

EXECUTIVE COUNCIL'S REPORT 2022

93rd CONFERENCE
10 – 13 MAY 2022



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Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT

TO THE

93rd CONFERENCE 2022

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PRESIDENT'S INTRODUCTION

The Westminster government used 2021 to launch a sustained attack on our union. Cheered on by some chief fire officers, ministers used the pandemic as an excuse to attack firefighters' pay and conditions, and even our right to have a voice at the table. But the Fire Brigades Union does not give ground lightly and we will not stop fighting these attacks.

The Covid-19 pandemic continued to sweep across the globe. Officially six million have died so far from the virus, but some scientists put the figure four times as high. In the UK, the Westminster government continued to mismanage its response, with a further lockdown in the first months of the year, then letting the Delta variant take hold, and later on, Omicron. In January the fire employers, egged on by the NFCC, walked away from all of the agreements made with the FBU in order for firefighters to play their part in responding to the pandemic, putting firefighters and the public at risk instead of following agreed safety procedures.

The fire inspectorate in England, known as HMICFRS, showed itself up as the mouthpiece of ministers, by launching an attack on the Covid-19 agreements and then, in its *State of Fire and Rescue* report, again calling to cut firefighters' pay and conditions, undermine our collective bargaining structures and give chief fire officers a free hand. Now chief inspector Tom Winsor has gone, we hope the inspectorate will at least try to be independent.

In March, the Westminster government announced a White Paper on fire reform. This would include forcing fire authorities in England under the control of police and crime commissioners, imposing a pay review body and giving chief fire officers "operational independence" to build their own pet projects and empires. The FBU responded robustly to these foreseen attacks, meeting ministers and telling the truth to MPs.

The FBU continues to do an enormous amount of work to play our part in the Grenfell Tower Inquiry to try to influence its outcome to ensure such a tragedy is never allowed to happen again. This included multiple written submissions on the causes of the fire, along with oral statements and questions by our lawyers. The inquiry exposed the venal practices of construction firms that refurbished the tower in the years before the fire, putting in flammable cladding, substandard windows and doors, and failing to improve lifts and other aspects of the building. However the inquiry did not get to grips with the difficulties fighting fires in high rise buildings, nor yet nail the ministers who deregulated for decades, permitting malpractices to multiply.

Off the back of Grenfell, the London Fire Brigade tried to impose a new BA policy, expecting our members to work above the entry control point but not under air. The union successfully rebuffed this procedure in London through an independent safety panel. We've had success in most other brigades, but some chief officers and the NFCC still want to impose unsafe practices, which put our members at risk. The union cannot and will not accept this unsafe practice.

Our union continued the legal battle on pensions. We also fought within the Labour Party to maintain its commitments to improving workers' rights and conditions. At Labour's conference, on the NEC, within the party, on the left and in the wider labour movement, the FBU has stood strong and fought its case. We need a Labour government committed to workers – including, of course, firefighters.

There are many challenges in the year ahead. I urge every firefighter to participate in our union, to make your voices heard and to build our collective strength. We need to build a strong union to get our message across.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

The FBU negotiates on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). The union supports UK-wide pay and conditions bargaining and the 'Grey Book' as the best means to achieve improvements for all firefighters, regardless of role or duty system.

During the year, Professor Lynette Harris from Nottingham Trent University chaired the NJC and MMNB.

The executive council continued to argue for improvements to firefighters' pay throughout the year. This included a pay claim at the NJC in April, lobbying in May and a consultation in June. The employers' offer of 1.5% was criticised by the executive council, but accepted as the best alternative available.

The FBU continued negotiations with the Scottish Fire and Rescue Service (SFRS) on pay, terms and conditions.

FBU officials were able to resolve other important pay and conditions matters during the year, retained firefighters' annual leave arrangements and the rejection of offers to 'buy-back' firefighters' leave.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2020-21

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC), including the Middle Managers Negotiating Body (MMNB), is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire and Rescue Services Act 2004 (for England and Wales), Fire (Scotland) Act 2005 and the Fire and Rescue Services (Northern Ireland) Order 2006.

The NJC handles issues that affect all employees from firefighter to area manager. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station manager to area manager.

The principal purpose is to reach agreement on a national framework of pay and conditions for local application throughout the fire and rescue service in the United Kingdom. The NJC and MMNB are committed to the local democratic control of fire and rescue services to the community.

The parties to the negotiation are the Employers' Side comprising representatives of the Local Government Association, Welsh Local Government Association, Scottish Fire and Rescue Service Board and the Northern Ireland Fire and Rescue Service Board. The Employees' Side comprises representatives of the Fire Brigades Union and, for the MMNB, the Fire Brigades Union and the Fire Officers Association.

An Independent Chair oversees the work of the National Joint Council and the Middle Managers Negotiating Body and is supported by two Vice-Chairs. Vice-Chair appointments alternate between the Sides on an annual basis.

For this year Ian Murray served as Vice Chair of the NJC and Cllr Nick Chard as Vice Chair of the Middle Managers Negotiating Body.

The Independent Chair works closely with the Joint Secretariat, which is currently provided by the Local Government Association and the Fire Brigades Union.

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2020/21 is attached to this report.

Introduction

In my third year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. The main issues are outlined in this Annual Report, which covers the period from 1 October 2020 to 30 September 2021.

What do we do?

1. *The National Joint Council provides:*
 - *The national negotiating machinery for the pay and conditions of service of uniformed fire service employees in the United Kingdom.*
 - *The services of the respective side Secretariats in assisting parties at local level to resolve areas of disagreement.*
 - *The services of the respective side Secretariats in assisting parties at local level in the interpretation of the national scheme of conditions of employment and the flexibilities contained therein.*

Meeting dates in 2020 – 2022

2. *The National Joint Council met on two occasions: 23 February and 3 June 2021. The Middle Managers Negotiating Body also met on those dates. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2020 was approved at the meeting on 23 February 2020.*

Issues under consideration during 2020 – 2021

3. *Issues under consideration by the National Joint Council and, as appropriate, the Middle Managers Negotiating Body, on which there were written and oral reports from the Joint Secretaries, included:*

COVID-19 & Tripartite Agreements

4. *The Tripartite Agreements – National Employers, FBU and NFCC – secured national agreement on firefighters' activities in order to support the COVID-19 response and provide vital support to their communities at a time of national emergency by assisting the NHS, Ambulance Services and other partners with the fire services' skills and workforce resource following requests from Local Resilience Forums or similar bodies.*
5. *A subsequent NJC deal was necessary which superseded the previous tripartite agreements.*
6. *This vital work was only made possible through the involvement of the National Employers, Fire Brigades Union and the wider National Joint Council; the close working relationships and trust built-up over many years proved invaluable, allowing the body to act quickly and effectively at a time of national uncertainty.*

Pay

7. *. Following receipt of a claim, the National Employers wrote to the employees' side in June 21 formally setting out an offer of a 1.5% uplift in pay as the most that could be afforded for the settlement year 2020/21. Both sides agreed, following a period of employee consultation, to implement that uplift of 1.5% on basic salaries and continual professional development payments with effect from 1 July 2021.*

Inclusive Fire Service Group

8. *The NJC has a continuing commitment to improvement of equality, diversity, and cultural issues in the fire service.*
9. *The membership of this NJC-led group involves a number of other interested parties within the fire service including the National Fire Chiefs Council, Fire and Rescue Services Association and Fire Officers Association. It has also engaged with wider special interest groups.*
10. *The group identified a number of practical strategies designed to lead to improvements at local level. The strategies were very well received. Responses from FRAs stating support and current and future actions were analysed and an overview report was provided to all interested parties. These improvement strategies should now have had sufficient time to become embedded in services and be delivering improvement. Accordingly, a monitoring exercise was undertaken.*
11. *The purpose of the exercise was to determine the extent to which the improvement strategies had become embedded and whether or not they had begun to deliver improvement. The exercise involved:*
 - *A survey of FRSs*
 - *Gathering data on the demographics of the workforce*
 - *Independently run employee focus groups*
 - *Workshops with FRS Equality & Diversity Officers/Leads and local and national union representatives.*
12. *The full report from this exercise was issued via NJC circular on 25 May 2021.*

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations: progress regarding implementation of the Employment Tribunal settlement agreement

13. *Settlement payments in respect of the terms and conditions aspect of the cases have all been actioned and where linked to Employment Tribunal cases such cases have been withdrawn.*
14. *This long-running legal case evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome including in a legal context.*
15. *More recently, the pensions aspect of the cases has been re-opened following a legal judgment in another case, which impacts upon these cases. Government led on the pensions aspect and discussions are taking place to resolve the matter.*

General Joint Secretariat Activity

16. *Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.*

17. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings.*
18. *The Joint Secretariat normally meets formally every four to six weeks to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.*
19. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
20. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards and the joint Scoping Group in connection with the negotiation on broadening the role.*
21. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement. This involves a full day session working with key local management and union representatives. Unfortunately, the opportunity to carry out such training this year has been restricted by the COVID-19 situation.*
22. *The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.*
23. *In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.*

Joint Secretariat – Local Conciliation

24. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the Joint Secretariat when requested by both parties to do so can provide a confidential conciliation process in order to assist the parties in identifying a mutually agreeable outcome.*
25. *The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level. Despite Covid restrictions, joint secretary conciliation services remained available to all services throughout the pandemic.*

Resolution Advisory Panel (RAP)

26. *The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement.*
27. *A recruitment exercise will shortly be undertaken for a single new Independent Chair of both the Technical Advisory Panel and the Resolution Advisory Panel.*

Technical Advisory Panel (TAP)

28. *The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level reflects the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.*
29. *The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, did not receive any requests for assistance during 2019/20 and therefore did not meet.*

30. *The Independent Chair of the TAP, Mr Steve Hodder has announced his intention to step down as his latest term comes to an end in September 2021. I would like to place the NJC's thanks on record to Mr Hodder for his many years of invaluable service and expert advice as Chair of this body. A recruitment exercise will shortly be undertaken for a single new Independent Chair of both the Technical Advisory Panel and the Resolution Advisory Panel.*

Circulars

31. *A number of circulars have been issued since the last report of the Independent Chair:*

NJC/7/20	New COVID Support Agreement
NJC/8/20	New Activities
NJC/9/20	Mass Vaccination
NJC/1/21	Independent Chair's Report 2020
NJC/2/21	Inclusive Fire Service Group – Report
NJC/3/21	NJC Pay Offer
NJC/4/21	Pay Award
NJC/5/21	CPD Rates 2021

Conclusion

32. *The role of Independent Chair has several aspects. In the past year it has involved:*

- *chairing NJC and MMNB meetings,*
- *consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings,*
- *ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided,*
- *raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate,*
- *provision of this annual report.*

33. *The Covid-19 pandemic has continued in 2020/21 to present major challenges for the Fire and Rescue Service as it has for all UK emergency services. The parties are commended for agreeing the NJC deal which provided a framework for the Service's COVID-19 response following the previous Tripartite agreement.*

34. *Despite the impact of the pandemic on activities again this year, there has continued to be momentum in the work of the Inclusive Fire Service Group. The reported findings of the monitoring exercise issued by NJC circular on 25 May 2021 will be of value in shaping the next phase of the Group's work. Professor Linda Dickens has retired from chairing the Inclusive Fire Service Group this year and I should like to take this opportunity to thank her for her significant contribution during her time in the role.*

35. *As identified in previous annual reports, it is recognised that the Joint Secretaries, other colleagues and members of joint working groups undertake a great deal of unseen work concerning those matters which are formally reported at NJC and MMNB meetings. I should like to place on record appreciation for the contributions of all those involved in continuing difficult circumstances.*

36. *Whilst the activities of the Joint Secretariat have continued in the past year these communications have largely had to be virtual including those situations which would have been assisted by being able to meet in person with the parties involved.*

37. *It is unfortunate that the pandemic has restricted the Joint Secretariat's provision of a full day of training session working with local management and union representatives. It is to be hoped that this training can resume once the Covid-19 situation is over.*

38. *In the past year the meetings of the NJC and MMNB have continued to take place virtually and will be a welcome return to normality when it will be possible to meet up again.*

A3 PAY RATES AND CPD PAYMENTS

New pay rates were published in the FBU's all members circular (2021HOC0352MW) and are included in this report for the record (circular NJC/4/21).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2021

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	24,191	11.05	16.58
Development	25,198	11.51	17.27
Competent	32,244	14.72	22.08
Crew Manager			
Development	34,269	15.65	23.48
Competent	35,747	16.32	24.48
Watch Manager			
Development	36,521	16.68	25.02
Competent A	37,535	17.14	25.71
Competent B	39,974	18.25	27.38
Station Manager			
Development	41,578	18.99	28.49
Competent A	42,827	19.56	29.34
Competent B	45,861	20.94	31.41
Group Manager			
Development	47,887	21.87	Not applicable
Competent A	49,323	22.52	Not applicable
Competent B	53,086	24.24	Not applicable
Area Manager			
Development	56,220	25.67	Not applicable
Competent A	57,905	26.44	Not applicable
Competent B	61,667	28.16	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2021 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,419	1,210	11.05	4.24
Development	2,520	1,260	11.51	4.24
Competent	3,224	1,612	14.72	4.24
Crew Manager				
Development	3,427	1,713	15.65	4.24
Competent	3,575	1,787	16.32	4.24
Watch Manager				
Development	3,652	1,826	16.68	4.24
Competent A	3,754	1,877	17.14	4.24
Competent B	3,997	1,999	18.25	4.24
Station Manager				
Development	4,158	2,079	18.99	4.24
Competent A	4,283	2,141	19.56	4.24
Competent B	4,586	2,293	20.94	4.24
Group Manager				
Development	4,789	2,394	21.87	4.24
Competent A	4,932	2,466	22.52	4.24
Competent B	5,309	2,654	24.24	4.24
Area Manager				
Development	5,622	2,811	25.67	4.24
Competent A	5,791	2,895	26.44	4.24
Competent B	6,167	3,083	28.16	4.24

Column 1 shows the full annual retainer (10% of the full-time basic annual salary).

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time, basic annual salary).

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2021

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	22,981	10.49	15.74
Development	23,938	10.93	16.40
Competent	30,632	13.99	20.99
Crew Manager (Control)			
Development	32,556	14.87	22.31
Competent	33,960	15.51	23.27
Watch Manager (Control)			
Development	34,695	15.84	23.76
Competent A	35,658	16.28	24.42
Competent B	37,975	17.34	26.01
Station Manager (Control)			
Development	39,499	18.04	27.06
Competent A	40,686	18.58	27.87
Competent B	43,568	19.89	29.84
Group Manager (Control)			
Development	45,493	20.77	Not applicable
Competent A	46,857	21.40	Not applicable
Competent B	50,432	23.03	Not applicable

*(95% of the respective firefighting role basic annual salary, as set out earlier)

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2021

	£ per annum
Fire Control Operator equivalent	
During first six months	20,603
After six months and during 2nd year	21,517
During 3rd year	22,537
During 4th year	23,646
During 5th year	25,755
Leading Fire Control Operator equivalent	27,581
Senior Fire Control Operator equivalent	
During 1st year in rank	28,287
During 2nd year in rank	29,360

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2021

	£ per annum
Aged 16	11,191
Aged 17	12,025
Aged 18	24,191

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2021

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	789	London	797
Bedfordshire & Luton	694	Merseyside	746
Buckinghamshire	601	Mid and West Wales	657
Cambridgeshire	615	Norfolk	648
Cheshire	795	Northern Ireland	672
Cleveland	1,014	Northamptonshire	704
Cornwall	320	Northumberland	860
Cumbria	552	North Wales	664
Derbyshire	821	North Yorkshire	489
Devon and Somerset	585	Nottinghamshire	983
Dorset and Wiltshire	739	Oxfordshire	731
Durham and Darlington	896	Royal Berkshire	734
East Sussex	580	Scotland	856
Essex	632	Shropshire	723
Gloucestershire	609	South Wales	689
Greater Manchester	962	South Yorkshire	1,076
Hampshire and Isle of Wight	685	Staffordshire	740
Hereford and Worcester	721	Suffolk	421
Hertfordshire	767	Surrey	758
Humberside	751	Tyne and Wear	1,036
Kent	675	Warwickshire	620
Lancashire	752	West Midlands	1,000
Leicestershire	701	West Sussex	547
Lincolnshire	411	West Yorkshire	914

CPD payments were published in circular NJC/5/21 and in the FBU's all members circular (2021HOC0352MW), after negotiations at the NJC.

A4 IDR RESEARCH

The FBU commissioned Incomes Data Research (IDR), the leading pay consultants used by trade unions, to analyse firefighters' pay ahead of the union's pay claim. The IDR research highlighted the effects of Westminster government-imposed pay freezes (2010-11) and pay caps (2012-17), which applied to all public sector workers and held pay below inflation, as measured by the Consumer Prices Index (CPI). Since 2010, basic pay for competent wholtime firefighters was reduced by 12% compared to CPI. The research also examined pay settlements in other sectors.

In light of threats made by Westminster and HMICFRS, the FBU also commissioned IDR to provide an assessment of the various pay review bodies in the public sector, to better understand the threat facing firefighters.

A5 FBU PAY CLAIM

On 29 April 2021, the FBU submitted its pay claim to employers via the NJC. The FBU's letter noted that a decade of austerity and government pay freezes has reduced real wages for firefighters. Despite this, firefighters (including emergency fire control staff) delivered outstanding public service during the Covid-19 pandemic. The FBU argued that the employers should deliver a real increase in pay, to include the following:

1. Pay increase: Using CPI as the measure of inflation a competent firefighter needs an increase of more than £4,000 to restore real wages lost over more than a decade of austerity.
2. Pay progression: the current flat pay structure hits employees on Grey Book rates harder than those in sectors with systems of pay progression. CPD should be equalised and could be incorporated into a new system of pay progression beyond the competent rate.
3. New roles: broadening the role of a firefighter in the face of changing risk, by negotiation and agreement, with investment from the governments of the UK.

A6 PAY LOBBYING

In May 2021, the executive council agreed an organised and systematic campaign of lobbying chief fire officers and the chairs of fire and rescue authorities or relevant governing bodies. The purpose of the lobbying was to force these individuals to put on record their view regarding a pay rise for firefighters in 2021. The lobbying consisted of a letter drafted by head office, sent by respective FBU brigade secretaries (2021HOC0220MW).

The FBU lobbying took place within the context of employers' side consultation with fire and rescue service employers and chief fire officers. From past experience, some chief fire officers have told staff that they support pay rises for firefighters.

On 12 May, the FBU held an online briefing for all officials to explain the lobbying campaign and how to use the model letter (2021HOC0228MW).

A7 FIRE EMPLOYERS' PAY OFFER

At the National Joint Council on 3 June 2021, the fire and rescue service employers made a pay proposal for an increase of 1.5% on all NJC rates including CPD from 1 July 2021.

A8 EXECUTIVE COUNCIL ASSESSMENT AND CONSULTATION

On 3 June, the executive council discussed the employers' pay proposal and noted various factors:

- The Chancellor's announcement in November 2020 of a further pay freeze for public sector workers for 2021
- The decision by some fire employers to follow this by budgeting for a freeze on pay
- The refusal of a significant number of chief fire officers and local employers to clarify whether they would support a pay increase offer at the NJC
- The position taken by a significant group of our employers to support a further pay freeze
- The threat of imposition of such a pay freeze should the NJC be replaced by a government-imposed pay review body.

The executive council was clear that this offer will not address the needs of members nor the policies of the union. Once again it reflects the chronic underfunding of our service by central government, who continue to treat firefighters and other key workers with utter disrespect. Despite calling on the public to clap for key workers during the Covid-19 crisis, the Westminster government completely failed to provide the funding necessary to provide improvements in pay for those same workers – including firefighters.

Nevertheless, taking into account all factors, the executive council appreciated the need to urgently improve the wages of FBU members and concluded that the increase should be made by the NJC. The executive council agreed that members should be consulted on the employers' proposal and recommended to members that this pay increase should be implemented (2021HOC0291MW).

The executive council met on 28 June to consider the results of the consultation with members and agreed that the employers' proposal of a 1.5% increase should be implemented. The NJC circulars with the new rates of pay and CPD payments were provided with the circular (2021HOC0352MW).

A9 SCOTTISH FIRE AND RESCUE SERVICE PAY

In February 2021, the FBU reported on negotiations with the Scottish Fire and Rescue Service after the previous offer was rejected by means of a ballot of all FBU members in Scotland. The union reported that although a final agreement could not be reached, the talks themselves were often constructive and some progress was made (2121HOC0092MW).

On 29 October 2021, the FBU reported on further discussions with the Scottish Fire and Rescue Service on pay. The union remained open to further discussions with the SFRS and recommenced negotiations on 18 November (2021HOC0539MW).

A10 NON-GREY BOOK FBU MEMBERS

On 15 June 2021 the FBU requested information on the pay arrangements for non-Grey Book FBU members across the UK (2021HOC0317AD). Preliminary findings were discussed by the executive council in October.

A11 QUEEN'S PLATINUM JUBILEE

On 29 April 2021, the FBU wrote to the employers regarding the Queen's Platinum Jubilee, which will be marked by a four-day Bank Holiday weekend in June 2022 and a Queen's Platinum Jubilee medal awarded to public sector workers.

The four-day holiday will be facilitated by moving the May Bank Holiday to Thursday 2 June 2022, with an additional Bank Holiday on Friday 3 June 2022. The union sought assurances from the employers that control staff would be included. The Diamond Jubilee Medal was awarded to emergency service workers, but the eligibility criteria excluded those who did not attend incidents and therefore (in the eyes of government) did not face physical danger (2021HOC0208MR).

A12 MARAUDING TERRORISM ATTACKS

During 2021, there were important negotiations regarding firefighters' responses to marauding terrorist attacks. The union's response is explained in Section D.

A13 NJC AGREEMENT ON COVID-19 WORK

At the beginning of 2021, the employers' side withdrew from the NJC agreement on Covid-19 work. The union's response is explained in Section C.

A14 HMICFRS *STATE OF FIRE AND RESCUE* REPORTS

On 17 March 2021 Her Majesty's Chief Inspector of Fire & Rescue Services in England (HMICFRS) published its second *State of Fire and Rescue* report to the secretary of state under section 28B of the Fire and Rescue Services Act 2004. The union's response is explained in Section D.

On 15 December 2021 HMICFRS published its third *State of Fire and Rescue* report. The union's response is explained in Section D.

A15 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association</i>	
Andy Dark	Peter Preston (until Feb)	Keith Aspden	Michael Payne
Cerith Griffiths	Jim Quinn	Greg Brackenbridge	Roger Phillips
Richard Jones	Lynda Rowan-O'Neill	Nick Chard	Ian Stephens
Phil McDonald	Ben Selby (from June)	Mark Healey	Sian Timoney
Chris McGlone	Dave Shek	Rebecca Knox	Fiona Twycross
Ian Murray (until June)	Les Skarratts		
Andy Noble	Pete Smith	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Shaun Pickles (from Feb)	Matt Wrack	Kirsty Darwent	Philippa Marsden
		Bill McQueen (until May)	Fiona Thorburn (from May)
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A16 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Greg Ashman	Ian Murray	Keith Aspden	Michael Payne
Gareth Cook	Andy Noble (until June)	Greg Brackenbridge	Roger Phillips
Andy Dark	Jim Quinn	Nick Chard	Ian Stephens
Trevor French	Lynda Rowan-O'Neill	Mark Healey	Sian Timoney
Cerith Griffiths	Pete Trayner	Rebecca Knox	Fiona Twycross
Phil McDonald	Matt Wrack		
Chris McGlone	Ben Selby (from June)	<i>Scottish FRS</i>	<i>Welsh LGA</i>
		Kirsty Darwent	Philippa Marsden
		Bill McQueen (until May)	Fiona Thorburn (from May)
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Ade Robinson		Carmel McKinney	

SECTION B

PENSIONS

B1 INTRODUCTION

During 2021, the effects of the Westminster government's imposed 2015 pension schemes continued to generate a great deal of work for the FBU.

There are four pension schemes relevant to firefighters: the 1992 Firefighters Pension Scheme (FPS), the 2006 New Firefighters Pension Scheme (NFPS), the 2015 Firefighters Pension Scheme and the Retained Firefighters Modified Scheme. The devolved governments' pension schemes broadly follow the four pension schemes above with local variations.

Emergency control staff are not permitted to join those pension schemes, despite FBU campaigning to include all firefighters in them. Instead, control staff are members of the Local Government Pension Scheme (LGPS).

During 2021, there were important new developments on pensions:

- Westminster response on age discrimination
- Further FBU legal victory on age discrimination
- FBU judicial review on the cost control mechanism 2015 scheme
- Immediate detriment memorandum of understanding framework
- Retained firefighters' pensions
- Local pension board information.

B2 WESTMINSTER RESPONSE: AGE DISCRIMINATION

On 4 February 2021, the Westminster government published its response on how it intends to remove age discrimination from the 1992 FPS and the 2006 NFPS.

The purpose of this Treasury consultation was to rectify the past age discrimination, as required by the legal case won by the FBU in 2019. The Westminster government consulted during 2020 and the FBU made a detailed submission.

On 9 February 2021, the FBU explained the Westminster government's response (2021HOC0056MR). The main issue facing firefighters who suffered discrimination is which pension scheme to choose, if they are eligible. Two options were considered:

- The first option was to give everyone affected the opportunity to make a once-and-for-all-time decision. This option (“immediate choice”) would make the position of members who are still in service very difficult, because they would have to predict how their career will develop
- The second option was to give the firefighters affected the opportunity to decide when they retire or leave the scheme. This second option is called “deferred choice underpin”.

The FBU pressed the case for the second option and the Westminster government agreed. This means that when a member leaves the scheme, either by retiring or by leaving the service, they will be presented with two clear packages and invited to choose one or the other. If a member dies while a member of these pension schemes, the choice will be made by their family members.

The FBU highlighted some contentious issues in the Treasury response:

- Its proposals only apply to members who joined before 1 April 2012 and who had not already left the service by 1 April 2015
- Younger members who were discriminated against in the 2015 scheme must be permitted to transfer back to their old scheme if that provides them with better benefits – but some conditions in the old schemes were worse (such as for partners)
- Older members must be given the opportunity to join the 2015 scheme, but face higher contributions if they do compared with the NFPS.

The Westminster government believes that the new 2015 scheme is still the way forward and it intends to apply this to all firefighters, as of 1 April 2022. It said there will not be any transitional protection for older or younger members. Firefighters will not be able to continue on 1992 FPS or 2006 NFPS terms after that date.

The FBU took legal advice about grounds for challenging the design of the proposed scheme, particularly with respect to the new scheme pension age.

The position for control staff who are members of the LGPS was not set out by the Westminster government.

B3 FURTHER FBU LEGAL VICTORY ON AGE DISCRIMINATION

On 12 February 2021, the FBU won a further legal victory on age discrimination, in a judgement handed down by the Employment Appeal Tribunal (EAT).

The issue was whether fire and rescue authorities are responsible for the age discrimination, which occurred when the 2015 Schemes were introduced. Fire and rescue authorities maintained that they should not be held responsible. According to them they had no choice but to apply the regulations that were put on the statute book by the government in 2015, even if they are discriminatory. They lost this issue in the Employment Tribunal in 2016, the appeals to that decision continued and the specific issue appealed by the fire and rescue authorities (that they could not be held responsible for age discrimination) was heard at EAT on 16 December 2020.

The EAT disagreed with the fire and rescue authorities and agreed with the FBU. The Equality Act 2010 means that the scheme rules are automatically rewritten if they are discriminatory. Fire and rescue authorities must give effect to the rules as if the discriminatory provisions were not there.

Fire and rescue authorities had refused to deal with cases where members have already retired (or should have been allowed to retire) under the terms of the pre-2015 rules because, they say, they could not. This judgement meant that they could and they must deal with these cases (2021HOC0068MR).

B4 COST CONTROL MECHANISM: JUDICIAL REVIEW

On 9 October 2021, the FBU issued formal proceedings for judicial review against HM Treasury and the home secretary over the cost control mechanism for the 2015 firefighters' pension scheme (2021HOC0540MR).

The FBU claim concerns firefighters who joined the fire and rescue service on or after 1 April 2012. They are entitled to be members of the 2015 scheme and the parallel firefighters' pension schemes created by regulations made by the devolved administrations.

The FBU argued that the funding arrangements for the 2015 scheme were not being observed and that the Westminster government was seeking to impose the cost of remedying its unlawful discrimination upon firefighters.

The most recent completed valuations of the 2015 schemes showed that they were considerably cheaper. In the case of the firefighters' schemes, the new scheme was 5.2% cheaper than anticipated, which would lead to an increase in the accrual rate from 1/59.7 to 1/51.2. The Scheme Advisory Board (which the FBU has a seat on) recommended a smaller improvement in the accrual rate and an improvement in early retirement reductions, making it more palatable to retire before age 60.

The Westminster government tried to use financial improvements that should provide further benefits or reduction in contributions to members to rectify the cost of its own discrimination.

The FBU made it clear to all parties that the cost of rectifying the government's discrimination within the 2015 scheme transitional protection arrangements must not be passed on to scheme members, but that the improved benefits and/or reduced contributions, as a result of the most recent valuations, must be passed on to scheme members.

The Treasury and secretary of state disputed the FBU's claim. The FBU issued formal pleadings to the court, with two named FBU members as claimants. Other unions GMB, PCS, POA, RCN and Unite are named as interested parties (2021HOC0612MR).

B5 IMMEDIATE DETRIMENT: MEMORANDUM OF UNDERSTANDING

On 8 October 2021, the FBU and fire employers issued a memorandum of understanding to deal with immediate detriment cases (2021HOC0493MR). Immediate detriment refers to the cases of members who have already retired or who will do so in the near future.

Although the Westminster government has accepted that those firefighters must be paid what they are owed, the legislation allowed fire and rescue authorities years to remedy the age discrimination cases.

The FBU has argued that this delay is unacceptable. However the union has negotiated with the Local Government Association (LGA) and Bevan Brittan solicitors (acting on behalf of the fire and rescue authorities) an agreement through a framework document (detailed in a memorandum of understanding) that can, where adopted at local level, be utilised by each fire and rescue authority to deal with its immediate detriment cases within 90 days of notification.

The LGA agreed to encourage fire and rescue authorities to adopt the framework document, which will help FBU members with their cases.

On 18 October 2021, the FBU circulated an immediate detriment template letter for those members affected to use with their employers (2021HOC0514MR).

On 19 November 2021, the FBU and LGA issued a statement to clarify matters concerning 'unauthorised payments' with taxation implications (2021HOC0565MR).

B6 IMMEDIATE DETRIMENT: GUIDANCE WITHDRAWN

On 29 November 2021, the Westminster government withdrew its immediate detriment guidance (2021HOC0582MR).

The 'immediate detriment' cases are the firefighters who have retired since the 2015 pension scheme was introduced, or will do so before further legislation to provide firefighters with a remedy is introduced. The Home Office published guidance on processing immediate detriment cases in August 2020 and revised the guidance in June 2021.

The home office note explaining why their guidance has been withdrawn stated:

"It is of course still up to schemes to choose to process cases or not based on their own assessment of the competing legal risks, but at this stage it is not possible to give any guarantees that the remedy and its tax consequences will work as intended for everyone, before the legislation is in place."

The home office withdrawing its guidance does not alter the FBU's stated position in relation to immediate detriment cases. Those cases must be resolved as previously directed by the courts and if necessary the union will take legal action if fire and rescue authorities do not do so.

B7 RETAINED FIREFIGHTERS' PENSIONS

On 23 August 2021, head office provided an update on retained firefighters' pensions, in the case of *Matthews and others v Kent and Medway Towns Fire Authority and others* (2021HOC0445MR).

Negotiations took place with the home office and fire and rescue authorities to bring final settlement to the pension's aspects of the employment tribunal claims brought on behalf of retained members under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 ('PTWR').

Membership of the modified section of the NFPS was opened to retained firefighters in respect of service between 1 July 2000 and 5 April 2006 (with the NFPS permitting membership for retained firefighters from 6 April 2006 anyway). All individuals with service between these dates (regardless of whether they had lodged an employment tribunal claim, or whether they remained in service) were to have been given the opportunity to take part in an 'options exercise'. Individuals should have received information in 2014-15 to explain what they could expect to receive in benefits if they chose to take up the option of membership for such periods of service, what they would have to pay in contributions and the steps they needed to take if they wished to take up the option. This was the 'first options exercise'. We know that at least one authority did not fulfil its duties in this regard.

The 'first options exercise' only permitted service going as far back as 1 July 2000 to be taken into account for membership of the modified section of the NFPS. It remained legally uncertain whether previous service could be taken into account. For this reason, the employment tribunal claims were stayed pending resolution of that issue.

The issue was effectively resolved in another case in November 2018, meaning that service going back to the start of employment could be taken into account for the purpose of a claim under PTWR, the home office having accepted that the same principles should be applied to the retained pension claims. The agreement with the union seeks to resolve these outstanding issues in the retained employment tribunal claims through a 'second options exercise'.

Implementation of the second options exercise will need to take place via statutory instrument amending the NFPS. The Home Office have committed to introducing the legislation 'as soon as reasonably practicable'. The second options exercise will start as soon as reasonably practicable after the legislation comes into force and will run for 18 months.

On 14 December 2021, head office provided a further update on further negotiations, including the retained/wholetime transfer issue (2021HOC0609MR).

B8 LOCAL PENSION BOARD INFORMATION

On 21 October 2021, the executive council made a request for information on local pension boards (2021HOC0524MR).

Local pension boards were set up in each fire and rescue authority (or relevant governance body) as a result of the Hutton recommendations and include employer and employee representatives. Local pension boards are not decision making bodies, but have been set up to provide scrutiny and offer advice to the pension scheme manager (who is the fire and rescue authority, although this responsibility for day-to-day purposes may be delegated). The importance of representation on these local boards was recognised by the FBU at their inception and successful efforts were made to ensure that FBU has the numbers of representatives available with suitable experience and knowledge.

B9 SCHEME ADVISORY BOARD REPRESENTATIVES

The FBU is represented on the following boards:

Firefighters Pensions Scheme Advisory Board (SAB) England: Mark Rowe, Brian Hooper, Matt Lamb and Pete Smith

Firefighters Pensions Scheme Advisory Board (SAB) Wales: Mark Rowe and Cerith Griffiths

Firefighters (Northern Ireland) Scheme Advisory Board (SAB): Mark Rowe and Jim Quinn

Scottish Firefighters' Pension Scheme Advisory Board: Mark Rowe and Chris McGlone

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

During 2021 the executive council committed substantial resources to defend firefighters' health and safety. The FBU health and safety committee continued to work on safety standards and campaign on key matters raised by members. FBU safety reps continued to tackle a wide range of issues, as members have worked throughout the Covid-19 pandemic.

The FBU has had to resist attacks on firefighter safety in high rise buildings, where some chief fire officers want to breach decades of safety protection and send firefighters beyond the entry control point but not under air.

The FBU launched the decontamination (DECON) project, based on the University of Central Lancashire (UCLan) report on contaminants, which was commissioned by the union.

C2 HIGH RISE SAFETY IN LONDON

During 2021, the FBU had to tackle a serious threat to firefighter safety after the London Fire Brigade (LFB) attempted to introduce a new high rise firefighting policy (coded as PN633) as part of changes following the Grenfell Tower fire.

During 2020, negotiations took place in London, through the brigade health, safety and welfare committee, the statutory consultation body involving both principal managers and FBU safety representatives. LFB principal managers wanted to introduce a new procedure, where firefighters at high rise incidents would be allowed to go beyond the entry control point without first starting up and checking their BA sets. If introduced it would have allowed firefighters to be deployed beyond the bridgehead at fires on upper floors of tall buildings wearing BA but not under air. The FBU was told the intention was to "save air" so firefighters could get higher up buildings before whistles went off.

The FBU made it clear that in an already risky situation, such a procedure put firefighters at even greater risk – in clear breach of health and safety law as well as best practice on BA in place for half a century. The FBU has fought to improve BA procedures since the 1950s, following firefighter deaths and injuries. The union had negotiated safety procedures, which were accepted by employers and principal managers, and were written into fire and rescue service manuals and national operational guidance, in order to protect the immediate and long-term health of firefighters from exposure to hazardous substances.

In March 2020, LFB principal managers took the new policy and procedure to the London Fire and Resilience board. In September 2020 it began training firefighters, even though concerns continued to be raised by politicians on the fire authority and by the FBU. In October 2020, LFB principal managers invoked the Health and Safety Advisory Panel (HSAP), which meant the involvement of an independent chair and a dispute resolution process to resolve the differences. The FBU accepted the procedure, as it gives the union an additional forum to put its arguments in defence of firefighter safety.

C3 HEALTH AND SAFETY ADVISORY PANEL

In January 2021, LFB management proposed an independent chair, former HSE inspector Andrew Strawson. They also made some changes to the PN633 policy, without removing the dangerous procedure. The LFB's draft policy would still have required and allowed incident commanders at high rise fires to deploy firefighters to work beyond the entry control point at the bridgehead without first having started up their breathing apparatus.

In March 2021, the FBU made a comprehensive submission to the Health and Safety Advisory Panel, setting out the concerns. In addition, the union submitted an independent report by former ACFO Lewis Ramsay, outlining the operational problems with the LFB procedure. The FBU argued the proposed policy was unsafe because it would:

- Be in breach of a fire and rescue authority's obligations as set out in the Health and Safety at Work Act 1974 and associated regulations
- Remove a reasonably practicable control measure
- Reduce the level of safety below that which is known to be reasonably practicable to achieve
- Overturn decades of BA safe practice
- Ignore lessons learnt from previous firefighter deaths, injuries and BA emergencies, such as the 2003 Petershill Court fire in Strathclyde
- Knowingly place BA teams beyond any point of rescue
- Completely remove the responsibilities of the BA Entry Control Officer and their ability to monitor and supervise the wear
- Breach PPE regulations and would undermine and render firefighter PPE ineffective. It would further require firefighters to commit a breach of the same regulations
- Undermine vital BA pre-entry checks and safe systems of work
- Render it impossible for BA teams to calculate working duration and safe turn-around pressures
- Expose firefighters to toxic fire effluents and other substances hazardous to health
- Undermine public safety by the potential to hamper fire ground operations, rescue efforts and redirect resources
- Not make buildings safer
- Offer no identifiable benefit to public safety.

On 14 April 2021, head office and London FBU officials participated in presenting the matter to independent technical scrutiny using a mechanism called the LFB's Health and Safety Advisory Panel. The process comprised a written submission by each of the two parties to the disagreement which was then presented to a meeting of the panel members. The panel consisted of two representatives from each party (FBU and LFB management) and an independent chair.

On 26 May 2021, the independent chair's report was made public (2021HOC0235MW). The chair concluded after hearing the arguments from both sides that LFB should withdraw the proposed unsafe procedure of sending firefighters beyond the entry control point when not under air. The recommendations were:

49. My recommendation is that the proposed procedure in Para 6.30 of the latest draft of PN633 be removed as it does not represent appropriate and best practice at fires in high-rise buildings.

50. In the course of the Panel deliberations it appeared that there were some inconsistencies and

omissions in the proposed procedure. I am not of the opinion that rectifying these inconsistencies and omissions would change the recommendation.

The FBU welcomed the decision of the London Fire Commissioner to accept the findings of the chair's report and withdraw the paragraphs containing the flawed procedure. The FBU also wrote to the NFCC and other chief fire officers to insist that national guidance and local high rise policies were brought into line with the chair's report.

C4 NFCC AND OTHER HIGH RISE SAFETY

On 16 July 2021, the FBU hosted an online briefing to update officials on the national situation following the London HSAP report (2021HOC0366MW).

The FBU's submission had highlighted revised NFCC high rise guidance, published in late 2020 and without the agreement of the union, which permitted the same unsafe practice of working beyond the ECP but not under air. The guidance licenced local decision making on this matter, despite its importance for all fire and rescue services across the UK.

The FBU wrote to the chair of the NFCC following the outcome of the London panel and requested this guidance be retracted immediately. The NFCC refused to retract its guidance. The union also highlighted a small number of fire and rescue services attempting to impose the unsafe practice on local policy.

On 30 July, the FBU issued a briefing note to assist discussions at branch meetings (2021HOC413RLT). On 5 August, head office circulated further materials on BA safety for branches, setting out the risks of the new procedures (2021HOC0419RLT).

The executive council continued to explore every available avenue, including legal action, to avert the imposition of unsafe BA procedures on firefighters.

C5 COVID-19: FIREFIGHTERS' HEALTH AND SAFETY

During 2020, the executive council and head office invested enormous time and energy to ensure firefighter safety during the Covid-19 pandemic. This included negotiating a unique national agreement with fire employers and chief fire officers, to ensure existing statutory functions were met, while also undertaking additional work to help the NHS and vulnerable people. Last year's annual report set out the details of this vital work.

Sadly, on the evening of 13 January 2021, fire employers unilaterally and without prior warning walked away from the national agreement with the FBU that had been in place since March 2020. The fire employers' decision to terminate the agreements was set out in a document entitled, CIRCULAR EMP/1/21.

On 15 January, head office provided a briefing to officials (2021HOC0021MW). On the same day, the executive council issued a statement setting out the FBU position, including a commitment to seek to resolve the situation as quickly as possible (2021HOC0022MW).

On 21 January, head office hosted two separate members meetings to explain what the FBU was doing in response to employers walking away (2021HOC0025MW). A further circular updating officials was published on the same day (2021HOC0027AD).

On 25 January the FBU approached the employers with an offer to resume talks on the national agreement. The executive council committed to prioritising these negotiations, with a view to finding a solution (2021HOC0034AD).

On 1 February, the FBU updated members on the risks of new variants of Covid-19, using data from the Westminster government's Scientific Advisory Group for Emergencies (SAGE). It also explained workplace outbreaks, long Covid, vaccination and lateral flow testing (2021HOC0038MW).

On 5 February, the FBU reported on the union's efforts to resume the national agreements with fire employers, which had been rebuffed (2021HOC0047MW).

On 12 February, the FBU published a detailed circular on temporary local agreements with fire and rescue services concerning Covid-related additional activities, which the union introduced alongside its campaign to revive the national agreements. The circular also explained the procedure for negotiating local agreements and the activities covered (2021HOC0070AD).

Also on 12 February, the FBU underlined the importance of firefighters and emergency control staff reporting their own cases of Covid-19 at work through the Health and Safety Executive (HSE), under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). This included workplace incidents, cases attributed to occupational exposure and deaths (2021HOC0067RLT).

On 2 March, brigade secretaries were sent a model risk assessment for the activity of assisting in taking samples for COVID-19 antigen testing, for use with any temporary local agreements on additional activities (2021HOC0104RLT).

On 28 July, the FBU issued interim advice to members after contradictory guidance from the Westminster government on exemptions to self-isolation for workers in critical industries (2021HOC409RLT).

On 27 August, head office advised regional secretaries on handling cases where principal managers were asking staff to volunteer to hand over information detailing whether or not they have been vaccinated against Covid-19 (2021HOC456MR).

C6 DECON PROJECT

On 7 Sept 2021, the FBU publicly launched the DECON campaign from Basildon fire station, Essex. This followed the publication in November 2020 of the University of Central Lancashire (UCLan) *Interim Best Practice Report: Minimising Firefighters' Exposure to Toxic Fire Effluents* (2021HOC0440RLT).

The executive council agreed that the main objectives of the campaign were:

- To raise awareness of the UCLAN report and its findings to firefighters across the UK
- To deliver its recommendations
- To train firefighters on the harmful health effects of exposure to toxic fire effluents, and how these exposures can be reduced, minimised or eliminated, as per the report recommendations
- To improve the health, safety and welfare of FBU members
- To be adopted officially by fire and rescue services as a contaminants training package
- To ensure that all recommendations are adopted, not just those that are simplest/cheapest to achieve and they are delivered in the proper manner
- To ensure the FBU's involvement in the project is acknowledged and its presence is maintained throughout.

The campaign was well received by members and officials, with most chief fire officers also supportive. The campaign had a positive response on social media. Members, officials and other fire and rescue services requested additional posters and resources.

On 18 August, the FBU held a briefing for officials in order to prepare for the DECON launch (2021HOC0435RLT).

C7 CANCER AND DISEASES DATABASE

On 4 February, the FBU, University of Central Lancashire (UCLan) researchers and the Royal Preston hospital launched a new nationwide database to assess the potential link between exposure to fire toxicants and the potential for increased occurrence of cancers and other diseases among firefighters (2021HOC0046MW). Officials were requested to promote and encourage all members to register on the database.

On 26 February, FBU officials attended the European Public Service Union (EPSU) webinar *Stop cancer at work! Carcinogens and Mutagens Directive: what is needed to protect firefighters from professional cancer*. The event was designed to share research and best practice between firefighters across Europe (2021HOC0090RLT).

C8 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

During 2021, the FBU's regional health and safety representatives committee continued to meet online because of the Covid-19 pandemic. The following meetings took place during the year:

- 24 March
- 23 June
- 22 September
- 1 December.

The health and safety meetings discussed important matters such as Covid-19 risk assessment, control measures and reporting, the UCLan report, mental health, breathing apparatus safety, serious accident investigations and other important health and safety business.

C9 MEMORIAL DAYS

On 28 April 2021, FBU members across the UK took part in International Workers' Memorial Day, a trade union event that highlights workplace safety under the banner, *Remember the dead, fight for the living* (2021HOC0199RLT).

On 4 May, FBU members across the UK marked Firefighters Memorial Day. The union encouraged all on duty members to participate in a minute's silence at midday where possible at their workplaces, ensuring that social distancing measures and any other necessary practices were in place (2021HOC0205TM, 2021HOC0210TM). The day was extensively observed and had significant media coverage.

C10 MENTAL HEALTH

Before the pandemic, the executive council commissioned Nottingham Trent University to conduct a research project into *Understanding the prevalence and nature of mental health and wellbeing in UK firefighters*. After advice from the Nottingham Trent specialists, the union paused the research, including a planned membership survey, as Covid-19 continued to disrupt the service and wider world.

On 22 February, the FBU held courses on *Mental Health for Trade Unionists in the UKFRS*. These were designed to help branch and brigade officials and safety reps improve their skills, update their knowledge and gain confidence to understand mental health issues and promote awareness in the workplace (2021HOC0077MW).

C11 SAFETY REPS SURVEY

On 26 October, head office asked brigade officials to assist the Centre for Research on Employment and Work (CREW) at Greenwich University with their survey of trade union safety reps. The research was supported by the TUC and funded by the Economic and Social Research Council UK. It was designed to find out more about the role and activity of trade union health and safety representatives during the pandemic, with results reported to the TUC (2021HOC0529RLT).

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

During 2021, there were some significant developments in fire and rescue service policy, as a result of the FBU's interventions, governments' activities and the chief inspector in England.

The FBU negotiated two breakthrough agreements with fire and rescue services in Greater Manchester and London over marauding terrorist attack (MTA) response.

The FBU had to respond to changes to the law and guidance arising from the Grenfell Tower Inquiry and Manchester Arena Inquiry, notably the Fire Safety Act and the Building Safety Bill.

The FBU faced further gratuitous attacks by the outgoing chief inspector of fire and rescue services (HMICFRS) in England. The National Fire Chiefs Council (NFCC) continued to promote government policy and encourage fire and rescue services to introduce guidance without negotiating with the FBU.

D2 MARAUDING TERRORIST ATTACK (MTA)

On 10 December 2021, the FBU wrote to members regarding discussions in Greater Manchester and London over marauding terrorist attack (MTA) response. The union explained that fire employers had made serious offers and that members would be balloted (2021HOC0605AD).

During 2021, separate discussions were held between the FBU and representatives from the London Fire Brigade (LFB) and Greater Manchester Fire and Rescue Service (GMFRS) concerning fire and rescue service response to incidents involving marauding terrorist attack.

Negotiations took place in the context of the ongoing Manchester Arena Inquiry (see D3). The FBU also faced unhelpful interference from the HMICFRS (see D6).

In December 2021, the executive council received final offers from both these fire and rescue services. The executive council considered the two offers. Although the offers did not meet all the FBU's aspirations, with all things considered, it was felt that they were sufficient enough for the executive council to agree to commence a ballot of the members employed by each fire and rescue service on the offer made by the respective employer. The ballot was planned to commence early in the New Year.

The executive council considered that both offers (which were very similar) were sufficient to recommend that members accept them.

On 22 December 2021, the FBU published a detailed explanation of the offers received from Greater Manchester (2021HOC0629AD) and from the LFB (2021HOC0631AD).

The pay element was a 2% uplift, paid to the entire workforce (rather than to a small team of staff).

The offer addressed two crucial matters:

- It made clear that firefighters will not be committed to work in the hot zone
- It established that the only safe way to protect communities is for all firefighters, not just teams, to be trained for deployment at MTA incidents in the warm zone.

The clause in respect of no hot zone working for firefighters, resisted for a considerable period by the employers, is incredibly important. As the JESIP guidance and the Manchester Arena Inquiry has made clear, the committal of first responders who aren't armed police simply provides the terrorist with a cache of additional targets and victims. The whole concept of first responders (other than armed police) entering the hot zone has been an unsustainable and unjustified change from the previous position outlined before it was revised.

The clause in respect of all firefighters being trained is a reluctant recognition by the employers of the case long pursued by the union i.e. that the provision only of small teams is merely a public relations exercise at the behest of the government, on behalf of those fire and rescue services that provide an MTA response. The FBU has long argued, in the face of employer resistance that because fire and rescue services will mobilise crews from any fire station to MTA incidents on the basis that they are not known to be MTA incidents, that it is imperative that all firefighters should be trained and equipped to deal with those incidents.

Because any firefighter can be mobilised to such incidents, this clause means that all firefighters will be paid for the additional work performed and the additional risks faced.

The FBU was unable to make progress on two key issues:

- No increase in pay for those working in control
- No additional compensation to that already available (from the pension scheme(s)); statutory compensation scheme; and/or the current provision in the Grey Book.

The key issues for the executive council were:

- the offers in front of members in Greater Manchester and London undermine any such attempt to impose the work without payment
- The offers represent recognition from the employers that these activities fall outside firefighter role maps
- if the offers are rejected, and if we do have to go through the stages of imposition, challenge, refusal to do the work, probable stoppage of pay, and legal success when the matter comes to court – there is little to suggest that any offer made after that will be the same or better than that on the table now.

Therefore the executive council recommended to members in Greater Manchester and London that the offers were accepted.

D3 MANCHESTER ARENA INQUIRY

On 9 and 10 March 2021, the FBU gave evidence at the Manchester Arena Inquiry (MAI). This is the independent public inquiry set up by the home office in October 2019 to investigate the deaths of the victims of the bomb attack on 22 May 2017 at the Manchester Arena (2021HOC0133AD).

In line with a ruling made on 10 June 2020, the FBU was asked to supply information to the inquiry. This request, including suggested matters which the statement might cover, was formally made on 25 November 2020, and supplied on 19 January 2021. In line with the general principle of redacting sensitive

information from statements from any source which would be put in the public domain, specific parts of the statement were redacted. However the full content was available to the inquiry chair Sir John Saunders.

The evidence provided by the FBU in its statement was broad-ranging and focused primarily on the arrangements for fire and rescue service response to marauding terrorist incidents, shortcomings in those arrangements and measures which the union believes should be put in place to account for those shortcomings. The evidence was provided to inform how the arrangements impacted on the fire and rescue service response to the incident on 22 May 2017. The FBU provided links to transcripts and the testimony, so members could see the proceedings.

The inquiry's chair wrote to thank the FBU for the evidence and testimony provided.

On 17 June, the Manchester Arena Inquiry published its *Volume One: Report into the Deaths of the 22 Victims of the Attack on 22 May 2017*. A copy of the report was made available on the FBU website and on the inquiry's website (2021HOC0335AD).

D4 HMICFRS COVID-19 REPORT

On 22 January 2021, HMICFRS in England launched its report, *Responding to the pandemic: The fire and rescue service's response to the COVID-19 pandemic in 2020*. The union said it was "a vicious and dishonest attack on firefighters and the FBU". It was launched when thousands of firefighters are once again on the front line of major flood incidents. At the same time, firefighters were also driving ambulances, moving the bodies of the deceased and delivering vital supplies to the NHS and care sector and vulnerable people in our communities. In the middle of winter and during a pandemic, their priority was not to improve public safety, but to attack FBU members and our union (2021HOC0029MW).

The HMICFRS report alleges that the FBU "prevented some firefighters from maximising the support they could provide to the public during the pandemic". This is untrue. The FBU did everything possible from the beginning of the pandemic to ensure firefighters could play a full part in efforts to respond to Covid-19. The FBU reached a UK-wide agreement with employers and the NFCC to ensure that firefighters and the public were safe delivering core functions and additional work during the pandemic.

On 26 January, the FBU held an online briefing for officials to discuss the HMICFRS report and the wider attacks on the union.

D5 HMICFRS STATE OF FIRE AND RESCUE REPORT 2020

On 17 March 2021, the HMICFRS published its report, *State of Fire and Rescue – The Annual Assessment of Fire and Rescue Services in England 2020*. The chief inspector for England, Thomas Winsor continued to make unsubstantiated criticisms of the FBU. In the *Daily Telegraph* (18 March 2021), he suggested firefighters' right to take industrial action should be reviewed by the Westminster government. The union made a robust response.

On 19 April, Mr Winsor continued these attacks in *Fire* magazine, including the false claim that he had offered to meet with the FBU (2021HC0198MW). He made no offers to meet the union during his entire tenure as chief fire inspector in England, despite numerous meetings between FBU officials and his inspectors. On 17 June, the FBU sent Mr Winsor a detailed response, refuting his attacks (2021HOC0341MW).

D6 HMICFRS LETTER ON MTA

On 28 September 2021, the chief fire inspector for England, Thomas Winsor wrote to the chief fire officers of Greater Manchester and London criticising their decisions to negotiate agreements with the FBU regarding marauding terrorist attack (MTA). In particular Winsor claimed such work was already within role maps and therefore should not be paid. Winsor threatened the chief fire officers with intervention by the home secretary should they proceed with the agreements.

In response, the FBU co-signed letters with Greater Manchester and London, explaining the benefits of the agreement for public safety and resilience against terrorist attacks, as well as for the firefighters expected to respond (2021HOC0495AD).

D7 HMICFRS LOCAL INSPECTIONS

On 15 December 2021, HMICFRS published its 2021-22 reports on 12 fire and rescue services. This is the third time HMICFRS has inspected services across England. The subsequent reports are distributed in different tranches.

The reports of this tranche were on the fire and rescue services in: Avon, Bedfordshire, Buckinghamshire, Cambridgeshire, Cheshire, Cornwall, Greater Manchester, Hereford and Worcester, Lincolnshire, Merseyside, Northumberland and Surrey. Warwickshire was also inspected in this tranche, but its report was delayed.

D8 HMICFRS *STATE OF FIRE AND RESCUE* REPORT 2021

On 15 December 2021, HMICFRS published its *State of Fire and Rescue 2021* report. The report, which only covers England, included an attack on firefighters' right to democratically organise, including a recommendation to consider removing firefighters' right to strike. It also criticises the pace of change in the fire and rescue service. This was Thomas Winsor's final report before he stepped down from his role. HMICFRS also published the first tranche of its recent inspections of local fire and rescue services.

D9 FIRE SAFETY ACT

On 29 April 2021, the Fire Safety Act 2021 came into force. It clarifies the law with respect to the 'common parts' of high rise buildings and paves the way for further legislation with regard to the Grenfell Tower fire. The FBU gave evidence throughout the passage of the Act on the need for investment in the fire and rescue service, particularly for fire inspectors.

D10 FIRE SAFETY CONSULTATION

D10 FIRE SAFETY CONSULTATION

On 17 March 2021, the Westminster government responded to the consultation it launched on fire safety during 2020. The FBU made a detailed submission to that consultation.

On 19 July, the FBU made a submission to the Westminster government's consultation, *Home Office: Personal Emergency Evacuation Plans in High-Rise Residential Buildings*. The union raised safety concerns

and the need to consult with disability campaigners to ensure any changes did not discriminate against disabled people.

D11 BUILDING SAFETY BILL

In July 2021, the Westminster government published its Building Safety Bill, designed to bring in a new system of regulation for high rise buildings.

On 14 September, Matt Wrack gave evidence on behalf of the FBU to the bill committee on the Building Safety Bill. The FBU raised a range of concerns, drawing particular attention to the culture of complacency in the construction sector that led to tragedies like Grenfell, to a lack of competence in building control, and to cuts to the fire and rescue service, which have led to fewer fire safety inspections (2021HOC0473TM).

On 14 October, the FBU made a further written submission highlighting the need for more fire inspectors and the risks from private 'approved inspectors' undermining local authority building control. The union's officials briefed MPs during the passage of the legislation through the Westminster parliament.

D12 WELSH GOVERNMENT CONSULTATION

On 9 April 2021, the FBU made a submission to the Welsh government consultation, *Safer Buildings in Wales*. The FBU recognised that the proposals made by the Welsh government went further than those set out by the Westminster government, but underlined the urgent need for investment in firefighters and fire inspectors from within the firefighting workforce.

D13 FIRE SAFETY DESIGN FOR SCHOOLS

On 17 August 2021, the FBU made a submission to the Department for Education consultation on *Building Bulletin 100: fire safety design for schools*. The union reiterated its opposition to watering down guidance designed to protect schools and those who work and study there from fire. This work was coordinated with education unions.

D14 COVID-19 NJC AGREEMENT

On 13 January 2021, fire employers unilaterally and without prior warning walked away from the national agreement with the FBU that had been in place since March 2020. The FBU efforts to reinstate the national agreement, which protected both firefighters and our communities, is explained in Section C.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

Matters at Westminster and in the devolved administrations continued to be interrupted by the Covid-19 pandemic. All parliaments and assemblies operated on a restricted basis for much of the year, with limited attendance and remote involvement.

During 2021, the FBU allocated significant resources to political work. These included submissions to governments at Westminster and the devolved administrations, virtual lobbies by FBU members, meetings with ministers and civil servants, the production of briefings and bulletins, as well as campaigning.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

The Home Office is responsible for the fire and rescue service in England. Priti Patel MP was home secretary. Lord Greenhalgh was the fire minister. FBU officials held several meetings with ministers and with government officials during the year.

E3 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – NORTHERN IRELAND

The fire and rescue service in Northern Ireland is a devolved matter and the responsibility of the Department of Health. Health minister Robin Swann was minister of health in the Northern Ireland Assembly. FBU officials held a number of meetings with the minister and Members of the Legislative Assembly (MLAs) during the year.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The fire and rescue service in Scotland is a devolved matter and the responsibility of the Scottish government. During 2021, Humza Yousaf MSP was cabinet secretary for justice. Ash Denham MSP was minister for community safety, with responsibility for the fire and rescue service in Scotland. FBU officials held meetings with numerous ministers and Members of the Scottish Parliament (MSPs) during the year.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and the responsibility of the Welsh government. At the beginning of 2021, Julie James MS was minister for housing and local government, with responsibility for the fire and rescue services, including community fire safety. Hannah Blythyn MS was deputy minister for housing and local government and supports the work of the minister for housing and local government. In May 2021, Julie James MS became minister for climate change and Hannah Blythyn was appointed deputy minister for social partnership with overall responsibility for fire and rescue services including community fire safety. The general secretary and Wales executive council member attended regular meetings with senior ministers. Locally, FBU officials held meetings with ministers, members of the Senedd and Welsh government fire branch civil servants during the year.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

On 4 February 2021, the Ministry for Housing, Communities and Local Government (MHCLG) confirmed its local government settlement, providing figures for the central grant allocated to metropolitan and combined fire authorities in England. In 2013-14, central funding was £1,240m. By the settlement for 2021-22, this had decreased by 30%.

On 7 September 2021, chancellor Rishi Sunak launched a comprehensive spending review, intended to cover the next four years of Westminster government spending. The executive council submitted the union's response, making a strong case for investment in the fire and rescue service.

E7 NORTHERN IRELAND ASSEMBLY

During the year FBU officials and members engaged with politicians from all parties in Northern Ireland: the Democratic Unionist Party (DUP), Sinn Féin, Ulster Unionists, Social Democratic and Labour Party (SDLP) and the Alliance Party. FBU officials also held regular meetings with Northern Ireland Fire and Rescue Service (NIFRS) principal officers on matters emanating from the assembly.

E8 SCOTTISH GOVERNMENT

During the year Scottish FBU regional officials engaged regularly with ministers, MSPs and the leaders of all parties at Holyrood. Due to the pandemic and the online, virtual format of party conferences, the FBU was unable to attend these as normal. FBU officials also held regular meetings with Scottish Fire and Rescue Service (SFRS) principal managers.

On 15 July 2021, the FBU made a submission to the SFRS consultation on *Draft Long-Term Vision*. On 8 October, the FBU made a submission to the SFRS consultation on *Options for Responding to Automatic Fire Alarms in response to the Time for Change: Reducing Unwanted Fire Alarm Signals (UFAS)* report. On 21 December, the FBU made a submission to the Scottish Government consultation on the next Fire and Rescue Framework for Scotland.

E9 WELSH GOVERNMENT

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During the year the forum met quarterly and

discussed a range of issues. FBU officials also held regular meetings with fire and rescue service principal managers across Wales.

On 9 April 2021, the FBU made a submission to the Welsh government consultation, *Safer Buildings in Wales*. FBU officials also held discussions with ministers on broadening the role of firefighters in Wales.

E10 GRENFELL TOWER INQUIRY: PHASE 2 HEARINGS

During 2021, Phase 2 of the Grenfell Tower Inquiry (GTI) continued. Phase 2 is intended to examine the causes of the fire, including how Grenfell Tower came to be in a condition which allowed the fire to spread in the way identified by Phase 1 (the night of the fire). The FBU has consistently criticised the decision to arrange proceedings in this manner.

Phase 2 is divided into modules:

- Module 1 The primary refurbishment (overview and cladding)
- Module 2 Cladding products – testing/certification, product marketing/promotion
- Module 3 Active and passive fire safety measures internal to building, management of building, compliance with the Fire Safety Order 2005, fire risk assessment, including complaints and communication with residents
- Module 4 Aftermath
- Module 5 Firefighting
- Module 6 Government
- Module 7 Experts
- Module 8 Evidence relating to the deceased.

FBU head office and the union's legal team from Thompsons observed every day of the GTI hearings. The union also submitted questions for witnesses to get the inquiry to probe deeper into the issues. The union has provided written and oral submissions at the start and conclusion of each module. Officials also assessed expert reports and tranches of evidence, including thousands of documents not previously in the public domain.

E11 GRENFELL TOWER INQUIRY: MODULES 1-3

After the lockdown in early 2021, the inquiry resumed hearing evidence for module 2, before closing modules 1 and 2 in September 2021.

- The FBU made a closing written submission for module 1 on 28 May
- The FBU made a closing written submission for module 2 on 1 June
- The union's counsel gave a closing oral statement for modules 1 and 2 on 13 September.

The union's submissions emphasised the failures of the private companies involved to comply with building and fire regulations during the refurbishment of Grenfell Tower, including the cladding added to the external walls, the new windows, surround, internal flat doors and other works that created the death trap.

Between March and July 2021, module 3 hearings took place, with closing submissions given in the autumn.

- The FBU made a written opening submission for module 3 on 19 March
- The FBU's counsel also gave an opening oral statement for module 3 on 30 March
- The FBU made a written closing submission for module 3 on 1 October
- The FBU's counsel made a closing oral statement for module 3 on 26 October.

The FBU answered criticisms of firefighters concerning the lifts on the night of the fire, pointing to poor design and maintenance.

E12 GRENFELL TOWER INQUIRY: MODULE 5 – FIREFIGHTING

Between September and October 2021, module 5 hearings on firefighting took place over 15 days.

- The FBU made a written opening submission for module 5 on 23 July
- The FBU's counsel made an opening oral statement for module 5 on 20 September.

The FBU argued that it was a mistake for the inquiry to evaluate firefighting matters before it had understood the central government and regulatory context in which every fire and rescue service in the UK operates. The LFB was subject to national oversight and guidance, and therefore criticism of its policies and procedures should be placed in the context of central government and chief officers' decisions.

The FBU was also critical of efforts to portray incident command training, particularly those originating in Kent Fire and Rescue Service, as some sort of ready-made alternative evacuation plan prior to the Grenfell Tower fire. The FBU criticised former chief fire officer Steve McGuirk, the GTI's appointed expert on firefighting, who agreed with the Phase 1 conclusion on evacuation, but failed to demonstrate how it could have been done on the night. The inquiry failed to question McGuirk on the mistakes made by chief officers' organisations CFA and NFCC, who were nominally responsible for national guidance prior to the fire.

In November and December 2021, module 6 hearings opened on the role of government, to be completed during 2022.

- The FBU made a written opening submission for module 6 on 15 October
- The FBU's counsel made an opening oral statement for module 6 on 28 October.

The FBU argued that privatisation, deregulation and contracting out under all governments since 1979 had weakened the building safety and fire safety regimes. In addition, austerity since 2010 had savagely reduced the workforce by a fifth, while fragmentation under local IRMP had damaged resilience.

The FBU's written submissions and oral statements are publicly available on the GTI website.

E13 WESTMINSTER POLITICAL ACTION

During 2021, the FBU continued to brief MPs on important legislation, such as the Fire Safety Act and Building Safety Bill (see Section D). In March, a briefing was provided ahead of the Budget. MPs also received briefings on firefighters' memorial day and the DECON project.

On 30 September 2021, the FBU made a submission to the 2021 *Spending Review*, launched by the chancellor on 7 September. The union argued that in the context of the Covid-19 pandemic, floods and wildfires, terrorist attacks and other hazards firefighters tackle, there was an exceptionally compelling case for investment in the fire and rescue service across the UK.

During 2021, the FBU produced five issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on the HMICFRS Covid-19 report (January), Local Government Settlement in England, (February), HMICFRS annual report (April), firefighter jobs (September) and the Grenfell Tower Inquiry (December).

On 1 October 2021, the FBU made a submission to the Department for Business, Energy and Industrial Strategy (DBEIS) consultation, *Reforming the Framework for Better Regulation*, issued on 22 July 2021. The union expressed its opposition to the content and direction of this consultation, which constituted a deregulation manifesto, putting workers and communities at risk. The Westminster government plans signalled a massive acceleration of the deregulation, 'levelling down' agenda, which will hurt working people across the UK. The FBU urged ministers to stop and think again.

E14 WHITE PAPER ON FIRE REFORM

On 16 March 2021, home secretary Priti Patel gave a written statement to the Westminster parliament announcing that the home office would be launching a white paper on fire reform. This is the opening salvo of a planned attack on firefighters. On 17 March, the HMCIFRS Tom Winsor published his second annual *State of Fire and Rescue 2020* report, making further attacks on firefighters' pay and conditions (2021HOC0206MW).

On 16 June 2021, the FBU wrote to prime minister Boris Johnson, to explain the FBU's opposition to the attacks made by HMCIFRS and the home secretary (2021HOC0333MW). The union provided a Powerpoint presentation for brigade officials to assist with brigade committee discussions (2021HOC0327MW).

On 22 November 2021, the FBU organised an online briefing for officials on the threats to collective bargaining (2021HOC0564MW).

E15 FBU PARLIAMENTARY GROUP

The FBU organises a parliamentary group to advance firefighters' interests at Westminster, where many key decisions are made that affect the fire and rescue service. The group, drawn exclusively from Labour MPs, was chaired by Jo Stevens MP and Grahame Morris MP.

The aim of the group is to inform MPs of firefighter issues and influence the direction of government policy. The FBU parliamentary group is a campaigning group. It is not comprised of MPs who have any financial relationship with the union because of their membership, rather those who wish to work with the union and in the interests of FBU members.

The group would normally meet every six to eight weeks while the House of Commons is sitting, so the union can brief MPs on its current campaigns. However this was interrupted by Covid-19, which meant meetings were held online. The union provides a written report to all group meetings. During the year, a wide range of issues were raised, including firefighters' pay and conditions, the impact of cuts on the service and the Grenfell Tower fire.

Region	Member of Parliament	Constituency
3	Alex Cunningham	Stockton North
	Julie Elliott	Sunderland Central
	Mary Foy	City of Durham
	Mary Glendon	North Tyneside
	Ian Lavery	Wansbeck
	Andy McDonald	Middlesbrough
	Ian Mearns	Gateshead
	Grahame Morris	Easington
	Kate Osborne	Jarrow
	Liz Twist	Blaydon
4	Olivia Blake	Sheffield Hallam
	Richard Burgon	Leeds East
	Gill Furniss	Sheffield Brightside & Hillsborough
	<i>Louise Haigh</i>	<i>Sheffield Heeley</i>
	Imran Hussain	Bradford East

	Rachael Maskell	York Central
	Karl Turner	Hull East
5	Mike Amesbury	Weaver Vale
	Paula Barker	Liverpool Wavertree
	Ian Byrne	Liverpool West Derby
	Dan Carden	Liverpool Walton
	Rosie Cooper	Lancashire West
	Peter Dowd	Bootle
	Kim Johnson	Liverpool Riverside
	Rebecca Long-Bailey	Salford & Eccles
	Conor McGinn	St Helens North
	<i>Jim McMahon</i>	<i>Oldham West & Royton</i>
	Nav Mishra	Stockport
	<i>Angela Rayner</i>	<i>Ashton-under-Lyne</i>
	Cat Smith	Lancaster and Fleetwood
	Mick Whitley	Birkenhead
6	Nadia Whittome	Nottingham East
7	Tahir Ali	Birmingham Hall Green
	Zarah Sultana	Coventry South
8	Nia Griffith	Llanelli
	<i>Jo Stevens</i>	<i>Cardiff Central</i>
	Bethan Winter	Cynon Valley
9	Rachel Hopkins	Luton South
	Clive Lewis	Norwich South
10	Apsana Begum	Poplar and Limehouse
	Jeremy Corbyn	Islington North
	Jon Cruddas	Dagenham and Rainham
	John Cryer	Leyton and Wanstead
	John McDonnell	Hayes and Harlington
	Abena Oppong-Asare	Erith and Thamesmead
	Kate Osamor	Edmonton
	Bell Ribeiro-Addy	Streatham
11	Lloyd Russell-Moyle	Brighton Kemptown
12	Kerry McCarthy	Bristol East

Membership by FBU region – 2019 intake in bold and shadow frontbench in italics

E16 TRADE UNION CO-ORDINATING GROUP (TUCG)

The FBU is a member of the Trade Union Co-ordinating Group (TUCG), which co-ordinates campaigning activities at Westminster on issues of common concern between member unions. The TUCG currently comprises 10 trade unions: Bakers, Food and Allied Workers Union (BFAWU), FBU, Napo – the probation and family court staff union, National Union of Journalists (NUJ), National Union of Rail, Maritime and Transport Workers (RMT), National Education Union (NEU), Public and Commercial Services Union (PCS), Prison Officers Association (POA), United Road Transport Union (URTU) and University and College Union (UCU). The TUCG executive council met every two months during the year and organised events at TUC congress and at Westminster.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

During 2021, many trade union and labour movement conferences were cancelled because of the Covid-19 pandemic. However there were some significant online gatherings, including the TUC and STUC Congresses. The FBU undertook a great deal of activity within the Labour Party to ensure firefighters' voices were heard. The undercover policing inquiry continued, where the FBU is a core participant. The FBU maintained its affiliations to a wide range of labour movement-backed campaigns.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) took place online, 12-15 September 2021. The FBU's delegation was Matt Wrack, Ian Murray, Ben Selby, Amit Malde, Rachel Rogers and Maria Buck.

The delegation moved two resolutions at the conference, on the fire reform White Paper and the anti-union laws. Both were carried. They also amended motions on the resourcing public services (investment and pay) and on strengthening regulatory bodies (Grenfell and fire safety inspectors).

The FBU supported fringe meetings, speaking at Stand up to Racism, People's Assembly, PCS pensions and War on Want. Matt Wrack was elected to the TUC general council and executive committee.

F3 TUC WOMEN'S CONFERENCE

TUC women's conference took place online, 3-5 March 2021. The FBU delegates were Holly Ferguson and Clare Hudson. The FBU submitted resolutions on Covid-19 response and domestic violence.

The conference held a wide range of discussions, including on women, health and safety and organising, preventing sexual harassment in the workplace, organising for equal pay, ending inequalities in black women's maternal health care and increasing women's representation in the trade union movement.

The conference carried three statements from the TUC Women's Committee, on the unequal impact of Covid-19 on women, ending gender-based violence and strengthening women's rights and representation at work.

F4 TUC LGBT+ CONFERENCE

TUC LGBT+ workers conference took place online on 25 February 2021. The FBU delegates participating were Yannick Dubois, Linzi Blake and Pat Carberry. No individual motions from unions were accepted for debate at conference.

The LGBT+ conference held three debates on composited issues identified as priority from motions submitted from individual unions. Pat Carberry spoke on two motions, the unequal impact of COVID-19 on LGBT+ workers and the impact of Covid-19 on LGBT+ people's mental health. The other motion was Recognition Act, supporting non-binary members at work. Pat Carberry was re-elected to the TUC's LGBT+ committee.

F5 TUC BLACK WORKERS' CONFERENCE

TUC Black Workers' Conference took place online 19-21 March 2021. The FBU delegates were Tariq Khan, Karen Bell and Amit Malde. The FBU submitted resolutions on Covid-19 response and domestic violence.

The conference held a wide range of discussions, including an international panel of trade unionists talking about the Black Lives Matter movement, with representation from South Africa, Palestine, Brazil, India and the USA. Delegates participated in workshops on trade unionism and activism in the workplace, with input on organising, collective bargaining, public policy and representation.

Joseph Mendy sat on the TUC Race Relations Committee during 2021.

F6 ICTU BIENNIAL DELEGATE CONFERENCES

The Northern Ireland Committee (NIC) of the Irish Congress of Trade Unions (ICTU) biennial delegate conference took place virtually on 23 March 2021. The FBU delegates were Jim Quinn and Phil Millar. Jim Quinn was elected to the NIC.

The ICTU biennial delegate conference took place in Belfast, 26-27 October 2021. The FBU delegates were Chris Blayney and Dermot Rooney. The theme of the conference was *No going back*.

F7 STUC CONGRESS

The Scottish Trade Union Congress (STUC) took place online, 18-20 April 2021. The FBU delegates were Denise Christie, Seona Hart, Chris McGlone, John McKenzie, Ian Murray and Matt Wrack. The theme of the conference was *The People's Recovery: Organising for a Fairer Future*. Denise Christie was re-elected to the STUC general council.

F8 WALES TUC

The Wales TUC took place online 25-26 May 2021. The FBU delegates were Cerith Griffiths, Arwel Roberts and Ruth Bateman. The conference discussed devolution, a national care service, ending racism, public ownership of rail and supply teachers. Cerith Griffiths was re-elected to the Wales TUC general council.

F9 LABOUR PARTY CONFERENCE

The Labour Party conference was held in Brighton, 25-29 September 2021. The FBU is affiliated to the Labour Party in England and Wales and sent four delegates: Matt Wrack, Ian Murray, Ben Selby and Rosa Crowley-Bennett. The FBU made two successful interventions – on the Socialist Green New Deal and Grenfell Tower fire: hold ministers and contractors to account.

The FBU hosted two fringe events: *Climate Catastrophe: the Case for a Socialist Green New Deal* was in association with Labourlist, and *Grenfell and the Building Safety Crisis: Decent, Safe Homes*. FBU delegates spoke at the following rallies: Andrew Marr Roadshow Brekkie on the Beach, Defend the Green New Deal, Labour Democracy Demo and the Power in the Workplace Rally, hosted by TULO.

In February 2021, the FBU and other organisations demanded a Labour Party recall conference over party democracy, including the treatment of former leader Jeremy Corbyn.

F10 LABOUR PARTY WOMEN'S CONFERENCE

The Labour Party's National Annual Women's Conference was held online, 25-27 June 2021. The FBU's delegates were Kathryn Duncan and Holly Ferguson. The FBU submitted a motion under the women and the economy section, emphasising collective bargaining, trade union freedom and the green new deal on climate change.

F11 LABOUR PARTY LEADERSHIP

During 2021, the FBU maintained strong links with the Labour Party leadership at various levels. FBU officials regularly met with shadow home secretary Nick Thomas-Symonds and shadow fire minister Sarah Jones. In addition, officials briefed MPs in the FBU parliamentary group at Westminster. On 29 November 2021, the Labour leadership carried out a reshuffle. Yvette Cooper became shadow home secretary.

FBU officials participated in meetings of the Trade Union and Labour Party Liaison Organisation (TULO), alongside the 11 other trade unions affiliated to the party. Ian Murray was re-elected to serve on the Labour Party's National Executive Committee (NEC).

F12 LABOUR LEFT

The FBU has longstanding affiliations with organisations within the Labour Party, in order to ensure that firefighters' interests and the union's policies are discussed widely from Constituency Labour Parties (CLPs) up to annual conference.

During 2021, the FBU reinforced its links with a range of Labour Party-related organisations:

- Andrew Scattergood remained as co-chair of Momentum and Matt Wrack sat on its national coordinating group and officers group
- Ben Selby was elected chair of Don't Leave, Organise (DLO)
- Riccardo la Torre continued to sit on the executive of the Campaign for Labour Party Democracy
- Matt Wrack served as chair of the Labour Representation Committee (LRC) and Ben Selby and Steve Wright sat on the executive.

During August 2021, the FBU supported the CWU's call for a Labour left meeting under the banner of Labour Left for Socialism prior to Labour Party conference. The initiative emphasised socialist policies, Labour Party democracy and a new deal for workers.

F13 PARTY CONFERENCES

During the year, FBU officials maintained links with a range of political parties to influence their fire and rescue service policies. This generally involved attending online and virtual meetings and events.

FBU members in Northern Ireland engaged with the five major political parties represented in the Northern Ireland Assembly: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionist Party (UUP), the Social Democratic and Labour Party (SDLP) and the Alliance Party.

FBU officials also engaged with the Scottish Labour Party, Scottish National Party (SNP) and Scottish Green Party conferences to lobby politicians about matters concerning the Scottish Government.

F14 INTERNATIONAL SOLIDARITY

The FBU has a longstanding tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns. The FBU has regular correspondence with firefighter unions around the world. The union's international committee oversees these relations.

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which includes most firefighter unions across Europe.

F15 AFFILIATIONS

During the year the FBU was affiliated to the following organisations:

LABOUR MOVEMENT ORGANISATIONS

Campaign for Labour Party Democracy (CLPD)	Momentum
Don't Leave, Organise (DLO)	Public Services International (PSI)
European Federation of Public Service Unions (EPSU)	Scottish Trades Union Congress (STUC)
Irish Congress of Trade Unions (ICTU)	Trade Union and Labour Party Organisation (TULO)
Labour Party	Trade Union Co-ordinating Group (TUCG)
Labour Representation Committee (LRC)	Trades Union Congress (TUC)
Labour Research Department (LRD)	Wales Trades Union Congress (WTUC)

FIRE ORGANISATIONS

Fire Protection Association (FPA)	The Firefighters Memorial Trust
Fire Sector Federation (FSF)	National Fire Sprinkler Network

NATIONAL CAMPAIGNS

Abortion Rights	Maternity Action
British Pensioners and Trade Union Action Association	Marx Memorial Library
Campaign against Climate Change	National Assembly of Women
Campaign for Nuclear Disarmament (CND)	National Pensioners Convention
Campaign for Press and Broadcasting Freedom	National Shop Stewards Network
Campaign for Trade Union Freedom	People's Assembly
Comprehensive Future	Protect our NHS
Defend Council Housing	Shrewsbury 24 campaign
End Child Poverty	Stand Up to Racism
Fuel Poverty Action	Stop the War Coalition
Institute of Employment Rights (IER)	Trade Union Friends of Searchlight
International Brigade Memorial Trust	Truth About Zane (TAZ) campaign
Justice for Grenfell	Unite Against Fascism
Liberty	Woodcraft Folk
Local Government Information Unit (LGIU)	Working Class Movement Library

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	International Centre for Trade Union Rights (ICTUR)
Amnesty International	Justice for Colombia
Burma Campaign UK	Nicaragua Solidarity Campaign
Campaign for Human Rights in the Philippines	Palestine Solidarity Campaign
Committee for the Defence of Iranian Peoples Rights (CODIR)	Trade Unions for Energy Democracy (TUED)
Cuba Solidarity Campaign	Trade Union Friends of Bhopal
Greece Solidarity Campaign	Venezuela Solidarity Campaign
Hands off Venezuela	War on Want

F16 UNDERCOVER POLICE SPYING ON UNIONS

The public inquiry into undercover policing chaired by John Mitting made painfully slow progress during 2021. The FBU has core participant status in the inquiry after the union presented evidence of police spying on some FBU officials over many years. During the year, tranches of evidence were disclosed about activities of the Special Demonstration Squad between 1968 and 1982. Much of this concerned spying on socialist political organisations, with many individuals affected also active trade unionists.

In April 2021, the FBU published a pamphlet, *Out of Order: Police Spying on Trade Unions and Campaigners*. Matt Wrack explained why the FBU was a core participant in the inquiry. John Hendy QC gave a detailed history of the struggles unions have had to gain legal status, which he made as an opening statement to the inquiry (2021HOC0180MR).

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of ongoing trade union education and in 2021 supported a national programme of virtual courses and other online events that responded to the constraints of the pandemic.

62 STRATEGY AND PROGRAMME

The ambition of the FBU trade union education programme was to enable officials at all levels to:

- develop the strength and capacity of the FBU to make a difference to the lived reality of members
- support the union's work in the context of the wider trade union movement and in defence of the fire and rescue service.

During 2021 the trade union education programme was delivered wholly online. This included key aspects of the introductory offer, the progression programme, and health and safety education. Despite the practical difficulties of online teaching and learning, underpinning trade union and pedagogical principles were maintained so that the virtual classroom course was as close to in-person education as possible.

Core courses were adapted to take place on one day a week for three consecutive weeks. Different models of timetabling were used for different courses depending on the required balance of whole group learning in a virtual classroom and asynchronous independent/small group 'homework' in between sessions.

Regular flyers were produced with details of the education available, promoting FBU courses as well as opportunities for longer TUC courses and half-hour online learning modules on topics such as suicide prevention, health and safety organising, writing skills and domestic violence and coronavirus.

Flyers and course circulars encouraged regions to identify those officials who are not able to access residential classroom-based courses for a range of reasons and encourage them to participate. Positive feedback was received throughout the year from officials who had not previously been able to join trade union education but had made use of the online opportunity. Many officials did multiple courses in a pathway in the same way as they would have were learning not online.

63 INTRODUCTORY OFFER

The *Introductory Branch Officials* course ran seven times in the year and was well attended throughout. Many familiar elements were retained and as much interaction as possible was designed into the course, including group work and role play using breakout rooms. Course participants were also given an opportunity to meet and ask questions of a national official, again making the most of online working.

In November 2021, the course was adapted to an evening class format, taking place on five evenings spread over three weeks. While well attended, this format did not attract a higher proportion of members or officials working a retained duty system and therefore did not make a compelling case for further courses in this format.

In relation to grievance and discipline training, there were concerns that the strains put on the service and officials by the pandemic would mean that fewer people would be able to undertake these courses. As a result, the usual three-part introductory education package was truncated to two courses. The classroom *Grievance and Fairness at Work* course was split with the fairness at work element included in the *Introductory Branch Officials* course. The grievance aspect was combined with the preparing discipline casework and representation at hearings content to form a new course called *Representing Members*.

64 HEALTH, SAFETY AND WELFARE EDUCATION

Introduction to Health, Safety and Welfare at Work and *Mental Health for Trade Unionists* courses took place during the year.

A new course, the *Health, Safety and Welfare Development* course, was launched in March 2021 as a progression opportunity for those safety reps and other branch and brigade officials who had completed the *Introduction to Health, Safety and Welfare at Work* course. The content focused on participants gaining a deeper understanding of health and safety regulations, powers and processes. It was specifically intended to address key challenges associated with the pandemic. Sessions explored negotiating around health and safety, maximising member participation in health and safety activities, and risk assessment processes.

65 PROGRESSION EDUCATION

Progression education was offered through FBU courses and longer courses offered by the TUC, and through the webinar and short course series.

In addition to the *Health, Safety and Welfare Development* course, the *All Different All Equal* course was adapted for online delivery to ensure that regions had the opportunity to address any shortage of officials to undertake investigations under this policy.

Understanding Industrial Relations was developed as a new progression course which provides the essential knowledge and understanding required to successfully navigate the contemporary industrial relations landscape. It uses historical narrative and exploration to analyse current arrangements and challenges.

66 SHORT COURSE AND WEBINAR SERIES

Two series of short courses and webinars were instigated as a new initiative to take further advantage of virtual learning. The aim was to pass on key informational input to members and officials at points in the year when it is most difficult to access trade union leave for education.

The summer series included sessions on risk assessment, ending sexual harassment in the workplace, supporting members with legal assistance claims, pay review bodies, industrial action, and a two-part webinar on firefighter pensions.

The winter series topics were dyslexia and neurodiversity, menopause in the workplace, spokesperson training, speaking up at work, and a session on the DECON project that explored ways to win life-saving changes in the workplace.

Both the summer and winter series were well-received by members and officials.

67 REGIONAL EDUCATION AND LEARNING ORGANISERS

More than ever, the trade union education programme would not have been possible without the national team of Regional Education and Learning Organisers (RELOs). These officials have supported members and other officials to access as much learning as possible in challenging circumstances. They have sought to ensure that the programme meets the needs of the union as a whole and have made suggestions and contributions that have improved the programme. It is anticipated that the migration of education administration onto the Phoenix membership system will enable a seamless approach to the support and development of officials and make the RELO role less administrative and more organising-focused in the future.

68 UNION LEARNING FUND

In March 2021, the Westminster government closed the Union Learning Fund (ULF) in England, despite campaigning by trade unions and other supporters. In October 2020, the Department for Education informed the TUC of the decision to end all funding to the ULF. A campaign was immediately launched to reverse this disgraceful decision and the FBU fully engaged in the fight. However the Tory government pressed ahead and funding ended. The FBU worked with affected staff to ensure they received the support and additional resources they needed and deserved in that period.

The FBU successfully ran the ULF project in England from 2003 until 2021. This included direct delivery of courses and qualifications through the FBU Learning Centre, based in Northumberland Fire and Rescue Service headquarters. Over the last decade, 17,851 FBU members, family and friends or other fire and rescue service employees benefited from the learning opportunities and formal qualifications offered through the work of the project and learning centre staff.

Dyslexia support for members, including access to a scanning tool to identify indications of dyslexia and advice on reasonable adjustments in work, has now been mainstreamed as a part of the trade union education programme.

In Scotland, the ULF project secured additional funding to continue its successful work. Members in Scotland had access to various non-accredited and accredited courses, including Spanish and British Sign Language, qualifications in gym instructing, personal training, health and nutrition, as well as various levels of IT learning. With steering groups well established with SFRS and an accepted learning agreement signed, many more opportunities for lifelong learning should be available to all members in Scotland.

In Northern Ireland this year, 25 learners successfully completed courses, as a new supplier for the courses was sought and the increased cost of the courses severely limited the numbers.

The Wales ULF also secured further funding to continue its work. Fifty courses were available, ranging from Level 2 and 3 fitness instructors, sustainability, team leading and autism. Innovative Level 2 ILM courses were undertaken by over 100 fire service staff in the Brecon Beacons incorporating skills such as communication and team building. One day courses provided help for those anxious during the pandemic, future retirement plans, conflict resolution and PTSD awareness. New courses included level 1 and 2 sign language and assessments for neurodiverse conditions such as dyslexia or dyspraxia.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

FBU equality sections and officials had another busy year, although the pandemic hampered activities to tackle discrimination. Some progress was made by the National Joint Council (NJC) led Inclusive Fire Service Group (IFSG).

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The NJC's ISFG confirmed its commitment to improvement of equality, diversity, and cultural issues in the fire and rescue service. On 25 May 2021, the work of the group was explained in a circular NJC/2/21.

The IFSG previously set out with a number of practical strategies designed to lead to improvements at local level. Responses from fire and rescue authorities stating support and current and future actions were analysed and an overview report was provided to all interested parties. As these improvement strategies had had sufficient time to be implemented, a monitoring exercise was undertaken.

The purpose of the monitoring exercise was to determine the extent to which the improvement strategies had become embedded and whether or not they had begun to deliver improvement. The exercise involved:

- a survey of fire and rescue services
- gathering data on the demographics of the workforce
- independently run employee focus groups
- workshops with fire and rescue services equality and diversity officers, as well as union representatives.

H3 B&EMM SECTION REPORT

January 2021 marked the 40th anniversary of the New Cross fire, a devastating event where 14 young black people lost their lives and precipitated wider action against police racism and wider cultural inequality. Although Covid-19 restrictions forced the cancellation of an in-person memorial, Karen Bell read a piece for the small service, while Amit Malde wrote an article for the FBU website.

The section continued to push the message for race equality in wider society and strengthened its links with Stand Up To Racism, one of the most prominent anti-racism activist groups in the UK. Officials were invited

to speak at numerous virtual events held throughout the year, both at local chapters and at larger national events. On the anniversary of the George Floyd murder, firefighters across the country once again took the knee in a call for the fair and equitable treatment for all by police and public bodies and in wider society. The section was also heavily involved in some Black History Month events, but not every service was pro-active in supporting this.

During the year, the section had a presence at a number of rallies and demonstrations supported by the FBU including End Our Cladding Scandal, the People's Assembly, COP26 and the low-key Grenfell anniversary march. The section sent a contingent of approximately 20 members to the West Indian Association of Service Personnel (WASP) Remembrance Day march.

The section held regular quarterly meetings of the national committee, however all were virtual. The 2021 AGM was initially planned to be in-person at FBU head office, but as Covid-19 cases rose and restrictions returned, it was initially postponed.

The annual education event, B&EMM school, normally held on the second weekend of October at Wortley Hall, Sheffield, was again cancelled as a result of complications caused by Covid-19 restrictions.

A list of B&EMM regional reps is found in Section L.

H4 LGBT SECTION REPORT

The FBU's LGBT section continues to be available to render support to members and officials on issues relating to LGBT+. Continued Covid-19 restrictions have prevented the committee from having any in-person committee meetings. Almost all major Pride events remained cancelled.

The LGBT committee was able to participate in the virtual TUC LGBT+ conference and the committee secretary was also invited to be guest speaker at various other conferences, including the British Armed Forces LGBT+ conference online.

The FBU's LGBT committee held four online meetings over the year:

- 18 February
- 24 June
- 26 November
- 23 February 2022 AGM.

In August the LGBT committee chair Yannick Dubois retired and was formally recognised by *Fire* magazine, receiving the *Excellence in Fire* award for the most influential LGBT+ person in the fire and rescue service 2021. Maria Buck was successfully elected as the new LGBT committee chair.

A list of LGBT regional reps is found in Section L.

H5 WOMEN'S SECTION REPORT

The FBU National Women's Committee (NWC) continued to represent women members during the year. Officials have given advice and support to a number of women members on issues such as bullying and harassment, maternity issues, menopause, serious sexual assault, domestic abuse, disability, transgender discrimination, sexual harassment and post-traumatic stress disorder. The NWC continues to work with head office to build a campaign for improved maternity provisions in the UK fire and rescue service, although this suffered delays due to Covid-19.

In 2021, there have been changes to the NWC executive. Kathryn Duncan remains as secretary, with Rachel Rogers as chair and Rosa Crowley-Bennett as vice chair. The annual National Women's School could not go ahead as usual in April due to Covid-19, however on 26 April 2021 the NWC hosted a webinar titled *Women: Our Future Our Fight*. Plans are in place to return to Wortley Hall for national women's school in April 2022.

The NWC met on four occasions during the year:

- 29 January online meeting
- 24 March online meeting
- 16 September online meeting
- 26 November online meeting.

A list of NWC regional reps is found in Section L. Reports of the NWC participation at labour movement conferences is in Section F.

H6 ADAE REPRESENTATION REQUESTS

The table shows the number of all different, all equal (ADAE) requests for representation received by regional secretaries.

2021	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 1	1*	1				
Region 2	1	1				
Region 3	1**	1				
Region 4	5	4	1			
Region 5	12***	4	3			
Region 6	8****	6				
Region 7	2	2				
Region 8	0					
Region 9	2	1	1			
Region 10	1*****		1	1		1
Region 11	0					
Region 12/13 prior to demerger	2	1	1			

* Subsequently not required

** Subsequently not required

*** four ongoing, one member retired

**** two ongoing

***** Originally granted, subsequently not granted following a meeting of Representation Appeals Committee.

SECTION I

ACCIDENT AND INJURY FUND

11 INTRODUCTION

The management committee of the Accident and Injury Fund (AIF) is chaired by the vice-president and administered by a national officer.

In 2021, executive council members on the committee were:

Andy Noble

Ben Selby

Matt Lamb

Cerith Griffiths

Brian Hooper

Mark Rowe was secretary.

On joining the union, all members should be urged by brigade and branch officials to become a member of the AIF, enabling them to access the potential benefits of the fund. Members of the fund should also be encouraged to keep their nominations for benefits up to date.

Officials at brigade and branch level should also ensure that members adhere to the rules of the fund, with particular attention to the time limits required for submitting claims.

Accident and injury fund									
Summary for the year ended 31 December 2021									
Region	Temporary disablement on duty		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount	
	On duty	Off duty							
1	No. of payments			2			2	£52,288.00	
	Amount paid			£52,288.00					
2	No. of payments	66		3		2	82	£130,913.49	
	Amount paid	£66,829.50	£14,610.35	£36,766.88		£12,706.76			
3	No. of payments						0		
	Amount paid								
4	No. of payments	12		1			13	£14,138.50	
	Amount paid	£9,138.50		£5,000.00					
5	No. of payments			2		1	3	£11,353.38	
	Amount paid			£5,000.00		£6,353.38			
6	No. of payments	9	2				11	£36,821.64	
	Amount paid	£5,671.70	£31,149.94						
7	No. of payments	20		4			24	£111,439.20	
	Amount paid	£16,138.54		£95,300.66					
8	No. of payments	11	34	6			51	£226,575.28	
	Amount paid	£16,782.47	£27,954.57	£181,838.24					
9	No. of payments	5	1	5			11	£75,009.84	
	Amount paid	£4,647.58	£1,828.50	£68,533.76					
10	No. of payments	3		6	1		10	£111,562.19	
	Amount paid	£18,736.11		£80,368.48	£12,457.60				
11	No. of payments	12	1	2			15	£54,053.83	
	Amount paid	£9,657.23	£795.00	£43,601.60					
12	No. of payments	3	1				4	£2,970.64	
	Amount paid	£2,732.14	£238.50						
13	No. of payments	7	1	6			14	£109,967.57	
	Amount paid	£9,485.27	£821.50	£99,660.80					
TOTAL NO. OF PAYMENTS		148	49	2	1	3	240		
Total amount		£159,819.04	£46,248.42	£31,149.94	£12,457.60	£19,060.14		£937,093.56	

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In recent years, having access to strong legal representation via a trade union has been more important than ever, ensuring employers take the health and safety of their workforce seriously.

The FBU employs Thompsons Solicitors to provide advice, assistance, and representation to members in employment rights – including those who had suffered employment issues due to Covid-19 – as well as professional misconduct and personal injury.

In 2021 alone, the FBU legal scheme and Thompsons Solicitors secured more than £3.4m in compensation for members and their families, at and away from work.

J2 GRENFELL TOWER INQUIRY

Thompsons has continued to represent the FBU in the Grenfell Tower Inquiry (GTI) before Sir Martin Moore-Bick, liaising throughout with national and regional officials, communicating with the inquiry legal team, drafting written and oral opening closing submissions for each module of the inquiry, and proposing additional lines of questioning for witnesses.

Phase 2 of the inquiry has continued to demonstrate the shocking failure of the regulatory system, with private enterprise being given a free rein to ignore or pay lip service to crucial fire safety measures, and to influence the testing and certificating bodies to obtain permission to build unsafe properties.

Modules 5 and 6(a) of the inquiry, dealing with firefighting, concluded in January 2022. Thompsons will work with the FBU to seek to ensure that those witnesses are subjected to the same level of scrutiny as firefighting witnesses were earlier in the enquiry.

Ultimately, it is those government ministers who bear responsibility for having allowed and encouraged the failed system to take shape over a period of decades of deregulation, privatisation, austerity and fragmentation of the fire and rescue service.

J3 BREATHING APPARATUS PROCEDURES

In response to the building safety crisis tragically revealed by the Grenfell Tower fire, a small number of fire and rescue services have sought to introduce new breathing apparatus (BA) procedures, which permit firefighters to be deployed past the entry control point and above the bridgehead without their BA being activated.

The FBU has campaigned against these changes industrially and, where the employers have sought to impose the new procedures without agreement, the FBU and Thompsons have worked together to challenge this legally.

The first brigade to do so was London, which does at least have a dispute resolution procedure, allowing the union and employers to make submissions to its health and safety advisory panel. The independent chair of that panel accepted the union's submissions and found that the procedure in the proposed new Policy Note 633 was unlawful.

During 2021, three other brigades in England sought to introduce a version of the disputed new procedure: Greater Manchester, Hampshire and Isle of Wight, and Dorset and Wiltshire. In the case of Greater Manchester, Thompsons commenced an application for judicial review, which was quickly resolved by consent after Greater Manchester withdrew the disputed procedure. Judicial review was also sought for Hampshire and Isle of Wight. In relation to Dorset and Wiltshire, a pre-action letter was sent.

J4 MANCHESTER ARENA INQUIRY

Thompsons has helped the FBU to participate in the Manchester Arena public inquiry through drafting a witness statement for assistant general secretary Andy Dark, who then gave live evidence to the inquiry over two days in March 2021.

Thompsons was also instructed by leading counsel, on behalf of the FBU, to make oral submissions on recommendations in December 2021. Counsel argued that while firefighters will always wish to assist with the aftermath of a terrorist incident, they must do so in a way which is reasonably safe and in accordance with agreed plans, procedures and training. Specifically, role maps should set out what firefighters' duties are in relation to marauding terrorist attack incidents. Principles regarding working zones must be clear and avoid risking unarmed responders being exposed to armed terrorists, incident command functions need to be clearly understood, training and equipment need to be suitable and sufficient, standards should be consistent and applied nationally and fire control centres should be based within individual fire and rescue services.

Live hearings are likely to conclude in 2022, to be followed by publication of the volume two report.

J5 EMPLOYMENT RIGHTS

MEMBER BULLIED AND HARASSED BY WORK COLLEAGUES AWARDED COMPENSATION

An FBU member sought legal help from Thompsons after she was bullied and harassed at work. She also suffered psychological injuries due to the bullying during her employment as a firefighter. The defendant's insurers refused to negotiate a settlement, so it was necessary to commence court proceedings. Satisfactory settlement terms were agreed at a joint settlement meeting held remotely and the member was awarded £110,000.

MEMBER'S CLAIM FOR SEX DISCRIMINATION SETTLES FOR £10,000

Thompsons supported a female firefighter who alleged she was subjected to several acts of harassment related to her sex during her employment. The member received £10,000 compensation and a letter of apology by way of a confidential COT3 settlement agreement against the fire and rescue service.

SUCCESSFUL LEGAL CLAIM FOR MEMBER WRONGFULLY DISMISSED FROM WORK

An FBU member, who wanted to return to work following a career break, was prevented from doing so by her employer's HR department. Various conditions were attached to her return to work and she ended up being wrongfully dismissed from her job. While there were some challenges in negotiating a settlement with the defendants, £13,000 was secured for the member.

EMPLOYER REFUSED TO HEAR MEMBER'S COMPLAINTS ABOUT PENSION CONTRIBUTIONS

An FBU member submitted an IDRP complaint as he believed the two roles he previously worked in – as a day crewed firefighter and as a firefighter on the resilience team – should have been pensionable. His attempts to be heard were rejected until Thompsons submitted a Pension Ombudsman complaint on behalf of the member. They ruled that the claim had merit in light of evolving case law and that he should submit another IDRP complaint. The member was successful and has since been able to take a split pension, which affords him an additional lump sum, back-payments and an increased pension going forward.

J6 INJURIES AT WORK

ACCIDENT DURING TRAINING CUTS FIREFIGHTING CAREER SHORT

An FBU member employed as a watch commander had his career cut short when a training task went wrong. The group were manually rolling a car with a bounce technique that they all agreed was common practice. The member did not let go when the others did and as a result injured his arm as the vehicle dropped back when he was still holding onto it.

He suffered injuries to both arms and required surgery, leaving him with pain and restricted movements of his right wrist and hand. He also developed neck and back problems, and suffered anxiety and depression. These injuries meant that he was no longer able to continue his employment with the fire and rescue service. Although the defendant denied liability, a settlement of £300,000 was agreed, less 40% due to contributory negligence. The settlement means that the defendant effectively accepted greater responsibility – allowing the member also to seek an injury pension.

AIRBAG INJURES THREE MEMBERS

Three members were awarded compensation after they were involved in an accident while attending a road traffic collision. As they attempted to free a passenger from a vehicle, an airbag deployed and hit them. This caused all three members to suffer from hearing loss and tinnitus. Their level of injuries differed, with one member also suffering from balance issues. Compensation for the members was £55,000, £12,950, and £8,000 respectively.

ACOUSTIC SHOCK INJURY RESULTS IN £12,000 COMPENSATION FOR MEMBER

An FBU member suffered an acoustic shock injury after one of his colleagues threw a firework banger in the kitchen area. The incident happened again the following day. The member already suffered from hearing loss and tinnitus, which was assessed as having been mild at the time of the incidents. The incidents aggravated the tinnitus to moderate levels, but the expert felt this would improve with treatment. The member also sustained hyperacusis. Liability was admitted and the claim settled for £12,000.

£110,000 COMPENSATION FOLLOWING FALL AT WORK

Having just returned from a fire call, an FBU member was fully rigged when he opened the fire engine door to disembark. The hydraulic steps that should have automatically deployed failed to do so and the member fell heavily to the ground, injuring his left knee. He suffered a meniscal tear to the knee and developed psychological injuries in the form of an adjustment disorder with depression. The member was off work for one year before returning to light duties, and secured a £110,000 settlement.

J7 MEDICAL NEGLIGENCE

NEGLIGENT TREATMENT AT HOSPITAL HAS FATAL OUTCOME FOR FAMILY

An FBU member made a claim for medical negligence on behalf of his father, who died as a result of negligent treatment at hospital. The member's father was on a ventilator and was due to be transferred to another hospital for surgery. In the course of preparing him for the transfer, his oxygen supply was disconnected and, as a result, he died. The claim was settled for £90,000.

J8 PERSONAL INJURY AWAY FROM WORK

PROTECTING YOUR FAMILY WITH YOUR MEMBERSHIP

The wife of a retired FBU member was put in touch with Thompsons Solicitors to make a legal claim after she tripped and fell while on holiday in Cyprus. She tripped over a wire, which was protruding across a pathway and sustained a fracture to her leg. Although the defendant made repeated arguments in terms of a contributory fault, these were successfully rebutted and a settlement was negotiated in the sum of £15,000 without the need for a trial.

VOLUNTEER WORK FORCES WATCH MANAGER TO LEAVE ROLE

An FBU member employed as a retained watch manager was forced to retire from his operational role after he fell while volunteering at a local football club. The member slipped on some wooden decking when exiting a portacabin and ruptured the quadriceps tendon of his left leg, requiring surgical repair. The injuries sustained meant the member could no longer kneel, work on ladders or carry out any work that required breathing apparatus. A settlement of £63,000 for the member was reached.

J9 ROAD TRAFFIC ACCIDENTS

CYCLIST ACCIDENT LEADS TO MORE THAN £100,000 COMPENSATION

A retired FBU member was knocked off his bike by a car travelling on the wrong side of the road. The 58-year-old spent two weeks in hospital and suffered fractures to his elbow, cheek, thumb and finger, dislocated his knee and had psychological injuries. The member received a settlement of £112,500.

MORE THAN £10,500 AWARDED TO MEMBER WITH WHIPLASH INJURIES

An FBU member was a passenger in a car being driven by a colleague when an HGV hit them from behind. The car was stationary but the HGV driver failed to stop, shunting them into the car in front. As a result, the member suffered whiplash injuries. The member received a settlement of £10,650, which includes £400 worth of rehab costs incurred by the Firefighters Charity.

MEMBER KNOCKED OFF HIS BIKE BY NEGLIGENT DRIVER

An FBU member was involved in a road traffic accident as a cyclist. The member had strobe lights on his bicycle and helmet and was wearing appropriate high visibility clothing, yet, when approaching a roundabout, a driver collided with him and knocked him off his bike. He sustained a serious leg fracture extending into the knee joint, causing him constant and permanent pain. As a member of the FBU, he kept 100% of his £80,000 compensation.

JOURNEY TO WORK RESULTS IN FRACTURED PELVIS

An FBU member was cycling to work when he was knocked off his bike and fractured his pelvis. This injury restricted his ability to undertake his primary and secondary employments for the fire and rescue service and Royal Mail. A report was obtained from a specialist pelvic surgeon, which confirmed that the member had suffered a fracture of the pelvis and this had implications for his employment. The member chose to accept a settlement offer of £43,490.

MEMBER SEEKS LEGAL SUPPORT AFTER CAR ACCIDENT

An FBU member suffered neck and back pain following a car accident. The member was stationary and queuing in traffic when another car collided with the rear of his vehicle, shunting him forward and into the rear of the vehicle in front. He suffered stiffness in his neck for several weeks and lower back pain prevented him from returning to work in the fire and rescue service.

At the time of the accident, the member was on modified duties at work because of lower limb complaints including degenerative changes in his hips and knees. A medical expert confirmed that the accident accelerated his lower back symptoms by a period of 12-18 months. The claim settled in the sum of £82,180, which included the earnings to be repaid to the brigade.

£20,000 AWARD FOR MEMBER INVOLVED IN ROAD TRAFFIC ACCIDENT

An FBU member was stationary in his vehicle when another driver travelling at 35mph hit him from behind. This forced the member's vehicle into the car in front, resulting in him suffering injuries to his neck, left arm and left hand. The member won £20,000 compensation.

PEDESTRIAN HIT BY CAR AWARDED COMPENSATION

An FBU member was a pedestrian crossing a road when he was hit by a car travelling at speed. As a result, the member suffered soft tissue injuries to his neck and shoulder, hearing loss and tinnitus. The car driver argued that the member should be found equally to blame for the accident and therefore any compensation he received should be reduced by 50%. The member received all of his compensation of £25,000.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

During 2021, the FBU continued to face the challenge of organising during the pandemic, when many activities still took place online.

After negotiations with the FBU, proposals on marauding terrorist attacks were received from Greater Manchester and London, with ballots commencing in early 2022.

FBU trade sections – in control, officers and retained – continued to organise during the year. FBU membership fell slightly.

K2 INDUSTRIAL DISPUTES

During 2021, the FBU did not register any formal industrial disputes.

After negotiations with the FBU, proposals on marauding terrorist attacks were received from Greater Manchester and London, with ballots commencing in early 2022 (see Section D).

K3 ONLINE FBU CONFERENCE

The Covid-19 pandemic meant that the FBU's conference was again cancelled due to legal and safety restrictions on large gatherings.

On 12 April 2021, the executive council announced that the FBU would hold a special online conference on 28 May 2021, in order to provide the opportunity for the union's highest democratic decision-making body to convene (2021HOC0171MR).

On 17 April, the executive council published four policy statements for the online conference:

- The Westminster government and the forthcoming attack on firefighters' rights, pay and conditions
- Pay in the fire and rescue service
- Covid-19: the response by firefighters and the Fire Brigades Union
- Region 11 restructure.

These policy statements were circulated to brigade committees for discussion and amendment (2021HOC0195MR).

On 24 and 25 May, the final documentation was circulated to delegates (2021HOC0264MR, 2021HOC0266MR).

On 9 June, the policy statements as amended and carried at the online conference were circulated to members (2021HOC0295MW). A record of proceedings and record of decisions was subsequently prepared.

K4 FBU NOTICEBOARD

During 2021, the union's new facility, FBU Noticeboard, began to attract questions. It was designed to enable better communication between all officials who have an FBU email address, providing a peer to peer, electronic noticeboard. FBU Noticeboard is a place where questions can be posted and answers given in an open and transparent manner, with best practice across a range of relevant areas.

The facility means officials should no longer need to post questions on a one-off basis, via email or closed WhatsApp groups. Instead, by using the FBU Noticeboard, the answers will be available to other officials and ensure consistency across the organisation. However, the facility is not the place to seek formal advice or input into negotiations which, under FBU rules, must be done via regional committees.

K5 CSNC SECTION REPORT

This year the FBU's Control Staff National Committee (CSNC) has continued to deal with issues which are important to our control members. Due to the Covid-19 pandemic, this has mainly focused on providing advice to ensure the health and safety of control members while at work, and support for reps through regular meetings.

CSNC officials were involved in meetings with the general secretary, national officers and legal representatives regarding the changes to the Local Government Pension Scheme and their legality. This is still outstanding, however we are hopeful of a favourable outcome similar to that of the firefighters' schemes.

The CSNC met six times in 2021:

- 18 February online meeting
- 20 April online meeting
- 25 May online meeting
- 2 August online meeting
- 6 October online meeting
- 23 November online meeting.

On 18 May and 9 November officials meetings were also held. CSNC reps attended national all officials meetings via Teams.

A list of CSNC regional reps is found in Section L.

K6 RETAINED SECTION REPORT

During this challenging year due to the ongoing pandemic, the National Retained Committee (NRC), like all the FBU sections, has again been unable to hold face-to-face meetings.

The committee met in March and subsequently kept in touch via WhatsApp and phone to discuss any ongoing issues. It is hoped that business can have a steady return to normality and hopefully get back to real business meetings as soon as possible.

Despite not being able to meet in person, the NRC has remained active. The NRC continued to campaign on behalf of the retained duty system members on many issues including the underpayment of CPD, retaining fees, riding with inadequate crewing, non-payment of disturbance fees, membership recruitment, officers in charge driving appliances, improving station facilities and migration.

At the top of the list has been lots of discussion based around pensions. NRC officials continue to engage with members about pensions. However at this stage due to the ongoing legalities we are not in a position to give any definitive answers.

The NRC is committed to filling the vacancies for regional reps in regions 1, 4, 8, 9 and 11. Its next meeting will discuss a strategy on how to engage with the regions without a retained regional representative and what can be done to raise awareness of the NRC in the future.

The NRC believes it is important that its retained members have active representation throughout the whole union structure, with reps in place at branch, brigade, regional and national committees. The NRC needs reps in place to fulfil its role of providing information, advice and guidance to brigade and regional officials, and to provide the executive council with timely and accurate information.

The committee was represented at the NJC and the national health and safety meetings throughout the year.

A list of NRC regional reps is found in Section L.

K7 OFFICERS' SECTION REPORT

The Officers National Committee (ONC) convened in person in December 2021 for the MMNB/NJC meeting. The ONC has agreed through the EC a strategic plan to run from April 2022 to 2026. Its strategic plan outlines the main campaign priorities for the years ahead and how to offer high level representation to members from the role/rank of watch manager/commander to chief fire officer regarding the following:

- pay
- terms
- conditions
- car leasing/ECU rates
- workplace stress
- public holiday allowances
- fire safety
- an end to officers having to pay for 'camping out' while providing fire cover
- NFCC officer specific proposals.

The ONC will continue to work with regional secretaries and FBU sections to fill vacant positions and build an ONC that is representative of the officer membership. Where vacancies exist, it will continue to represent members, providing subject matter knowledge where required. Additionally, it will continue to support the executive council on fire safety and on all officer matters.

The ONC AGM was held on 16 December 2021. A list of officers' regional reps is found in Section L.

K8 MEMBERSHIP SERVICES

The FBU has negotiated some exclusive benefits for its members. These include:

- legal protection from Thompsons Solicitors
- home, travel, car and pet insurance from UIA Mutual
- cycle insurance 15% discount from Velosure
- a health cash plan from BHSF
- up to 30% off brand new cars
- union prepaid plus card
- UnionRewards.com for online shopping
- financial planning advice from Lighthouse
- 15% off Brook Hotels room bookings
- discounts on entertainment and more from Rewards for Rescue.

Membership services continue to develop. Members indicate a high level of satisfaction with the products. The union advertised these to members through *Roll Call*, *Firefighter* magazine and on our website. These services provide a small commission to the FBU, which is invested in the wider campaigning work.

K9 REGION 11 AND 12 DEMERGER

On 28 May 2021, the FBU's online conference agreed to demerge the union's region 11 and re-establish the regions 11 (South East) and 12 (Southern). The merger of those two regions was decided by the FBU's May 2015 conference. However, following the creation of the merged, larger region 11, concerns began to emerge within the region regarding the efficacy of the arrangements.

A consultant with experience in this field, Simon Sapper, undertook the review and his findings were considered by the executive council in 2019. A further evaluation of the region was also conducted by Simon Sapper. The report concluded that there were matters which needed to be considered.

The regional committee, regional executive and brigade committees within the region continued to raise issues concerning the ability of the region to adequately function to best serve FBU members. An executive council task and finish group consulted on the issues and concluded that two separate regions would better serve the interests of FBU members.

K10 NEW MEMBERSHIP ENGAGEMENT SYSTEM

Throughout 2021, significant progress has been made to implement an innovative new software system which will dramatically improve the way the union communicates and engages with members.

The Phoenix system has given the union the opportunity to develop, for the first time, new online systems specifically for the FBU. These include an online joining system for new members, an FBU app for current members, (which will be available for members to download on iOS and Android phones), a detailed new membership system, and methods of communication and engagement which can be specific to different areas and groups of members.

The various separate areas of the system are currently at different stages of development, depending on their complexity and where they sit within the system. Each area is being developed with direct input from the groups of officials and/or staff, who will be the primary users. An example of this is the online joining system, developed with direct input from brigade organisers, and the subject of five separate introductory seminars reaching 57 officials in 2021.

The online joining system is undergoing final testing and will be formally launched soon. The system allows applicants to apply online via their mobile phone and prevents the application from being submitted without the required information being provided. In addition, the system has been designed to ensure it is fully rule book compliant.

The app is now at the initial testing stage and, once again, we are optimistic that it will be able to go live in the short to medium term.

K11 BUILDINGS

REGION 6

Following the end of a lease arrangement in a previous office, the executive council agreed to purchase an office in region 6. A process was undertaken which decided upon the purchase of an office in Unit 4, Waterside Offices, Trent Bridge, Nottingham NG2 5FG.

The process to purchase this office highlighted the need to ensure that, over time, all FBU buildings are assessed and where necessary modernised to ensure they are fully accessible.

REGION 10

Following a process of due diligence, advice was sought from a chartered quantity surveyor regarding a potential refurbishment of the FBU office in Frome Street, London. As a result, the finance and administration committee commissioned Butler Hegarty architects to undertake a detailed options appraisal of the office to report on the following:

- A building condition survey of the existing building to establish the scope of repair works and any upgrade that might be desirable
- The feasibility of upgrading the basic building fabric
- Valuations of the building and of site by a local estate agent.

Once complete, this will be submitted to the finance and administration committee.

In the interim, a temporary office facility was agreed for the London region to work from. This is at Alpha House, 100 Borough High Street, London SE1 1LB.

K12 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2021

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Gender unknown	Other	Total
Head office	National official	3	–	–	–	3	3	–	–	3	3	–	3	3	–	–	–	3
Total		3	–	–	–	3	3	–	–	3	3	–	3	3	–	–	–	3
1	Scottish	3,067	1,032	132	2	4,233	3,119	204	910	4,233	4,061	172	4,233	3,849	360	24	–	4,233
Total		3,067	1,032	132	2	4,233	3,119	204	910	4,233	4,061	172	4,233	3,849	360	24	–	4,233
2	Northern Ireland	757	715	55	1	1,528	206	673	649	1,528	1,506	22	1,528	1,400	118	10	–	1,528
Total		757	715	55	1	1,528	206	673	649	1,528	1,506	22	1,528	1,400	118	10	–	1,528
3	Cleveland	283	50	9	3	345	67	205	73	345	321	24	345	313	32	–	–	345
3	Durham	259	60	19	1	339	160	120	59	339	300	39	339	299	40	–	–	339
3	Northumberland	117	83	14	1	215	81	125	9	215	215	–	215	183	32	–	–	215
3	Tyne & Wear	547	9	23	2	581	138	291	152	581	557	24	581	513	68	–	–	581
Total		1,206	202	65	7	1,480	446	741	293	1,480	1,393	87	1,480	1,308	172	–	–	1,480
4	Humberside	393	126	27	15	561	309	174	78	561	513	48	561	500	61	–	–	561
4	North Yorkshire	247	84	5	27	363	140	74	149	363	320	43	363	318	45	–	–	363
4	South Yorkshire	506	35	19	11	571	105	346	120	571	545	26	571	508	57	6	–	571
4	West Yorkshire	785	41	25	7	858	264	258	336	858	781	77	858	782	76	–	–	858
Total		1,931	286	76	60	2,353	818	852	683	2,353	2,159	194	2,353	2,108	239	6	–	2,353
5	Cheshire	352	86	37	19	494	381	41	72	494	468	26	494	404	85	5	–	494
5	Cumbria	187	118	–	–	305	158	68	79	305	277	28	305	270	34	–	–	305
5	GMC	1,256	–	–	5	1,261	805	343	113	1,261	1,231	30	1,261	1,171	87	3	1	1,261
5	Isle of Man	33	60	–	1	94	39	4	51	94	82	12	94	87	7	–	–	94
5	Lancashire	553	175	–	3	731	407	227	97	731	723	8	731	668	63	–	–	731
5	Merseyside	503	–	22	19	544	328	157	59	544	489	55	544	461	79	4	–	544
Total		2,884	439	59	47	3,429	2,118	840	471	3,429	3,270	159	3,429	3,061	355	12	1	3,429
6	Derbyshire	351	203	31	5	590	278	182	130	590	559	31	590	506	84	–	–	590
6	Leicestershire	276	60	17	3	356	166	109	81	356	347	9	356	323	33	–	–	356
6	Lincolnshire	156	257	15	7	435	288	83	64	435	418	17	435	387	48	–	–	435
6	Northamptonshire	213	50	3	1	267	60	144	63	267	261	6	267	233	33	1	–	267
6	Nottinghamshire	409	112	–	26	547	197	251	99	547	529	18	547	496	50	1	–	547
Total		1,405	682	66	42	2,195	989	769	437	2,195	2,114	81	2,195	1,945	248	2	–	2,195
7	Hereford & Worcester	165	71	19	1	256	147	35	74	256	243	13	256	220	36	–	–	256
7	Shropshire	136	53	9	4	202	74	53	75	202	186	16	202	180	21	1	–	202
7	Staffordshire	242	123	–	9	374	168	139	67	374	352	22	374	335	37	2	–	374
7	Warwickshire	173	23	13	1	210	53	51	106	210	194	16	210	177	31	2	–	210
7	West Midlands	1,134	–	47	2	1,183	480	441	262	1,183	1,062	121	1,183	1,009	165	9	–	1,183
Total		1,850	270	88	17	2,225	922	719	584	2,225	2,037	188	2,225	1,921	290	14	–	2,225
8	Mid & West Wales	350	191	23	–	564	265	233	66	564	557	7	564	511	53	–	–	564
8	North Wales	248	285	20	2	555	289	185	81	555	548	7	555	482	73	–	–	555
8	South Wales	766	277	31	–	1,074	516	396	162	1,074	1,019	55	1,074	1,008	66	–	–	1,074
Total		1,364	753	74	2	2,193	1,070	814	309	2,193	2,124	69	2,193	2,001	192	–	–	2,193
9	Bedfordshire	239	48	17	3	307	128	118	61	307	289	18	307	272	35	–	–	307
9	Cambridgeshire	209	56	17	–	282	131	54	97	282	260	22	282	246	35	1	–	282
9	Essex	589	134	24	–	747	374	232	141	747	717	30	747	689	56	2	–	747
9	Hertfordshire	344	43	13	3	403	195	137	71	403	375	28	403	366	36	1	–	403
9	Norfolk	231	119	8	1	359	170	155	34	359	348	11	359	333	25	1	–	359
9	Suffolk	166	86	–	1	253	138	78	37	253	234	19	253	227	17	9	–	253
Total		1,778	486	79	8	2,351	1,136	774	441	2,351	2,223	128	2,351	2,133	204	14	–	2,351
10	London	4,460	–	20	–	4,480	2,592	1,486	402	4,480	4,239	241	4,480	4,050	428	2	–	4,480
Total		4,460	–	20	–	4,480	2,592	1,486	402	4,480	4,239	241	4,480	4,050	428	2	–	4,480

STATISTICS AS AT 31 DECEMBER 2021

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Gender unknown	Other	Total
11	East Sussex	291	61	5	10	367	118	57	192	367	338	29	367	333	32	2	–	367
11	Kent	636	181	14	6	837	343	171	323	837	815	22	837	769	56	12	–	837
11	Surrey	381	29	27	–	437	254	99	84	437	422	15	437	399	35	3	–	437
11	West Sussex	277	74	–	8	359	205	63	91	359	345	14	359	334	25	–	–	359
Total		1,585	345	46	24	2,000	920	390	690	2,000	1,920	80	2,000	1,835	148	17	–	2,000
12	Berkshire	332	20	32	10	394	219	98	77	394	379	15	394	342	52	–	–	394
12	Buskinghamshire	208	39	–	–	247	146	20	81	247	240	7	247	232	15	–	–	247
12	Hampshire & Isle of Wight	484	127	24	–	635	189	208	238	635	593	42	635	573	57	5	–	635
12	Oxfordshire	200	178	1	6	385	200	66	119	385	365	20	385	348	35	2	–	385
Total		1,224	364	57	16	1,661	754	392	515	1,661	1,577	84	1,661	1,495	159	7	–	1,661
13	Avon	391	74	37	–	502	203	193	106	502	442	60	502	443	57	2	–	502
13	Cornwall	173	146	17	1	337	93	129	115	337	326	11	337	315	19	3	–	337
13	Devon & Somerset	461	308	28	–	797	276	155	366	797	720	77	797	730	60	7	–	797
13	Dorset & Wiltshire	352	193	20	2	567	201	227	139	567	536	31	567	519	47	1	–	567
13	Gloucestershire	121	38	7	1	167	61	41	65	167	162	5	167	125	37	5	–	167
Total		1,498	759	109	4	2,370	834	745	791	2,370	2,186	184	2,370	2,132	220	18	–	2,370
Grand Total		25,012	6,333	926	230	32,501	15,927	9,399	7,175	32,501	30,812	1,689	32,501	29,241	3,133	126	1	32,501

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

During 2021, there were a significant number of elections, as the union renewed its leadership. The executive council records its thanks to those who have served and welcomes those elected to represent members.

The executive council met 41 times during the year. The finance and administration committee (FAC) monitored the union's finances.

L2 EXECUTIVE COUNCIL MEETINGS

14 January 2021	30 March 2021	3 June 2021	7 October 2021
25 January 2021	1 April 2021	15 June 2021	20 October 2021
26 January 2021	12 April 2021	16 June 2021	16 November 2021
3 February 2021	19 April 2021	28 June 2021	26 November 2021
9 February 2021	27 April 2021	5 July 2021	29 November 2021
10 February 2021	5 May 2021	27 July 2021	7 December 2021
22 February 2021	11 May 2021	11 August 2021	8 December 2021
23 February 2021	18 May 2021	16 September 2021	10 December 2021
3 March 2021	27 May 2021	5 October 2021	17 December 2021
19 March 2021	2 June 2021	6 October 2021	23 December 2021
23 March 2021			

Meetings were held online due to the pandemic, except 5 and 6 October and 7 and 8 December.

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Ian Murray (President)	41	39	1 – Other Union Business 1 – Sick Leave
Matt Wrack (General secretary)	41	38	1 – Annual Leave 2 – Sick Leave
Andy Dark (Assistant general secretary)	41	40	1 – Sick Leave
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	41	31	1 – Other Union Business 3 – Annual Leave 6 – Suspended
Jim Quinn	41	40	1 – Annual Leave
Andy Noble	20	20	
Pete Smith	41	39	2 – Annual Leave
Les Skarratts	41	40	1 – Annual Leave
Ben Selby	41	38	2 – Sick Leave 1 – Compassionate Leave
Matt Lamb	41	40	1 – Other Union Business
Cerith Griffiths	41	41	
Brian Hooper	41	41	
David Shek	41	34	2 – Other Union Business 1 – Annual Leave 4 – Sick Leave
Richard Jones	41	33	3 – Annual Leave 5 – Sick Leave
Trevor French	19	18	1 – Other Union Business
Steve Wright (Acting)	6	6	
Steve Wright	15	13	1 – Other Union Business 1 – Annual Leave
Val Hampshire	22	21	1 – Annual Leave
NATIONAL OFFICERS			
Riccardo la Torre	41	37	4 – Annual Leave
Tam McFarlane	41	33	2 – Other Union Business 5 – Annual Leave 1 – Sick Leave
Mark Rowe	41	32	3 – Other Union Business 5 – Annual Leave 1 – Family Leave
Sean Starbuck	25	0	25 – Sick Leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

The finance and administration committee (FAC) continued to review all current structures and practices of the union, including education, resources, finances, research, publications and other communications, while ensuring the structures of the organisation are adequate to provide sufficient support to officials and service to members.

In 2021, the FAC met on the following occasions:

22 April	22 July	21 October
27 May	27 July	22 November

Membership of the FAC comprised the following officials in 2021:

Matt Wrack	Ben Selby
Andy Dark	Les Skarratts
Ian Murray	Chris McGlone
Andy Noble	Matt Lamb
Jim Quinn	Tam McFarlane

L5 ELECTIONS

ELECTION OF VICE PRESIDENT

Ben Selby elected to office 11 February 2021

Term of office commenced 29 May 2021

ELECTIONS OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member North East (region 3)

Tony Curry elected to office 11 February 2021

Term of office commenced 29 May 2021

Election of executive council member South East (region 11) (after demerger)

Richard Jones re-elected to office 6 July 2021

Term of office commenced 6 July 2021

Election of executive council member South East (region 11)

Joe Weir elected to office 14 December 2021

Term of office commenced 4 April 2022

Election of executive council member Southern (region 12) (after demerger)

Steve Wright elected to office 6 July 2021

Term of office commenced 6 July 2021

Election of executive council member South West (region 12) (region 13 after demerger)

Number of voting papers returned	626
Number of voting papers found to be invalid (blank/spoilt)	3
Valerie Hampshire.....	333
James Leslie.....	290

Certified by Popularis Ltd 15 April 2021

Valerie Hampshire elected to office 15 April 2021

Term of office commenced 19 May 2021

ELECTIONS OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary Scotland (region 1)

Number of voting papers returned	1349
Number of voting papers found to be invalid (blank/spoilt)	4
Denise Christie	588
Ian Sim	757

Certified by Popularis Ltd 15 December 2021

Ian Sim elected to office 15 December 2021

Term of office commenced 17 December 2021

Election of regional secretary North East (region 3)

Brian Harris elected to office 5 May 2021

Term of office commenced 29 May 2021

Election of regional secretary Eastern (region 9)

Jamie Newell elected to office 11 February 2021

Term of office commenced 11 February 2021

Election of regional secretary South East (region 11)

Joe Weir re-elected to office 24 August 2021

Term of office commenced 20 September 2021

Election of regional secretary Southern (region 12)

Number of voting papers returned	357
Number of voting papers found to be invalid (blank/spoilt)	2
Mark Chapman.....	233
Jo Foot	122

Certified by Popularis Ltd 26 October 2021

Mark Chapman elected to office 26 October 2021

Term of office commenced 26 October 2021

ELECTIONS OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair Scotland (region 1)

Number of voting papers returned	997
Number of voting papers found to be invalid (blank/spoilt)	3
Melanie Gibb	492
John Malcolm	502

Certified by Popularis Ltd 15 April 2021

John Malcolm elected to office 15 April 2021

Term of office commenced 15 April 2021

Election of regional chair North West (region 5)

Number of voting papers returned	526
Number of voting papers found to be invalid (blank/spoilt)	1
Daniel Giblin	393
Gary Keary	132
Certified by Popularis Ltd 1 December 2021	

Daniel Giblin elected to office 1 December 2021

Term of office commenced 1 December 2021

Election of regional chair Wales (region 8)

Number of voting papers returned	506
Number of voting papers found to be invalid (blank/spoilt)	3
Richard Hanney	127
Steve Saunders	376
Certified by Popularis Ltd 15 February 2021	

Steve Saunders elected to office 15 February 2021

Term of office commenced 15 February 2021

Election of regional chair Southern (region 12)

James Wolfenden elected to office 14 December 2021

Term of office commenced 14 December 2021

Election of LGBT national sectional chair

Maria Buck elected to office 11 November 2021

Term of office commenced 11 November 2021

Election of NRC national sectional chair

Paul Revill re-elected to office 29 September 2021

Term of office commenced 18 December 2021

Election of NWC national sectional chair

Rachel Rogers elected to office 11 February 2021

Term of office commenced 11 February 2021

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer Northern Ireland (region 2)

Chris Blayney elected to office 1 April 2021

Term of office commenced 12 April 2021

Election of regional treasurer North East (region 3)

Dave Howe re-elected to office 21 July 2021

Term of office commenced 21 July 2021

Election of regional treasurer South East (region 11)

Andy Petch re-elected to office 11 February 2021

Term of office commenced 11 February 2021

Election of regional treasurer South West (region 13)

Amanda Mills elected to office 21 July 2021

Term of office commenced 21 July 2021

L6 REGIONAL OFFICES AND OFFICIALS

REGION 1 – SCOTLAND

FBU Regional Office

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309

Executive council member

Chris McGlone

Regional secretary

Denise Christie
Ian Sim

Regional chair

Brian Cameron
John Malcolm

Regional treasurer

Seona Hart

REGION 2 – NORTHERN IRELAND

FBU Regional Office

14 Bachelors Walk
Lisburn
County Antrim
BT28 1XJ
Tel: 028 9266 4622

Executive council member

Jim Quinn

Regional secretary

Phil Millar

Regional chair

Dermot Rooney

Regional treasurer

David Nichol
Chris Blayney

REGION 3 – NORTH EAST

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142

Executive council member

Andy Noble
Tony Curry

Regional secretary

Tony Curry
Brian Harris

Regional chair

Jim Bittlestone

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Brigade secretary

Dave Howe
Vacant
Guy Tiffin
Wayne Anderson

Brigade chair

Karl Wager
Dave Welsh
Steve Walker
Brian Harris
Chris Cook

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000

Executive council member

Pete Smith

Regional secretary

Dave Williams

Regional chair

Neil Carbutt

Regional treasurer

Gavin Marshall

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Brigade secretary

Gavin Marshall
Steve Howley
Neil Carbutt
Martyn Bairstow

Brigade chair

Rob Vaux
Edmund Billing
Matt Nicholls
Mathew Herrin

REGION 5 – NORTH WEST

FBU Regional Office

The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400

Executive council member

Les Skarratts

Regional secretary

Edward Burrows

Regional chair

Gary Keary

Daniel Giblin

Regional treasurer

Andrew Fox-Hewitt

Brigades

Cheshire
Cumbria
Greater Manchester
Isle of Man
Lancashire
Merseyside

Brigade secretary

Andrew Fox-Hewitt
Oliver Burrow
Steve Wiswell
Peter Cain
Kevin Wilkie
Mark Dunne

Brigade chair

John West
Hal Fell
Ross Strother
Ian Alder
Tom Cogley
Ian Hibbert

REGION 6 – EAST MIDLANDS

FBU Regional Office

19-21 Musters Road
West Bridgford
Nottingham
NG2 7PP
Tel: 0115 981 7489

Executive council member

Ben Selby

Regional secretary

Adam Taylor

Regional chair

Mark Stilwell

Regional treasurer

Clare Hudson

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Brigade secretary

Chris Tapp
Mark Drinkwater
Richard Wright
Chris Kemp
Mark Stilwell

Brigade chair

Tony Dempsey
Graham Vaux
Simon Thomas
John Wadsworth
Stephen Tucker

REGION 7 – WEST MIDLANDS

FBU Regional Office

195-197 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 0138 441 3633

Executive council member

Matt Lamb

Regional secretary

Andrew Scattergood

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Brigade secretary

Neil Bevan
Kent Hallihan
Chris Craddock
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Simon Morris
Martin Starkey
Neil Stuart
Billy Holland

REGION 8 – WALES

FBU Regional Office

2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel: 02920 496474

Executive council member

Cerith Griffiths

Regional secretary

Arwel Roberts

Regional chair

Steve Saunders

Regional treasurer

Blythe Roberts

Brigades

Mid and West Wales
North Wales
South Wales

Brigade secretary

Vacant
Duncan Stewart-Ball
Mike Alexander

Brigade chair

Deiniol Lloyd
Tim Lloyd
Gareth Tovey

REGION 9 – EASTERN

FBU Regional Office

28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521

Executive council member

Brian Hooper

Regional secretary

Jamie Newell

Regional chair

Vacant

Regional treasurer

Mav Langdon

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Brigade secretary

Craig Carter
George White
Andy Knowles
Darren Scotchford
Ryan Hastings
Kevin Driver

Brigade chair

Mark Cook
Vacant
Dave Hellon
Tony Smith
Alan Jaye
Phil Johnston

REGION 10 – LONDON

FBU Regional Office

John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638

Executive council member

David Shek

Regional secretary

Jon Lambe

Regional chair

Gareth Beeton

Regional treasurer

Jason Hunter

REGION 11 – SOUTH EAST

FBU Regional Office

Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Executive council member

Richard Jones

Regional secretary

Joe Weir

Regional chair

Tim Green

Regional treasurer

Andy Petch

Brigades

East Sussex
Kent
Surrey
West Sussex

Brigade secretary

Simon Herbert
Danny Barrett
Tristan Orr Berwick
Antony Walker

Brigade chair

Ben Ashton
Rob Parkin
Simon Harris
Edward Fox

REGION 12 – SOUTHERN

Executive council member

Steve Wright

Regional secretary

Mark Chapman

Regional chair

James Wolfenden

Regional treasurer

Robyn Richardson

Brigades

Berkshire
Buckinghamshire
Hampshire and Isle of Wight
Oxfordshire

Brigade secretary

Steve Collins
Greg O'Neill
Jamie Kelly
Nick Bourke

Brigade chair

Paul Mortimer
Chris Wycherley
Dave Hunt
Jonathan Shuker

REGION 13 – SOUTH WEST

FBU Regional Office

158 Muller Road
Horfield
Bristol
BS7 9RE
Tel: 0117 935 5132

Executive council member

Trevor French
Val Hampshire

Regional secretary

Guy Herrington

Regional chair

Scott Young

Regional treasurer

Val Hampshire
Amanda Hills

Brigades

Avon
Cornwall
Devon and Somerset
Dorset and Wiltshire
Gloucestershire

Brigade secretary

Amanda Mills
Stuart Pulley
James Leslie
Karen Adams
Ben Gwyer

Brigade chair

Steve McGreavy
Nick Harvey
Dan Gillard
Kate Scott
Richard Champ

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Joseph Mendy Amit Malde	Pat Carberry	Kathryn Duncan
Chair	Tariq Khan	Yannick Dubois Maria Buck	Rachel Rogers
Region 1	Vacant	Neil Pearson	Rachel Rogers
Region 2	Joe Docherty	Karen McDowell	Jess Doran
Region 3	Dean Pounder	Linzi Blake	Rosa Crowley-Bennett
Region 4	Vacant	Rebecca Savin	Rachael Harrison
Region 5	Vacant	Vacant	Maccyla Turner
Region 6	Ronnie Stanley	Vacant	Georgina Fielding
Region 7	Leon Johnson	Stephen Riddell	Vacant
Region 8	Alex Szekely	Lloyd Ketcher	Becci Newton
Region 9	Tariq Khan	Vacant	Vacant
Region 10	Karen Bell	Maria Buck	Katie Holloway
Region 11	Vacant	Jake Kaye	Vacant
Region 12	Vacant	Vacant	Robyn Richardson
Region 13	Lionel McCrea	Vacant	Diane Critchlow

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Lynda Rowan-O'Neill	Shaun Pickles	Phil McDonald
Chair	Caroline Saunderson	Paul Revill	Gareth Cook
Region 1	Donna Donachie	Ian Aitkin	Vacant
Region 2	Lynda Rowan-O'Neill	Seamus McMahon	Rod O'Hare
Region 3	Caroline Saunderson	Mark Thexton	Brian Waugh
Region 4	Fiona Bayes	Mike Catley	Dave Collingwood
Region 5	Sherri Kitson	Paul Farman	Dave Topping
Region 6	Emma Wilkinson	Philip Williams	Peter Trayner
Region 7	Jane Gummery	Darren Thompson	Bill Atwell
Region 8	Gemma Thomas	Vacant	Vacant
Region 9	Harry Powell	Vacant	Ritchie Green
Region 10	Stephanie Winter	N/A	Greg Ashman
Region 11	Melissa Anderson	Tom Backhouse	Vacant
Region 12	Robyn Richardson	Rob Dellow	Nick Bourke
Region 13	Kate Scott	Darren Halpin	Guy Herrington

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Kim Ferguson	Melanie Gibb	Barry Johnstone
Region 2	Barry Mitchell	Rod O'Hare	Conor Hauhian
Region 3	Dave Welch	Brian Harris	Karl Wager
Region 4	Rebecca Savin	Dave Gillian	Greg Tucker
Region 5	Stuart Guy	Vacant	Michael Alston
Region 6	Stephen Tucker	Sarah Turner	Dan Cresswell
Region 7	Jane Gummery	Vacant	Louise Fletcher
Region 8	Hannah Lodder	Vacant	Richard Davies
Region 9	Lee Pickett	Vacant	Vacant
Region 10	Jason Hunter	Greg Edwards	Gareth Beeton
Region 11	Dave Turner	Vacant	Simon Herbert
Region 12	Stuart Eade	Spencer Cave	Matt Nind
Region 13	Guy Herrington	Guy Herrington	Dave Roberts
B&EMM	Tariq Khan	Vacant	Vacant
CSNC	Lynda Rowan-O'Neill	Vacant	Lynda Rowan-O'Neill
LGBT	Vacant	Vacant	Pat Carberry
NRC	Diane Critchlow	Vacant	Paul Revill
NWC	Vacant	Vacant	Vacant
ONC	Vacant	Vacant	Phil McDonald

L7 RETIRED OFFICIALS

Andy Noble	Vice president, executive council member region 3
Trevor French	Executive council member region 12
Brian Cameron	Regional chair region 1
Marc Redford	Regional chair region 6
David Nichol	Regional treasurer region 2
Yannick Dubois	LGBT section chair
Sean Starbuck	National officer

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
1	Denise Christie
2	Dermot Rooney
3	Brian Harris
4	Neil Carbutt
5	Ed Burrows
6	Marc Redford
7	Rich Williams
8	Arwel Roberts
9	Mav Langdon
10	Jason Hunter
11	Joe Weir
12	Mark Chapman
13	Guy Herrington
B&EMM	Tariq Khan
CSNC	Lynda Rowan O'Neill
LGBT	Pat Carberry
NRC	Paul Revill
NWC	Kathryn Duncan
LGBT	Phil McDonald

L9 UNION TRUSTEES

The executive council wishes to place on record its appreciation to Alan McLean and Keith Handscomb for serving as trustees of the union in accordance with the provision of the rule book.

L10 POLITICAL FUND

The FBU's political fund continues to be used to support campaigning political work, as well as some of the union's political education and international campaigning. The financial resources in the political fund are used in all areas of political work to benefit members by campaigning on their behalf at a local and national level.

L11 COMMUNICATIONS REPORT

The communications department is responsible for all external communications, campaigning and communicating with the media, members, key influencers and the public. The department is responsible for all national communications channels inclusive of the FBU website, social media – Facebook, Twitter and YouTube, bi-monthly *Firefighter* magazine, *Rollcall*, campaign resources, online content and media relations.

The communications department launched the union's contaminants project DECON in September 2021. The team began planning and preparing materials including training videos, visual graphics and digital tools at the beginning of 2021, following the publication of the interim research report from the University of Central Lancashire - *Minimising firefighters' exposure to toxic fire effluents*. Over the year, the team collaborated with a creative agency on the project's training videos, designing the visuals for the project and developing a digital strategy to engage members. For launch, the project was promoted externally in media and across all member communication channels, with a DECON special of *Firefighter* magazine. The project has been brilliantly received by members and continues to grow.

Firefighter magazine has remained a key communication tool and as part of ongoing evaluation, the communications department commissioned an in depth research project on members' views of the magazine, including content, style, frequency and likes and dislikes. The project partnered with Shift membership, and ran from August to October. The feedback and findings of the survey have been extremely useful in prioritising areas of focus for the magazine, and have resulted in developing an improved digital offer for the magazine, which will be available in 2022. In response to the feedback, the magazine will undergo a design revamp, with some new features and areas, pulling out the most popular pieces.

At the beginning of 2021, the Westminster government announced the imminent publication of a White Paper on fire and rescue reform which threatened a host of measures to dilute the strength of the union. Both external and behind the scenes work took place on combatting this threat, including priming members through articles in the magazine, and mapping strategy and communications tools for when the white paper itself was published. The white paper was continually delayed and is yet to be published at the time of writing (February 2022).

In November, world leaders met in Glasgow at COP26 to discuss the climate emergency, a topic linked directly to the fire and rescue service. The communications team prepared content ahead of November, including external media, a Climate Emergency special edition of the magazine, a photo essay of images and a series of videos showcasing the links between frontline firefighters and the climate emergency. The videos were developed to better explain the role of firefighters and the union in the climate debate, to engage members to get involved, and to call for better funding for services to respond to flooding and wildfires.

L12 RESEARCH REPORT

The research and policy department works to the priorities of annual conference and the executive council, under the direction of the general secretary and national officers.

In January 2021, the union came under attack over the Covid-19 tripartite agreement, with fire employers, chief fire officers and then the HMICFRS all attacking the agreement. Staff assisted with submissions, briefings and letters to respond to those attacks. The department also examined evidence on lateral flow tests and the emergence of new variants.

Research staff assisted elected officials with their interventions at Westminster. This included providing the secretariat for the union's parliamentary group, attending all-party parliamentary groups on fire matters, the TUCG, the production of the *Fire and Rescue Service Matters* bulletin and assisting with lobbies of MPs. The department assisted officials with establishing relations with ministers, Labour's shadow team and other politicians.

A major part of the department's work involves drafting submissions to Westminster government consultations and Westminster legislation, including those on the Fire Safety Bill, Building Safety Bill, fire safety consultations and other submissions (see Section D). The department also assisted FBU officials with submissions to the Scottish, Northern Ireland and Wales administrations (see Section E). Elected officials and staff also collaborated on preparations for the Westminster government's White Paper on fire reform.

The Grenfell Tower Inquiry (GTI) continued to impose huge demands on the union, its representatives and members during the year. The department assisted the general secretary and national officers with a range of work, including the FBU's submissions to the GTI's phase 2 modules, monitoring phase 2 of the inquiry, coordination with the FBU's legal team and assistance with briefing MPs (see Section E).

Firefighters faced another attack on health and safety, with new policies and procedures on high rise buildings. In particular, the proposal for breathing apparatus wearers to work beyond the entry control point without going under air was a breach of half a century of safety law and best practice. The department assisted national officers with the LFB submission and related work, as well as with the contaminants project.

The research and policy department supported elected FBU officials with interventions into the TUC Congress, the Labour Party and other major events. In particular, staff assisted with the climate summit in Glasgow and wider climate campaigning, along with a range of Labour left initiatives to ensure the Labour Party stands up for firefighters and other workers.

Staff also continued with the archives and records management project, aimed at improving head office and regional office record keeping, the preservation of the union's historic materials, the Red Plaque scheme and advising on GDPR matters.

L13 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 Lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery company, Gatherwell Ltd, to independently manage the sales of tickets, weekly draws and paying out prizes. Each lottery ticket has remained at £1, with at least 50% going to support good causes, 20% for the weekly prize draw winner, 2% for second prize and a further 7% used to distribute multiple winners of £5. This year the lottery once again maintained more than 5,000 average weekly ticket sales throughout the year.

In 2021 the Lottery Distribution Panel agreed the following payments in accordance with the good causes criteria of the Lottery Fund.

Red Plaques and events (good cause number 2)

Development, casting and delivery of Red Plaques: £6343.08

Support for Red Plaque unveiling events: £2948.50

Development of Red Plaque website concept and structure: £2,400

Red Plaque website development, copy writing and implementation: £24,432.29

Red Plaque website hosting: £2,400

Other memorials (good cause number 2)

Remembrance event for fallen firefighters (Saltash): £300.00

Memorial garden for fallen firefighter (Kensington): £400.00

Firefighters Memorial Day film: £12,894.37

Direct financial support (good cause number 1)

Home adaptations for injured firefighter: £12,159.00

Donation to support childcare of fallen firefighter: £9,900.00

Research (good cause number 4)
UCLAN report printing costs: £18,353.00

Total 2021: £92,530.24

L14 RED PLAQUE SCHEME

The second good cause of the Firefighters 100 lottery states:

“Memorials and remembrance: to support, establish and maintain memorials and/or memorial events in remembrance of firefighters killed in the line of duty.”

To achieve this, the Fire Brigades Union initiated the Red Plaque scheme which aims to place a unique plaque near the scene of an incident where a firefighter lost their life. Begun in 2017, each plaque bears a similar inscription which honours ‘the bravery and sacrifice’ of the firefighter whose name appears on the plaque.

The Red Plaque scheme is funded entirely by the proceeds from the Firefighters 100 lottery. Ten plaques were unveiled in 2021. These were:

- Derek Potts, London Fire Brigade
- John Davies and David Morris, Hereford and Worcester
- Terry Hunt and David Stokoe, London Fire Brigade
- Hector Keeley, Essex
- John Nichol, Northern Ireland
- Wilfred Nelson, Greater Manchester
- Stephen Hunt, Greater Manchester
- Colin Townsley, London Fire Brigade
- Wilfred McLaughlan, Greater Manchester
- Hamish Pettit, London Fire Brigade

To date 29 red plaques commemorating 61 named firefighters and a generic plaque to ‘Northern Ireland Firefighters’ have been laid.

There are 14 red plaques that have been formally commissioned, but not yet laid. These commemorate the names of 69 firefighters (48 of whom are named on a single plaque covering the Plymouth blitz). There are a number of applications currently under consideration but not yet commissioned. These will continue to be processed in accordance with the first good cause of the lottery.

In 2021, a new Red Plaque website was launched and has become the primary source for applications and storing information on plaques. This can be found at www.redplaque.org.uk

L15 FBU ONLINE SHOP

The official shop of the Fire Brigades Union is available online at <https://shop.fbu.org.uk>

The stated aim of the shop, as described on the website, is “to make available high-quality value for money official FBU merchandise to our members and supporters all year round”.

The official FBU shop is run by ex-firefighter and FBU member Kym Napier and overseen by head office. The development of the FBU shop in the last three years has proved successful, with an increase in sales of around 600% from 2017-20.

The shop continues to grow from strength to strength, highlighted by the following figures registered in the 12 months from January-December 2021:

- online store sessions: 30,512
- total sales: £33,910.80
- FBU profit: £5,197.51(after taking away postage costs).

All FBU profit goes to the good causes fund supported by the Firefighters 100 fund.

L16 FBU-RECOGNISED SOCIAL MEDIA PAGES

In February 2021, the executive council agreed the rules to ensure that all users of social media, especially FBU members and supporters, are able to identify formal FBU social media accounts:

- a list of all formally recognised FBU social media accounts held at a brigade/regional/sectional level, together with a named official with responsibility for each account, be gathered by regional/sectional secretaries
- regional/sectional secretaries are to report the details above to the national officer responsible for data protection at head office annually, who in turn will report to the executive council annually
- that only recognised accounts be allowed to use the FBU name and/or badge.

The first report given to the executive council identified 35 Facebook accounts and 50 Twitter accounts recognised as formal FBU accounts in regions/sections. The FBU badge has now been made the subject of an enhanced copyright to prevent unauthorised use of the badge by any unauthorised social media account.

Members and officials are encouraged to report any concerns regarding potential unauthorised use or misuse of the FBU badge through the structures of the union.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2021 ACCOUNTS

OBJECTIVES AND ACTIVITIES

We aim to:

- Provide the leading, democratic voice of fire and rescue professionals that protects FBU members, enhances safety and improves fire and rescue services
- Ensure the expertise, experience and views of FBU members are heard locally, nationally, and internationally within government and beyond
- Protect the safety and interests of the public and our members, enabling them to enjoy a good quality of life, including by preventing cuts or damaging changes to fire and rescue services
- Improve the pay and working conditions of our members and protect them from discrimination and unfair or illegal treatment by representing them in the workplace
- Help our members develop professionally by developing their new and existing skills.

COVID-19 IMPACT

We reprioritised work to direct our own resources towards work that would have the greatest impact in defending our members. We invested in new technology and systems which provided effective teamwork through video conferencing and the ability to continue our democratic decision making, despite lockdown. We provided staff with the ability to work from home and, where absolutely necessary, ensured that limited office working could continue with safety provisions provided to protect staff. We provided national briefings to officials throughout local areas through the use of video technology and invested in new technology in order to run a remote delegates conference. This work meant additional cost in IT systems and the development of new ways of working which had previously been unfamiliar to staff and officials. The national education programme was heavily affected through the postponement of all physical schools and other education events. A series of online schools and seminars were put in place during the course of the pandemic which were well attended. Lock down requirements throughout the pandemic meant an increased workload on our HR managers and also impacted heavily on officials who had previously relied on collective discussion and decision making. Many areas of work were adversely affected and the inability to meet and discuss arrangements collectively has created a backlog of work

across several departments. This included our finance systems. A great deal of time is now being invested in ensuring a return to office-based work, including ensuring that FBU workplaces are assessed for safety and updated where necessary.

Since the government restrictions have been lifted we have been able to return to more normal working arrangements, such as hosting conference and running our education programme. Staff are now working in the office, and we are of the belief that our activities will revert to the pre-pandemic manner. However, there has been much learning from the experience of working remotely and this experience has made the union more resilient in terms of working in difficult or unexpected circumstances. There are also some practices that we had to undertake during the government restrictions that we will continue to pursue such as hosting online meetings, which will yield savings and thus value to the union.

TOTAL FUNDS

The union's total funds as at 31 December 2021 were £11.31m (2020 – £8.23m). This represents a significant increase of £3.08m. The main factor in the increase of our funds was a £2.69m increase in general reserves.

As at 31 December 2021 our accident and injury fund was £5.58m (2020 – £5.33m), political fund was £0.76m (2020 – £0.68m) and lottery fund was £0.16m (2020 – £0.09m).

The accident and injury fund is held in a mixture of cash and investments and is a restricted fund which can only be used for claims as set out in the FBU rule book. The political fund and lottery fund are managed to ensure that there is always a small operating surplus to cover forthcoming demands and annual rates of inflation.

GENERAL FUND

At 31 December 2021, the general fund before the defined benefit pension liability was £8.76m (2020 – £7.39m). This increase of £1.37m is due to a surplus in the year (excluding pension movements).

The pension fund liability at 31 December 2021 stood at £3.94m (2020 – £5.26m). This decrease of £1.32m is partly due to a reduction in the actuarial valuation of our pension scheme liabilities, and partly because the union made an additional £600,000 voluntary contribution to the FBU Pension Scheme.

At 31 December 2021, the general fund after the defined benefit pension liability was £4.81m (2020 – £2.13m). This means that after providing for the future obligations of our pension scheme, we hold general reserves in excess of £4.8m.

There has been a 9% increase in the value of investments, from £6.67m to £7.27m. Fluctuations in value are expected due to the volatility in the markets and the union would only realise any cash value of this investment when the markets are “stable”.

RESERVES POLICY

The executive council is keenly aware of the need to secure the union's future beyond the immediate day-to-day requirements. To continue to honour our commitments to our members the union needs to have sufficient funds to be able to absorb periodic setbacks in our ability to raise funds and to take advantage of opportunities as situations arise. It is prudent that reserves should be maintained to finance working capital requirements.

The union has also looked at timing the cash outflows to match the timing of cash inflows. Where this is not possible, reserves needed to fund expenditure in advance of income receipts, or expenditure delayed, are estimated.

FUTURE PLANS AND KEY PRIORITIES

The union operates two defined benefit pension schemes and recognises that there would be significant savings by merging the two. The executive council hopes to complete the merger during 2022.

The FBU holds property assets with a net book value of £1.9m as at 31 December 2021 (2020 – £1.5m). An assessment regarding rebuild valuation costs was completed for the union's insurers in 2018 with a rebuild value of £7.4m, covering the full union property portfolio.

FINANCIAL REVIEW OF 2021

The financial accounts and audit process has been defined by delays and difficulties caused by inadequate documentation of systems, covid restrictions which resulted in remote working and staff changes to key finance personnel. Whilst the events of the last two years were unprecedented, pressures that this has created cannot be tolerated in the future. The finance and administration committee, led by the general secretary, has agreed to undertake a review of all financial systems with a view to undertaking any necessary changes and investing where required, to ensure that this situation will not be repeated, and at the same time invest more in the finance function, thus enhancing the department's capabilities.

In 2021 our total income was £10.93m (2020 – £11.15m) and our running costs £8.9m (2020 – £8.89m). This gave us an operating surplus of £2.04m (2020 – £2.26m) before actuarial pension adjustments. The surplus after actuarial pension adjustments was £3.08m (2020 – deficit £232k) and our general fund surplus has increased to £4.81m (2020 – £2.13m).

Positive pension scheme actuarial adjustments of £1.05m (2020 – adverse £2.5m) further contributed to the surplus for the year. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2021 our ordinary membership levels fell by 144, 0.44% (2020 – 19, 0.06%) to 32,501 (2020 – 32,645). Membership income from contributions increased to £10.3m (2020 – £10.2m) due mainly to the increase in the contribution rates in 2021.

Our expenditure increased by £10k (2020 – decreased £1.16m) during 2021, predominantly as a result of the ongoing government restrictions throughout the year, but also due to a £624k increase (2020 – £638k) in the value of investments.

During the year, the union and its representatives ceased many of their travel engagements which created a reduction in travel related costs from £285k in 2019 to £68k in 2020 and £40k in 2021.

The annual conference was also postponed until May 2022, and this is reflected in a drop in expenditure from £280k in 2019 to £10k in 2020 and £51k in 2021.

The education and training courses are mostly cancelled until early 2022 and there was no rephasing of the courses, so the costs reduced from £257k in 2019 to £51k in 2020 and £19k in 2021.

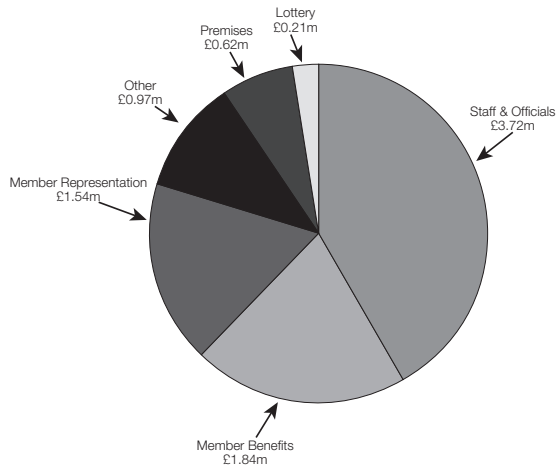
Elections and ballots were postponed, and this reduced the expenditure from £121k in 2019 to £41k in 2020 and £36k in 2021.

All non-urgent repairs/refurbishments were cancelled until further notice, though these will be required in 2022.

The executive council agreed to use cash surpluses in 2020 and 2021 to reduce the pension deficit. The total additional payment over 2020 and 2021 was £1m.

Set out below is a chart which shows a breakdown of our expenditure for 2021. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

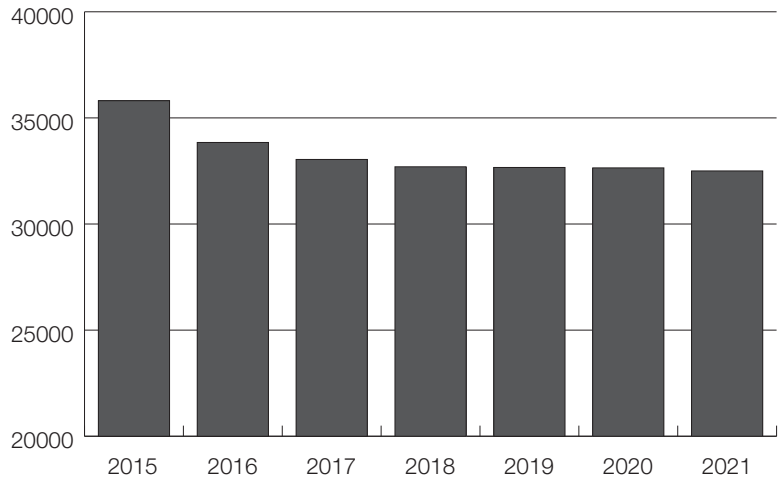
Expenditure £8.90m



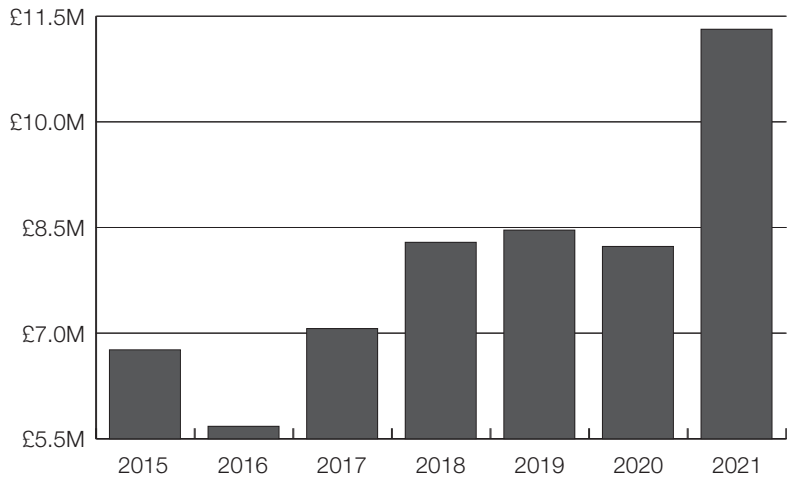
As a result of the overall surplus of £3.08m for 2021, our funds have now increased from £8.23m to £11.31m. This is made up of the accident and injury fund £5.58m, political fund £761k, general fund £4.81m and the lottery fund £158k.

7 YEAR TRENDS

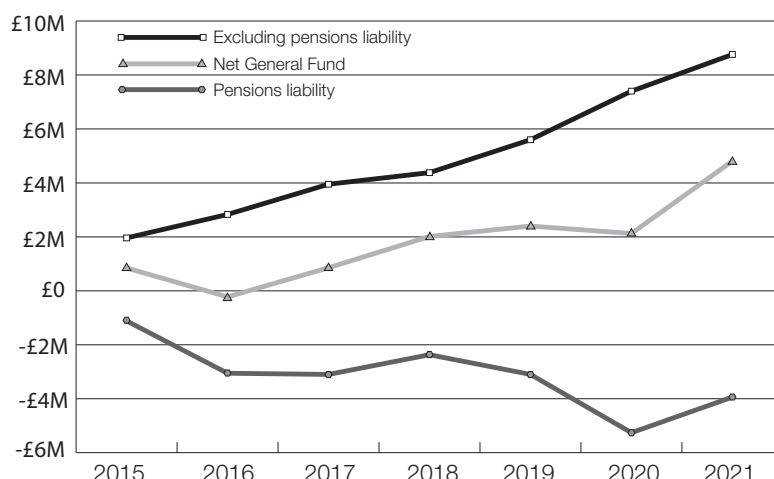
Number of members



Total funds



General Fund



GENERAL FUND BUDGET 2022

We have taken a prudent approach to the preparation of the 2022 budget by gaining increased knowledge from prior years' positive outcomes against budgets. The 2022 budget shows a reduced surplus of £162,000. This is because this year we are taking a 'business as usual approach' to the union's activities which is underpinned by hosting our annual conference and increasing our physical activities since government restrictions have been lifted. The main increases in expenditure in the 2022 budget when compared to previous years are members' benefits and member representation.

The budget for 2022 is summarised below:

	£'000
Income	
Contributions	8,838
Other	149
Total	8,987
Expenditure	
Members benefits and associated (note 1)	840
Staff and officials	3,735
Member representation (note 2)	3,300
Premises (note 3)	640
Other (note 4)	310
Total	8,825
Operating surplus	162

CONCLUSION

The executive council successfully took action to reduce the adverse effect that the Covid-19 pandemic could potentially have had on the union over the last two years. This year's budget reflects largely a pre-Covid business model, which will be to the benefit of our mission and to our members.

Senior management have been tasked with ensuring that the key areas of need and risk are appropriately managed and funded. Despite the pandemic, membership levels have been maintained. This has allowed the union to re-embark on a "business as usual" budget and still provide the union with a budgeted general fund surplus of £162,000, thus ensuring that the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing the financial statements.

Summary of financial results of the last 5 years

	2021	2020	2019	2018	2017
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	10,301	10,210	9,762	9,540	9,576
ULF grants	198	526	728	978	1,279
Other	434	415	437	430	446
	10,933	11,151	10,927	10,948	11,301
Expenditure					
Members benefits (note 1)	1,844	1,924	1,764	1,569	1,587
Staff and officials	3,719	3,956	3,747	4,295	4,332
Member representation (note 2)	1,538	1,404	2,668	2,846	2,697
Premises (note 3)	624	601	588	622	559
Lottery (note 3)	210	322	238	267	242
Other (note 4)	962	680	1,045	868	538
	8,897	8,887	10,050	10,467	9,955
Operating surplus	2,264	877	481	1,346	873
Pension adjustments	1,048	(2,496)	(704)	744	42
Overall result	3,084	(232)	173	1,225	1,388
General fund	4,815	2,126	2,448	2,014	936
Accident & injury fund	5,581	5,332	5,282	5,504	5,435
Political fund	761	681	581	659	592
Lottery	158	92	152	113	102
Total funds	11,315	8,231	8,463	8,290	7,065

Notes:

1 Includes the cost of 'Firefighter'

2 Costs include conferences, affiliations, travel, mileage, hotels & subsistence, communications, print, ballots, donations, campaign costs, advertising

3 Lottery fund costs include the cost of prizes and external associated administration costs plus grants for good causes

4 Includes audit and professional fees, bank charges and depreciation.

On behalf of the executive council the general secretary and national treasurer approve their report.



Matt Wrack
General Secretary



James Quinn
National Treasurer

Date: 21 April 2022

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer for Trade Unions and Employers' Associations. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer for Trade Unions and Employers' Associations.

The requirement to prepare financial statements that give a true and fair view is the responsibility of the executive council. The executive council is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. In doing so, the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The executive council is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

INDEPENDENT AUDITOR'S REPORT TO THE FIRE BRIGADES UNION

OPINION

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2021 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of The Fire Brigades Union (the 'union') for the year ended 31 December 2021, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

INDEPENDENCE

We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the executive council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the executive council with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The executive council is responsible for the other information. The other information comprises the information included in the general secretary's and national treasurer's introduction, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF THE EXECUTIVE COUNCIL

As explained more fully in the Statement of the Executive Council's Responsibilities, the executive council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the executive council is responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the executive council either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

EXTENT TO WHICH THE AUDIT WAS CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We gained an understanding of the legal and regulatory framework applicable to the union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992 and UK tax legislation.

In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of executive council meetings. Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and

- other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through, for example, the timing of the recognition of income.
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the carrying value of debtor balances.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to The Fire Brigades Union, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP

Laurence Elliott (Senior Statutory Auditor)

BDO LLP, statutory auditor
London, UK

Date: 28 April 2022

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2021

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2021 £	2020 £
Income								
Contributions	1(f)	8,721,779	1,343,827	235,771	–	–	10,301,377	10,209,886
Investment Income		123,388	–	–	–	–	123,388	109,812
Grants		–	–	–	–	198,443	198,443	526,424
Other Income	17	12,000	–	–	275,516	–	287,516	286,984
Commission received		14,511	–	–	–	–	14,511	9,667
VAT recoverable		8,118	–	–	–	–	8,118	8,189
		<u>8,879,796</u>	<u>1,343,827</u>	<u>235,771</u>	<u>275,516</u>	<u>198,443</u>	<u>10,933,353</u>	<u>11,150,962</u>
Expenditure								
Benefits	2	926,106	917,454	–	–	–	1,843,560	1,924,413
Conferences		16,498	–	34,465	–	–	50,963	9,588
Affiliations		126,634	–	76,268	–	–	202,902	194,883
'Firefighter'		213,548	–	–	–	–	213,548	195,479
Commissions		12,345	12,346	6,173	–	–	30,864	44,219
Union learning costs		–	–	–	–	166,789	166,789	258,247
Staff and officials	3	3,506,935	165,000	14,951	–	31,654	3,718,540	3,956,227
Member representation	4	1,521,570	–	16,320	–	–	1,537,890	1,404,290
Premises	5	623,561	–	–	–	–	623,561	601,491
Other expenditure	6	688,394	–	7,773	–	–	696,167	463,071
Depreciation	1(c)	199,208	–	–	–	–	199,208	179,210
Lottery good causes and prizes	17	–	–	–	209,723	–	209,723	321,908
Surplus on disposal of fixed assets		(9,500)	–	–	–	–	(9,500)	(53,614)
Surplus on disposal of investments	8a	(29,867)	–	–	–	–	(29,867)	(32,746)
Surplus on revaluation of quoted investments	8a	(508,620)	–	–	–	–	(508,620)	(398,293)
Surplus on revaluation of unquoted investments	8b	(115,395)	–	–	–	–	(115,395)	(239,268)
Defined benefit net interest cost	12	67,000	–	–	–	–	67,000	58,000
		<u>7,238,417</u>	<u>1,094,800</u>	<u>155,950</u>	<u>209,723</u>	<u>198,443</u>	<u>8,897,333</u>	<u>8,887,105</u>
Operating surplus for the year		1,641,379	249,027	79,821	65,793	–	2,036,020	2,263,857
Other comprehensive income/(expense)								
Actuarial gains/(losses) on post employment benefit obligations		848,000	–	–	–	–	848,000	(3,534,000)
Return on assets (excluding interest income)		130,000	–	–	–	–	130,000	955,000
Experience gains		70,000	–	–	–	–	70,000	83,000
Total other comprehensive income/(expense)	12	1,048,000	–	–	–	–	1,048,000	(2,496,000)
Total comprehensive income/(expense) for the year		2,689,379	249,027	79,821	65,793	–	3,084,020	(232,143)

The notes on pages 109 to 121 form part of these financial statements

STATEMENT OF FINANCIAL POSITION

As at 31 December 2021

	Note	2021 £	2020 £
Fixed Assets	7	2,431,594	1,846,871
Investments	8	7,271,543	6,666,477
Long term loans	9	–	23,035
		9,703,137	8,536,383
Current assets			
Debtors	10	1,030,865	536,681
Cash at bank and in hand		6,802,724	6,464,585
Total current assets		7,833,589	7,001,266
Current liabilities	11	(2,278,743)	(2,045,686)
Net current assets		5,554,846	4,955,580
Total assets before pension liability		15,257,983	13,491,963
Defined benefit pension fund			
The Fire Brigades Union pension scheme		(3,688,000)	(4,936,000)
The Fire Brigades Union retirement and death benefits scheme		(255,000)	(325,000)
Net defined benefit pension liability	12	(3,943,000)	(5,261,000)
Total assets after pension liability		11,314,983	8,230,963
Represented by:			
General fund (excluding defined benefit pension schemes)		8,757,925	7,386,546
Defined benefit pension liability		(3,943,000)	(5,261,000)
General fund		4,814,925	2,125,546
Accident and injury fund		5,581,385	5,332,358
Political fund		760,769	680,948
Lottery	17	157,904	92,111
Total funds		11,314,983	8,230,963

Movement in the union's funds are shown on page 107.

The Executive Council approved these financial statements on 21 April 2022



M. Wrack – General Secretary



I. Murray – President

The notes on pages 109 to 121 form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2021

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2019	2,447,902	5,282,474	580,479	152,251	8,463,106
Operating surplus/(deficit) for the year	2,173,644	49,884	100,469	(60,140)	2,263,857
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(3,534,000)	–	–	–	(3,534,000)
Return on assets less net interest	955,000	–	–	–	955,000
Experience gains	83,000	–	–	–	83,000
	(2,496,000)	–	–	–	(2,496,000)
At 31 December 2020	2,125,546	5,332,358	680,948	92,111	8,230,963
Operating surplus for the year	1,641,379	249,027	79,821	65,793	2,036,020
Other comprehensive income for the year					
Actuarial gains on post-employment benefit obligations	848,000	–	–	–	848,000
Return on assets less net interest	130,000	–	–	–	130,000
Experience gains	70,000	–	–	–	70,000
	1,048,000	–	–	–	1,048,000
At 31 December 2021	4,814,925	5,581,385	760,769	157,904	11,314,983

The notes on pages 109 to 121 form part of these financial statements

STATEMENT OF CASH FLOWS

For the year ended 31 December 2021

	2021 £	2020 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year	2,036,020	2,263,857
Depreciation	199,208	179,210
Surplus on disposal of fixed assets	(9,500)	(53,614)
Surplus on disposal of investments	(29,867)	(32,746)
Surplus on revaluation of quoted investments	(508,620)	(398,293)
Surplus on revaluation of unquoted investments	(115,395)	(239,268)
Change in debtors	(494,184)	(46,962)
Change in creditors	233,057	26,641
Non-cash long-term loan movement	23,035	—
Non-cash pension adjustment	(270,000)	(381,000)
Cash flows arising from operating activities	1,063,754	1,317,825
Cash flows from investment activities		
Purchase of fixed assets	(783,931)	(63,840)
Proceeds from the sale of fixed assets	9,500	62,501
Purchase of investments	(597,717)	(655,593)
Sale of investments	646,533	581,408
Repayment of mortgages	—	9,381
Net cash used in investment activities	(725,615)	(66,143)
Net increase in cash and cash equivalents	338,139	1,251,682
Cash and cash equivalents at the beginning of the year	6,464,585	5,212,903
Cash and cash equivalents at the end of the year	6,802,724	6,464,585

The notes on pages 109 to 121 form part of these financial statements

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the accounts of trade unions are required to give a true and fair view. Therefore, the accounts of trade unions are prepared under FRS102. However, as a trade union is not a company the regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the trade union.

The union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the union. The monetary amounts of these financial statements are rounded to the nearest pound. Income and expenditure is dealt with in the various fund accounts of the union.

- (b) The obligation to prepare these financial statements on a going concern basis has been considered by reference to budgets, forecasts and projected cash flows, as well as potential opportunities in relation to the controlled realisation of assets owned by the union if required.

The union operates in a sector whose members are employees of public body funded organisations and, as such, membership levels were not affected by the pandemic. As with the previous year, the financial performance of the union was enhanced during the pandemic because, whilst membership numbers remained constant, expenditure yet again significantly decreased when compared to pre-pandemic expenditure levels. Given that it is highly likely that there will be no further government restrictions in 2022 arising from the Covid-19 pandemic, the union will be able to return to its usual business model. The executive council therefore believe that the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing these accounts.

- (c) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Buildings	2.50%
Computer equipment	25%
Fixtures or fittings	10% or 20%
Motor vehicles	25%

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

- (d) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.

- (e) Investments are stated in the balance sheet on the following basis:

- Quoted investments – at fair value, which is determined by reference to the quoted market price at the year end date.
- Unquoted investments – at original cost or current value as determined by, either an independent third party or the latest external transaction price as approved by the board of the bank (Unity Trust Bank).

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the Statement of Comprehensive Income.

- (f) Contributions include those amounts receivable from members in respect of the year. Amounts due to be received at the balance sheet date, either by direct debit or from fire brigades who offer a payroll deduction scheme on behalf of the union, are included within trade debtors.
- (g) Members can elect to become a member of the accident and injury fund (AIF). AIF contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the financial statements when there is certainty that a future payment will be made as at the balance sheet date.
- (h) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.
- (i) Lottery income and expenditure are recognised on an accrual basis and the funds carried forward will be spent on good causes as determined by the lottery distribution panel.
- (j) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (k) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (l) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax.
- (m) Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.
- (n) Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

Provident benefits comprise of payments as set out in the rules of the union, which relate to death benefit and legal assistance, and a proportion of the costs of administering the union in relation to those benefits.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

The union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully invested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

- (o) Financial assets are recognised in the union's balance sheet when the union becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Financial assets, other than those held at fair value through the income and expenditure account, are assessed for indicators of impairment at each reporting end date.

- (p) Basic financial liabilities, including trade and other payables, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction.
- (q) The transactions of the regions during the period are included in these accounts as are the net assets held directly by them at the balance sheet date.

- (r) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Remeasurement comprising of actuarial gains and losses and the return on scheme assets are recognised immediately in other comprehensive income.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

- (s) The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are as follows:
- Investments – quoted investments are disclosed at market value at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or current value as determined by, either an independent third party or the latest external transaction price as approved by the board of the bank (Unity Trust Bank).
 - Defined benefit pension scheme – the cost of each of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates. Further details are given in note 12.

Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. In preparing these financial statements, the union has made the following judgements:

- Under HMRC rules affecting the taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. The union has adopted a policy whereby such chargeable gains are all reinvested, thereby eliminating any corporation tax liability. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly, in the opinion of the management, the revaluation of properties and investments does not.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

	2021 £	2020 £
2 Benefits		
Legal fees	907,549	757,449
Education	18,557	50,739
Accident and injury claims	917,454	1,116,225
	1,843,560	1,924,413
3 Costs of staff and lay officials		
Salaries and national insurance contributions	1,604,242	1,992,670
Pension contributions	953,116	999,483
FRS102 pension scheme adjustment (note 12)	(337,000)	(439,000)
Officials' allowance	563,904	552,757
PAYE agreement	6,892	4,801
Trade union leave	927,386	845,516
	3,718,540	3,956,227
4 Member representation		
Travel	39,999	67,775
Mileage	118,457	124,775
Hotels	52,409	74,805
Subsistence and evening meals	112,470	123,185
Motor expenses	4,001	7,949
Other organising expenses	9,429	4,841
Reports, journals and subscriptions	78,719	53,713
Ballot expenses	35,874	40,860
Donations	86,617	78,496
Goods for presentations and campaigning	81,927	48,095
Communications	773,308	660,184
Printing and stationery	138,619	98,298
Advertising	6,061	21,314
	1,537,890	1,404,290
5 Premises		
Repairs and renewals	36,029	29,826
Office expenses	552,717	532,739
Insurance	34,815	38,926
	623,561	601,491
6 Other expenditure		
Bank charges and interest payable	14,084	20,466
Audit, pension audit and accountancy	59,400	50,000
Professional fees	622,683	392,605
	696,167	463,071

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
7 Fixed assets				
Cost				
1 January 2021	2,787,094	930,437	204,557	3,922,088
Additions	414,429	369,502	–	783,931
Disposals	–	–	(21,785)	(21,785)
31 December 2021	3,201,523	1,299,939	182,772	4,684,234
Depreciation				
1 January 2021	1,280,833	670,674	123,710	2,075,217
Charge for the year	57,392	112,794	29,022	199,208
Disposals	–	–	(21,785)	(21,785)
31 December 2021	1,338,225	783,468	130,947	2,252,640
Net book value				
31 December 2021	1,863,298	516,471	51,825	2,431,594
Net book value				
31 December 2020	1,506,261	259,763	80,847	1,846,871

	2021 £	2020 £
8 Investments		
Quoted investments and unit trusts (note 8a)	6,364,338	5,874,667
Unquoted equities (note 8b)	907,205	791,810
Fair value of total investments	7,271,543	6,666,477
a) Quoted equities and unit trusts		
Market value at 1 January	5,874,667	5,369,443
Additions	597,717	655,593
Disposal proceeds	(646,533)	(581,408)
Change in fair value of investments		
Realised surplus on sale of investments	29,867	32,746
Surplus on revaluation of financial assets to fair value	508,620	398,293
Market value at 31 December 2021	6,364,338	5,874,667
Historical cost at 31 December 2021	4,977,706	4,813,093

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

8 Investments (continued)

All investments related to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investment are carried at fair value, being the market value at the year end. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors.

b) Unquoted equities

Unquoted shares held by the union at the year end are broken down as follows:

235,500 Unity Trust Bank plc "A" ordinary shares.

530 Labour Education, Rec. And Holiday Homes Ltd shares held at cost of £1/share.

	2021 £	2020 £
Market value at 1 January 2021	791,810	552,542
Surplus on revaluation of financial assets to fair value	115,395	239,268
Market value at 31 December 2021	907,205	791,810
Historical cost at 31 December 2021	240,530	240,530

No provision for permanent impairment in value of investments is considered necessary.

9 Long-term loans

Loans – co-op societies

CRS London Ltd.

People's Press Printing Society Ltd.

Loans

Scottish TUC

Provision

	2021 £	2020 £
	35	35
	20,000	20,000
	3,000	3,000
	(23,035)	–
	–	23,035

10 Debtors

Trade debtors

Other debtors

Prepayments

	2021 £	2020 £
	710,289	142,373
	3,239	133,319
	317,337	260,989
	1,030,865	536,681

11 Current liabilities

Trade creditors

Other creditors

Accruals

	2021 £	2020 £
	783,877	551,770
	64,951	46,104
	1,429,915	1,447,812
	2,278,743	2,045,686

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

12 Defined benefit pension fund

The union operates two defined benefit pension schemes in the United Kingdom.

1. FBU Pension Scheme.
2. The Fire Brigades Union Retirement and Death Benefits Scheme.

	2021 £'000	2019 £'000
1. FBU Pension Scheme		
Opening balance	(4,936)	(3,235)
Current service cost	(461)	(313)
Administration expenses	(87)	(112)
Contributions by the union	1,038	778
Total service cost	490	353
Net interest cost	(61)	(61)
Actuarial gain/(loss)	819	(1,993)
Closing balance	(3,688)	(4,936)

2. The Fire Brigades Union Retirement and Death Benefits Scheme

Opening balance	(325)	89
Current service cost	(138)	(172)
Administration expenses	(15)	(15)
Contributions by the union	-	273
Total service cost	(153)	86
Net interest credit	(6)	3
Actuarial gain/(loss)	229	(503)
Closing balance	(255)	(325)

Both schemes

Opening balance	(5,261)	(3,146)
Current service cost	(599)	(485)
Administration expenses	(102)	(127)
Contributions by the union	1,038	1,051
Total service cost	337	439
Net interest cost	(67)	(58)
Actuarial gain/(loss)	1,048	(2,496)
Closing balance	(3,943)	(5,261)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

12 Defined benefit pension fund (continued)

1. FBU Pension Scheme

The major assumptions used by the actuary for the FBU Pension Scheme.

		At 31.12.2021	At 31.12.2020
Rate of increase in salaries		2.9%	2.5%
Rate of increase for deferred pensioners		2.9%/2.5%	2.0%
Rate of increase of pensions in payment	RPI increasing	3.3% max 5%	3.0%
	CPI increasing	2.9%	2.5%

The mortality assumptions are in accordance with the S3PA CMI 2020 (1.25%).

The assets in the scheme and the expected rate of return for the FBU Pension Scheme.

	% of total Scheme assets	Value at 31.12.2021 £'000	% of total Scheme assets	Value at 31.12.2020 £'000
Cash	3%	248	0%	23
Annuities	37%	3,377	46%	3,660
Cash accumulation policy	8%	752	9%	719
Funds	52%	4,721	45%	3,634
Total market value of assets		<u>9,098</u>		<u>8,036</u>

2. The Fire Brigades Union Retirement and Death Benefit Scheme

The major assumptions used by the actuary for The Fire Brigades Union Retirement and Death Benefits Scheme.

	At 31.12.2021	At 31.12.2020
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.7%	2.1%
Allowance for pension in payment increases of RPI or 5% if less	3.3%	2.9%
Allowance for pension in payment increases of CPI or 5% if less	2.6%	2.2%
Discount rate	1.8%	1.4%
Inflation rate (RPI)	3.5%	3.0%
Inflation rate (CPI)	2.7%	2.1%

The mortality assumptions are in accordance with S2PA CMI 2020 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union Retirement and Death Benefits Scheme.

	% of total Scheme assets	Value at 31.12.2021 £'000	% of total Scheme assets	Value at 31.12.2020 £'000
With profits fund	52%	5,204	50%	5,099
Secured annuities	48%	4,713	50%	5,063
Total market value of assets		<u>9,917</u>		<u>10,162</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

12 Defined benefit pension fund (continued)

The amounts recognised in the statement of financial position are as follows:

	2021 FBU pension scheme £'000	2021 FBU RDB scheme* £'000	2021 Total £'000	2020 FBU pension scheme £'000	2020 FBU RDB scheme* £'000	2020 Total £'000
Present value of defined benefit obligation	(12,786)	(10,172)	(22,958)	(12,972)	(10,487)	(23,459)
Fair value of scheme assets	9,098	9,917	19,015	8,036	10,162	18,198
Net (liability)/asset recognised	(3,688)	(255)	(3,943)	(4,936)	(325)	(5,261)

The amounts recognised in the income and expenditure account are as follows:

Service costs	461	138	599	313	172	485
Administration expenses	87	15	102	112	15	127
Net interest charge/(credit)	61	6	67	61	(3)	58
Total recognised	609	159	768	486	184	670

Actual return on scheme assets	303	76	379	678	611	1,289
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The amounts recognised in other comprehensive income:

Actuarial gains/(losses)	625	223	848	(2,529)	(1,005)	(3,534)
Return on assets (excluding net interest income)	194	(64)	130	536	419	955
Experience gains arising on the plan liabilities	–	70	70	–	83	83
Total recognised	819	229	1,048	(1,993)	(503)	(2,496)

* The Fire Brigades Union Retirement and Death Benefits Scheme

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

12 Defined benefit pension fund (continued)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

	2021 FBU pension scheme £'000	2021 FBU RDB scheme* £'000	2021 Total £'000	2020 FBU pension scheme £'000	2020 FBU RDB scheme* £'000	2020 Total £'000
Scheme liabilities at 1 January	12,972	10,487	23,459	10,069	9,518	19,587
Current service cost	461	138	599	313	172	485
Interest cost	170	146	316	203	189	392
Contributions by scheme participants	43	–	43	43	42	85
Actuarial (gain)/loss	(625)	(293)	(918)	2,529	922	3,451
Benefits paid	(235)	(306)	(541)	(185)	(356)	(541)
Scheme liabilities at 31 December	12,786	10,172	22,958	12,972	10,487	23,459

Reconciliation of opening and closing balances of the fair value of scheme assets

Fair value of scheme assets at 1 January	8,036	10,162	18,198	6,834	9,607	16,441
Interest income	109	140	249	142	192	334
Expenses	(87)	(15)	(102)	(112)	(15)	(127)
Actuarial gain/(loss)	194	(64)	130	536	419	955
Contributions by employer	1,038	–	1,038	778	273	1,051
Contributions by scheme participants	43	–	43	43	42	85
Benefits paid	(235)	(306)	(541)	(185)	(356)	(541)
Scheme assets at 31 December	9,098	9,917	19,015	8,036	10,162	18,198

* The Fire Brigades Union Retirement and Death Benefits Scheme

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

12 Defined benefit pension fund (continued)

FBU Pension Scheme

The most recently completed actuarial valuation of the scheme as at 30 June 2019 showed a scheme funding deficit of £1,842,000. The union agreed to pay annual contributions of 23.1% of members' pensionable salaries, less the amount contributed by active members of the scheme each year. In respect of the deficit in the scheme as at 30 June 2019, the union has agreed to pay £128,000 a year for 17 years and 9 months plus a one-off contribution of £200,000 on or before 31 December 2021. In addition, the union will pay £114,000 per annum to cover administration expenses and premiums for death in service lump sums associated with the scheme. This excludes the levies payable to the Pension Protection Fund (PPF) which the union pays directly. The union therefore expects to pay around £400,000 to the scheme during the accounting year beginning 1 January 2022.

The Fire Brigades Union Retirement and Death Benefits Scheme

The most recently completed actuarial valuation as at 31 October 2017 showed a scheme funding deficit of £468,000 and the union has agreed with the trustees that it will pay 77.8% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the union will pay amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. In respect of the scheme funding deficit, the union will pay annual contributions of £51,000, increasing by 3% per annum to 31 October 2028. The member contributions are payable in addition at a rate of 15% of pensionable salary and the union expects to pay a total of £347,000 to the scheme during the accounting year ending 31 December 2022.

13 Taxation

The union is not liable to tax on income from its members. Taxation is payable to the extent that investment income and capital gains exceeded allowable provident benefits.

14 Capital commitments

As at 31 December 2021 the union capital commitments totalling £118,659 (2020 – £nil) in relation to office refit costs.

15 Operating leases

As at 31 December 2021 the union has future commitments under non-cancellable operational leases as follows:

	2021 £	2020 £
Within one year	207,054	123,347
Between two and five years	148,059	69,050
Total	355,113	192,397

16 Key management personnel

Key management and personnel compensation of £527,531 (2020 – £618,399) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions, employer pension contributions and allowances. See analysis of officials' salaries and benefits for a further breakdown of key management personnel compensation. The comparative has changed to include allowances for the first time.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

17 Lottery

	2021 £	2020 £
Income	275,516	261,768
Expenditure		
Prizes and administration	134,422	121,682
Good causes	75,301	200,226
	209,723	321,908
Surplus/(Deficit) for the year	65,793	(60,140)
Funds at beginning of the year	92,111	152,251
Funds at the end of the year	157,904	92,111

The surplus carried forward funds are to be spent on good causes.

Good causes

World War II Plymouth Blitz Plaque	2,152
Red plaque John Nicol	914
Red plaque Development of Website	30,201
Red plaque Red Plaque Film	12,894
Family Support Home Adaptation	12,159
Donation Remembrance event for fallen firefighters at Saltash Fire Station (Cornwall)	300
Red plaque Gillender Street – Terry Hunt and David Stokoe	472
Red plaque Wilfred Nelson	472
Red plaque Stephen Hunt	925
Red plaque Hector Keely	1,440
Red plaque Wilfred McLaughlan	794
Donation Widow	9,900
Red plaque Hamish Pettit	771
Red plaque Colin Townsley	1,395
Red plaque Malcolm Kirton	492
Red plaque Robert Miller	20
	75,301

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021

18 Statement of Comprehensive Income – 2020

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2020 £
Income							
Contributions	1(f)	8,617,847	1,349,122	242,917	–	–	10,209,886
Investment Income		109,812	–	–	–	–	109,812
Grants		–	–	–	–	526,424	526,424
Other Income	17	9,216	–	16,000	261,768	–	286,984
Commission received		9,667	–	–	–	–	9,667
VAT recoverable		8,189	–	–	–	–	8,189
		8,754,731	1,349,122	258,917	261,768	526,424	11,150,962
Expenditure							
Benefits	2	808,188	1,116,225	–	–	–	1,924,413
Conferences		6,918	–	2,670	–	–	9,588
Affiliations		151,922	–	42,961	–	–	194,883
'Firefighter'		195,479	–	–	–	–	195,479
Commissions		17,687	18,013	8,519	–	–	44,219
Union learning costs		–	–	–	–	258,247	258,247
Staff and officials	3	3,456,092	165,000	66,958	–	268,177	3,956,227
Member representation	4	1,366,950	–	37,340	–	–	1,404,290
Premises	5	601,491	–	–	–	–	601,491
Other expenditure	6	463,071	–	–	–	–	463,071
Depreciation	1(c)	179,210	–	–	–	–	179,210
Lottery good causes and prizes	17	–	–	–	321,908	–	321,908
Surplus on disposal of fixed assets		(53,614)	–	–	–	–	(53,614)
Surplus on disposal of investments	8a	(32,746)	–	–	–	–	(32,746)
Surplus on revaluation of quoted investments	8a	(398,293)	–	–	–	–	(398,293)
Surplus on revaluation of unquoted investments	8b	(239,268)	–	–	–	–	(239,268)
Defined benefit net interest cost	12	58,000	–	–	–	–	58,000
		6,581,087	1,299,238	158,448	321,908	526,424	8,887,105
Operating surplus/(deficit) for the year		2,173,644	49,884	100,469	(60,140)	–	2,263,857
Other comprehensive (expense)							
Actuarial loss on post employment benefit obligations		(3,534,000)	–	–	–	–	(3,534,000)
Return on assets less net interest		955,000	–	–	–	–	955,000
Experience gains		83,000	–	–	–	–	83,000
Total other comprehensive expense	12	(2,496,000)	–	–	–	–	(2,496,000)
Total comprehensive (expense)/income for the year		(322,356)	49,884	100,469	(60,140)	–	(232,143)

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2021

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	78,067	Area manager	Competent "B"
Andy Dark	Assistant general secretary	74,372	Area manager	Competent "A"
Riccardo la Torre	National officer	68,131	Group manager	Competent "B"
Sean Starbuck	National officer	48,255	Group manager	Competent "B"

Note: All national officials' salaries are in line with fire service ranks, endorsed by annual conference.

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	9,554	60,736	7,576
Andy Dark	Assistant general secretary	9,030	57,317	8,683
Riccardo la Torre	National officer	8,252	9,476	5,060
Sean Starbuck	National officer	5,541	26,272	13,311

Full-time officials pay 15% of pensionable salary in employee pension contributions.

Allowances

Name	Office held	Allowances £	Equivalent rank	
Tam McFarlane	National officer	17,210	Group manager	Competent "B"
Mark Rowe	National officer	20,688	Group manager	Competent "B"

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2021

Benefits

Name	Office held	Officials' allowance rate per annum £
I. Murray	President	9,642
A. Noble (to 29 May 2021)	Executive council and vice-president	3,472
B. Selby (from 29 May 2021)	Executive council and vice-president	7,788
J. Quinn	Executive council and national treasurer	8,333

The following executive council members were paid an officials' allowance at the rate of £7,025 per annum.

C. McGlone
P. Smith
L. Skarratts
M. Lamb
D. Shek
B. Hooper
C. Griffiths
T. French (to 19 May 2021)
R. Jones
T. Curry (from 29 May 2021)
S. Wright (from 2 June 2021)
V. Hampshire (from 19 May 2021)

The union made reimbursements to local authorities of £927,386 (2020 – £845,516) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

OTHER OFFICIAL ALLOWANCES

For the year ended 31 December 2021

The FBU pays an allowance at the rate of £5,344 per annum to regional officials and to secretaries of national sections. For the year 2021 this included the officials listed below. Individuals may not have received the full annual allowance depending upon whether they took up office, transferred office, resigned, or retired during the year.

M. Alexander	D. Christie	B. Harris	J. Malcolm	M. Redford	S. Saunders
G. Beeton	G. Cook	G. Herrington	G. Marshall	P. Revill	A. Scattergood
J. Bittlestone	A. Curry	S. Hitchins	C. Matthews	R. Richardson	A. Taylor
C. Blayney	Y. Dubois	D. Howe	P. McDonald	D. Roberts	J. Weir
M. Buck	K. Duncan	C. Hudson	J. Mendy	B. Roberts	R. Williams
E. Burrows	A. Fox-Hewitt	J. Hunter	P. Millar	R. Rogers	D. Williams
B. Cameron	D. Giblin	G. Keary	J. Newell	F. Rooney	J. Wolfenden
N. Carbutt	T. Green	T. Khan	D. Nichol	L. Rowan-	S. Wright
P. Carberry	V. Hampshire	J. Lambe	G. O'Neill	O'Neill	S. Young
M. Chapman	S. Hart	M. Langdon	A. Petch	C. Saunderson	

The FBU pays an allowance at the rate of £1,500 per annum to brigade officials and to chairs of national sections. For the year 2021 this included the officials listed below. Individuals may not have received the full annual allowance depending upon whether they took up office, transferred office, resigned, or retired during the year.

K. Adams	S. Collins	J. Goodfellow	J. Kearns	G. O'Neill	M. Tattum
I. Alder	T. Connolly	S. Gray	J. Kelly	T. Orr-Berwick	G. Taylor
W. Anderson	M. Cook	S. Guy	C. Kemp	R. Parkin	S. Thomas
B. Ashton	C. Cook	B. Gwyer	D. Kenny	E. Parry	G. Tiffin
M. Bairstow	G. Cotton	K. Hallihan	K. Keuneke	K. Parry	G. Tovey
D. Barrett	C. Craddock	N. Hardy	A. Knowles	S. Pickles	S. Tucker
D. Bartley	A. Davidson	B. Harris	P. Kosla	H. Powell	R. Tully
R. Bateman	A. Dempsey	J. Harris	D. Lawrie	S. Price-Hunt	D. Turner
N. Bevan	J. Drinkwater	S. Harris	A. Lee	S. Pulley	J. Tuttall
V. Bhasin	M. Drinkwater	N. Harvey	T. Leigh	P. Reames	R. Vaux
E. Billing	K. Driver	R. Hastings	S. Leroux	P. Reed	G. Vaux
R. Binks	E. Duncan	D. Hellon	J. Leslie	D. Roberts	J. Wadsworth
S. Blandford	M. Dunne	A. Hemming	D. Lloyd	S. Rule	K. Wager
C. Blayney	S. Eade	S. Herbert	T. Lloyd	S. Saunders	S. Walker
N. Bourke	M. Edwards	M. Herrington	D. Lock	D. Scotchford	A. Walker
A. Bowen	G. Edwards	I. Hibbert	S. MacRory	K. Scott	S. Weir
H. Brant	D. Evans	A. Hills	J. Malcolm	J. Shuker	D. Welsh
A. Brine	A. Faizey	C. Hodgkin	J. McCallum	I. Sim	J. West
C. Brown	C. Fargher	B. Holland	S. McGreavy	R. Smallcombe	J. Wharnsby
O. Burrow	H. Fell	S. Howley	J. McKenna	A. Smith	S. White
P. Cain	H. Ferguson	S. Hughes	J. McKenzie	P. Smith	G. White
N. Cane	B. Flanagan	D. Hunt	R. McLaren	G. Spindler	G. Whitfield
A. Carridge	A. Fletcher	J. Hunt	K. McMahon	A. Sproul	K. Wilkie
D. Carter	J. Foot	L. Hunter	A. Mills	M. Starkey	J. Wilson
C. Carter	R. Fortune	G. Jackson	S. Morris	D. Stewart-Ball	S. Wiswell
S. Cave	E. Fox	J. Jaye	P. Mortimer	M. Stilwell	R. Wright
R. Champ	A. Fox	P. Johnston	R. Moss	D. Strachan	C. Wycherley
M. Chapman	M. Fryer	B. Jones	A. Muir	R. Strother	D. Young
A. Chinn-Shaw	K. Game	K. Jones	L. Munslow	N. Stuart	
T. Cogley	N. Gayton	S. Jones	L. Newport	J. Summers	
P. Cole	D. Gillard	J. Kaye	M. Nicholls	C. Tapp	

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2021:

Name	Region	Brigade
Colin Speight	1	Scotland
Martin Beegan	2	Northern Ireland
Andrew McLucas	2	Northern Ireland
Steven Hudspeth	4	Humberside
Howard Nuttall	5	Merseyside
Alec Elwell	7	Staffordshire
James Morris	7	Staffordshire
David Cunningham	8	Mid and West Wales
Lucas James	8	Mid and West Wales
Andrew Williams	8	Mid and West Wales
Stuart Griffiths	8	South Wales
Christopher Page	9	Bedfordshire
Paul Burder	9	Essex
Rudie Mann	9	Suffolk
Joanne Grey	10	London
Richard Calcutt	10	London
Peter Don	10	London
Josep Talens-Garcia	10	London
Paul Balch	11	East Sussex
Steven Angell	13	Avon
Mark Goodfellow	13	Cornwall
Richard Middleton	13	Devon and Somerset



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