

ER 1 Fire Service Pay and the Future of the Fire and Rescue Service

Conference notes the result of the recent consultative ballot of FBU Members. The ballot consisted of two questions, firstly on the employers recent proposal on pay and, secondly, on the union's strategy around pay and the future of the Fire and Rescue Service. FBU Members endorsed the recommendation of the Executive Council overwhelmingly; by 97% in relation to the first question, and by 86% in relation to the second question.

Conference thanks and congratulates FBU Members for their participation in the ballot at short notice. These votes were a powerful endorsement of the strategy debated and agreed by Conference over recent years.

FBU Members sent a very clear message to our employers that the proposals on pay were unacceptable and, in particular, that FBU Members would not sign up for open-ended contracts in any form.

FBU Members also sent a message to the Fire Service employers and to governments across the UK that our service needs investment, including investment for pay. The Fire and Rescue Service has always changed and evolved and the FBU has often been at the forefront of such change. However, any change to the work activity of firefighters must be developed through negotiation and agreement conducted through our national structures – the National Joint Council (NJC). For the FBU, any development of the work of firefighters must also address concerns, including around health, safety and welfare, operational procedures, equipment, training, staffing levels and pay.

Conference is aware of the exercise carried out by the Union on work activity undertaken within each Fire and Rescue Service. This demonstrated very clearly that across the Fire and Rescue Service employers have been introducing new work activities at a local level – often without agreement. Conference agrees that this fragmentation must cease.

Conference agrees;

1. To step up political lobbying, including of all governments across the UK for investment in the Fire and Rescue Service, including investment for pay
2. That the Executive Council pursue the negotiations with the Fire Service employers with a view to seeking a resolution to the proposals made by the FBU (on 7 December 2018) in relation to pay and broadening of the role
3. To reinforce the importance of NJC role maps and agreed contracts of employment. This will include, as a minimum, preparations for the withdrawal from all non-contractual, non-agreed or non NJC Role-map work activity. This should be done in each Fire and Rescue Service
4. To take every step necessary to prepare Members for industrial action should negotiations with our employers prove unsuccessful. This will include regular reports to the Executive Council in regards to campaigning, state of readiness, balloting arrangements and related matters.

Executive Council