunderson
NRC	Paul Revill
ONC	Peter Trayner

ELECTION OF STANDING ORDERS COMMITTEE

ELECTED

Gareth Beeton

4 years



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