



THE FIRE BRIGADES UNION

CONFERENCE 2015

**PROPOSED AMENDMENTS TO THE
EXECUTIVE COUNCIL POLICY STATEMENTS
ON**

- 1. THE FUTURE OF THE FIRE AND RESCUE SERVICE** *(pages 2, 3 & 4)*
- 2. ALL DIFFERENT ALL EQUAL - REVIEW** *(pages 5, 6, 7 & 8)*
- 3. CANVASSING AND CONDUCT DURING ELECTIONS** *(pages 9 & 10)*
- 4. HEALTH AND SAFETY - INTERNAL ARRANGEMENTS** *(pages 11 & 12)*
- 5. FIREFIGHTERS AND RESPONSE TO MEDICAL INCIDENTS** *(pages 13 & 14)*
- 6. MEMBERSHIP, RECRUITMENT AND ORGANISING** *(pages 15 & 16)*
- 7. EUROPE AND INTERNATIONAL SOLIDARITY** *(pages 17 & 18)*

**MOVED BY
BRIGADE/NATIONAL SECTIONAL COMMITTEES**



THE FIRE BRIGADES UNION

CONFERENCE 2015

**PROPOSED AMENDMENTS TO THE
EXECUTIVE COUNCIL POLICY STATEMENT
ON**

THE FUTURE OF THE FIRE AND RESCUE SERVICE

**MOVED BY
BRIGADE/NATIONAL SECTIONAL COMMITTEES**

1. THE FUTURE OF THE FIRE AND RESCUE SERVICE

Amendments

1. Scotland

Page 2, Under “Fires”, Paragraph 2, 3rd sentence -

Delete - “active”

Insert - “the primary”

Proposed amended sentence reads -

“Firefighters have been the primary agents in bringing about the progress made in successful fire prevention and protection, although there is still a long way to go.”

2. Scotland

Page 4, under “Medical Response”, 1st paragraph, final sentence -

Delete - “expected”

Insert - “proposed”

Proposed amended sentence reads -

“Firefighters in Scotland don’t currently co-respond, although a pilot project is proposed.”

3. Scotland

Page 5, under “The structure of the fire and rescue service”, 5th paragraph, 3rd sentence -

Delete - “One positive”

Insert - “The”

Between “separate boards” **Insert** - “fire”

Between “chief officers” **Insert** - “fire”

Proposed amended sentence reads -

“The result is the possibility of a more coherent overall structure, rather than eight separate fire boards and eight chief fire officers.”

4. Scotland

Page 5, under “The structure of the fire and rescue service”, 5th paragraph, 5th sentence -

Delete - 2nd “equipment,”

Delete - “notes”

Proposed amended sentence reads -

“Another advantage lies with the standardisation of equipment, BA sets, PPE, standing operating procedures and training.”

5. Scotland

Page 5, under “The structure of the fire and rescue service”, 5th paragraph, 6th sentence -

Delete whole sentence - “This has made health and safety simpler.”

6. Scotland

Page 5, under “The structure of the fire and rescue service”, 5th paragraph, 7th sentence -

Delete -

“that, if conducted properly, will have an immediate impact on the safety of over 5,000 members.”

Proposed amended sentence reads -

“The creation of a single management structure has led to a review of response standards and firefighter safety.”

7. Scotland

Page 6, under “FBU position”, 1st paragraph, 1st sentence -

Between “the government” **Insert** - “Westminster”

Proposed amended sentence reads -

“The Executive Council has received no serious proposals from either the Westminster government, the opposition or fire service employers about reorganising the fire and rescue service in England.”



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ALL DIFFERENT ALL EQUAL - REVIEW

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2. ALL DIFFERENT ALL EQUAL - REVIEW

Amendments

1. Scotland

Page 5 after bullet points **delete** -

“There is a world of a difference between having a laugh with colleagues and subjecting people to ridicule, which hurts physically, mentally or emotionally.”

Insert -

“It is acknowledged”.

Proposed amendment would read

“It is acknowledged bullying can lead to illness and absenteeism.”

2. Scotland

Page 7, Paragraph 2 of Guidance for members, final sentence after “breach of rule”

Insert

“(s) and may result in representation being withdrawn.”

Proposed amendment to sentence reads -

“Failure to apply as soon as he or she is aware of any allegation is likely to be seen as a breach of rule(s) and may result in representation being withdrawn.”

3. Scotland

Page 16, 2nd sentence of numbered point 1,

Delete - “14”

Insert - “20”

Proposed amended sentence reads -

“Remember that a written report with the findings should be supplied to the Regional Secretary within 20 days of being appointed to carry out the investigation.”

4. Shropshire

Page 15, second line, between “shall” and “continue”, insert “not”.

5. London

Page 1:

Delete 'The FAW officer will be a member of the Regional Committee and where possible should not have other responsibilities, e.g. Regional Official, Health and Safety Representative, Education Officer.'

and insert 'The FAW officer will, if he/she is not already so, become a member of the Regional Committee upon appointment, and where possible should not have other responsibilities, e.g. Regional Official, Health and Safety Representative, Education Officer.'

6. London

Page 8:

In 'At this stage you will be notified of the date of the regional committee are convening to hear the report,' delete the second 'of'.

7. London

Page 15:

In point number (4), delete 'The decision of the Representation Appeals Committee will be final and shall be conveyed in writing to the parties, the General Secretary and the Regional Secretary.'

8. London

Page 16:

Delete '**When carrying out an investigation you must keep careful notes of everything that takes place so that you can produce a full report.** You should ask the person who is alleging discrimination, harassment or bullying (who from now on we will call the complainant) to provide you with all details necessary to support their complaint. **BUT** you must also advise them to seek legal advice **BEFORE** providing you with any evidence.'

9. London

Page 16:

Delete 'The Investigator should:' and insert 'The Investigator(s) should:'

10. London

Page 16:

In point (1), delete '14' and insert '20 working'.

11. London

Page 16:

In point (1), delete 'risen' and insert 'arisen'.

12. London

Page 20:

In 'Spurious and yet, hypothetically possible speculation on theoretical scenarios do not constitute an arguable defence which requires a realistic consideration of the available evidence.' delete the comma.

13. London

Page 21:

Delete 'Where the applicant has not been made aware that their act(s) are causing offence, or where the applicant was in danger of becoming a target themselves.'

14. London

Page 21:

Delete 'Group discrimination - personal coping strategy - then mitigation may be a factor to be considered. Mitigation cannot be considered in isolation of act, duration, intent and effect.'

15. B&EMM

After the sub title 'Equality education' on page 2, delete the current sentence and replace with the following:

'The FBU will provide all reps and officials with the appropriate education to ensure that they are aware of, and knowledgeable on, equality and diversity issues.

A national FAW School will be provided within the FBU education programme with the aim of deepening an understanding, and the practical implications, of the equality agenda.'



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CANVASSING AND CONDUCT DURING ELECTIONS

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BRIGADE/NATIONAL SECTIONAL COMMITTEES**

3. CANVASSING AND CONDUCT DURING ELECTIONS

Amendments

1. London

In second paragraph, delete 'Conference 2016' and insert 'the next ordinary Conference'.

2. London

After 'In extreme circumstances the Executive Council may take action under its powers under rule to intervene and, if necessary, suspend election processes.' insert the following new paragraph:

'Nothing in this code prohibits candidates in elections from campaigning for changes to union rules or policies.'



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HEALTH AND SAFETY - INTERNAL ARRANGEMENTS

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4. HEALTH AND SAFETY - INTERNAL ARRANGEMENTS

Amendments

1. Scotland

Paragraph 4 after; “The frequency of meetings of the FBU Health and Safety Committee” **delete** “is likely to be three or” **and insert** “shall be a minimum of”.

As a consequence, **delete last sentence**. “In any event, it shall meet at least once per year.”

The sentence with the proposed amendment now reads -

“The frequency of meetings of the FBU Health and Safety Committee shall be a minimum of four times per annum, and shall be governed by the business to be considered.”

2. Shropshire

At end of fourth paragraph, delete “once per year”, insert “biannually”.

3. Devon and Somerset

Add new paragraph at end of statement:

“To assist in providing national support in this important area, the Executive Council commits to ensure that one National Officer of the FBU will, so far as practicable, be dedicated to Health, Safety and Welfare matters.”



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5. FIREFIGHTERS AND RESPONSE TO MEDICAL INCIDENTS

Amendments

1. Shropshire

Page 6, second paragraph, between “such” and “in more urban and metropolitan areas”, delete “is” and replace with “as”.

2. Shropshire

Page 6, fifth paragraph, delete “Besides, firefighting is a public good and it is not appropriate to measure it according to market models.”



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MEMBERSHIP, RECRUITMENT AND ORGANISING

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6. MEMBERSHIP RECRUITMENT AND ORGANISING

Amendments

1. London

Page 3

In 'In other circumstances there are already situations where the FBU is leading negotiations for large numbers of other workers, including non-union members.' delete 'for' and insert 'which impact upon'.



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**PROPOSED AMENDMENTS TO THE
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EUROPE AND INTERNATIONAL SOLIDARITY

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7. EUROPE AND INTERNATIONAL SOLIDARITY

Amendments

1. London

Page 1

In 'They are part and parcel on a general onslaught against workers and against public services conducted under policies of austerity by all European governments to one degree or another.' Delete 'on' and insert 'of'.

2. London

Page 1

In 'They are part and parcel on a general onslaught against workers and against public services conducted under policies of austerity by all European governments to one degree or another.' Delete 'all' and insert 'most'.

3. London

Page 1

After

- Undemocratic, bureaucratic and costly EU structures

Insert

- The promotion of a 'one-size-fits-all' single currency and single monetary policy determined by a European Central Bank free from democratic control.

4. London

Page 2

In 'The Greek people have been subjected to some of the harshest austerity, carried out until this year by the Greek government, backed by international financial institutions and other European governments and driven by the EU and its leading national governments.' Delete 'Greek government' and insert 'previous Greek government'.

5. London

Page 2

Delete 'The majority of people in Greece want to remain within the EU. They do not want to be cast out into a political and economic wilderness to satisfy the banks and governments.'