



FINAL AGENDA

**Fire Brigades Union
90th Conference, Blackpool
10th, 11th and 12th May 2017**



FINAL AGENDA

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE

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

PAY AND CONDITIONS

1. RETAINING FEE

Conference notes the decision made by Conference in 2009 in respect of Resolution 18 on the Retaining Fee, moved by the National Retained Committee.

Conference re-affirms that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the Annual Retaining Fee paid to Retained Duty System (RDS) employees.

The current and inadequate Annual Retaining Fee can no longer be deemed acceptable as it fails to recognise the commitment of RDS firefighters, the disruption to their family life and the adverse effect on their primary employment, together with the increasingly high expectations from Fire and Rescue Service employers.

NORTHERN IRELAND

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NATIONAL RETAINED COMMITTEE

3. PAY FORMULA

Conference believes that the operation of a pay formula was the best way to address the issue of pay within the Fire and Rescue Service.

Conference, therefore, instructs the Executive Council to pursue the re-introduction of a pay formula.

NORTHERN IRELAND

4. PUBLIC HOLIDAYS

Conference is astounded that due to the reduction in numbers of personnel on fire stations up and down the country, Fire and Rescue Services are not granting Public Holidays and then taking them off us under the 12 month rule. This practice is being used by employers and citing the exigencies of the service as their reason. It is obviously important to maintain the availability and crewing of appliances which Members understand, but simply refusing to grant our Members' contractual entitlement to Public Holidays cannot continue.

Conference therefore demands that the Executive Council seek an amendment to the Grey Book which allows firefighters to keep their contractual entitlement of Public Holidays without fear of losing them due to poor management of resources and reduced resilience. This to be achieved by Conference 2018.

SOUTH WALES

5. NEW SHIFT PROPOSALS

Conference is concerned by the number and variety of new shift patterns being proposed around the country, and urge the Executive Council to instruct Brigade Officials to only negotiate on new shift patterns if they fall in line with Section 4, Part A, Paragraph 7 of the National Conditions of Service (Grey Book).

DEVON & SOMERSET

6. CONTROL PAY PARITY

Conference notes that Resolution 8 was agreed at Conference in 1997 asking for the Executive Council to address the anomaly of disparity of pay for Emergency Fire Control staff within the UK Fire and Rescue Service by demanding an increase in control staff rates of pay to the level of that of firefighters.

Conference notes that in the twenty years since that resolution was agreed by Conference that pay disparity still exists for our Emergency Fire Control staff within the UK Fire and Rescue Service. Therefore Conference instructs the Executive Council to renew its efforts to ensure that our Members who work in control be paid the same level of National Joint Council Grey Book firefighting roles rates of pay.

TYNE & WEAR

AMENDMENT

In second paragraph, line five, **delete** 'payed' and **replace with** 'paid'.

LONDON

7. CONTROL STAFF PAY RATES

Conference acknowledges the extremely stressful and demanding role carried out by our Members in Emergency Fire Controls across the United Kingdom.

Like that of operational Members the role of Control Members is expanding and becoming more diverse, especially with the introduction of new initiatives such as Emergency Medical Response.

Conference calls upon the Executive Council to conduct a review into the pay rates of Control Staff with a view to bringing the rate up to 100% of that of our operational colleagues' pay instead of the current rate of 95%.

This review has been asked for on a number of occasions previously, for example Resolution 55, Equal Pay from the Control Staff National Committee which was remitted to the Executive Council at Conference 2013.

The Executive Council's own Policy Statement to Special Conference in 2012 on pay states that there should be further research into the claim for equal pay for Control Staff Members.

This work must be incorporated into the current work being conducted by the Executive Council into pay.

CONTROL STAFF NATIONAL COMMITTEE

8. EQUAL PAY FOR CONTROL STAFF

Conference calls upon the Executive Council to re-address the issue of unequal pay for Control Staff and conduct further research and review with a view to bringing the pay rates for Control Staff up to 100% from 95%.

At Conference 2013 the resolution from Control Staff National Committee on Equal Pay was remitted to the Executive Council, this was Resolution 55.

The worth, diversity of work and life-saving actions and advice carried out by Control Staff on a daily basis is equal to that of any operational firefighter or officer with workloads increasing all the time.

HAMPSHIRE

9. POLICE VETTING

Conference instructs that the FBU must protect the terms and conditions of its Members by opposing any form of Police vetting.

Vetting is a tool used by the Police to check the integrity of its employees and their families. This often intrudes into an individual's personal history, financial history and both that of their families. Requests for the vetting of our Members has increased since the closer collaboration with the Police.

This Conference reaffirms that Police vetting is not within the terms and conditions of our Members, and instructs the Executive Council to raise this matter formally with the National Employers.

LINCOLNSHIRE

10. NATIONAL JOINT COUNCIL (NJC) INDEPENDENT CHAIRS

This Conference notes, with some concern, the number of recent referrals to the NJC Joint Secretaries for assistance whereby it appears the Independent Chairs have made recommendations that do not accord with the principles of the Grey Book or are potentially beyond their remit.

This has left Members and Officials questioning the integrity of the agreed national mechanisms for assistance and consequently their confidence in the process.

Conference instructs the Executive Council to seek to replace the current Independent Chairs of the Technical Advisory Panel and the Resolution Advisory Panel, and in appointing new Chairs agree a clear remit of authority.

CHESHIRE

11. NORTH WEST FIRE CONTROL

Conference notes with concern that North West Fire Control is not a member of the National Joint Council (NJC) for Local Authority Fire and Rescue Services. North West Fire Control employs FBU Members in the control (firefighter) role and all pay increases have reflected exactly those agreed within the NJC.

North West Fire Control exists as a Local Authority Controlled Company (LACC) and conforms to the requirements of the Fire and Rescue Services Act 2004 but our Members do not enjoy the benefits of the NJC due to the employer not recognising the NJC for representative purposes.

Conference calls on the Executive Council to raise this issue with the employers' side of the NJC to investigate all available and relevant avenues to establish NJC recognition in relation to North West Fire Control and our Members.

CHESHIRE

12. SHIFT ALLOWANCE

This Conference notes with some concern the number of Brigades that have seen detrimental changes to duty systems across the UK Fire and Rescue Service. The original duty systems that our Members considered family friendly and stood the test of time for delivering a world class service to the public, whilst being popular with our Members have been replaced with duty systems that are unfavourable to Members.

Firefighters look at our colleagues in the other emergency services whom have in place remuneration arrangements for staff who are required to work nights and weekends.

The proposed and implemented unpopular duty systems in conjunction with pay restraint imposed by Government mean our Members are falling behind other emergency service workers in terms of conditions of service associated with working shifts and the unsociable hours that those shift systems bring.

As a result, Conference calls on the Executive Council to revisit the issue of securing 'unsociable hours' allowances into pay, with a report due back to Conference 2018.

CHESHIRE

13. SUBSISTENCE ALLOWANCE

Conference demands that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the subsistence allowances as agreed in circular NJC/07/03.

The current allowance can no longer be deemed acceptable as it fails to cover the real costs of providing a meal.

NATIONAL RETAINED COMMITTEE

14. CAR MILEAGE RATES

Conference demands that the Executive Council uses all necessary resources to negotiate and agree a substantial increase to the expenditure use of private vehicles. The current allowance can no longer be deemed acceptable as it fails to cover fuel costs and business class insurance that some Fire and Rescue Services demand.

NATIONAL RETAINED COMMITTEE

15. CONTINUED SUPPORT FOR THE NJC

Conference notes the serious detrimental effects that are the consequence of cuts to firefighter numbers across the Fire and Rescue Service. These cuts impact upon all roles, including officers.

Conference also notes that some employers have attempted to remove FBU Members, including officers and recruits, from Grey Book conditions of service – conditions that were secured only thanks to the efforts of previous generations of FBU Members.

Conference resolves to defend Grey Book conditions of service for all Members and to maintain support for the National Joint Council (NJC) framework, including the Middle Managers' Negotiating Body (MMNB).

OFFICERS NATIONAL COMMITTEE

16. MATERNITY

Conference is aware that across our fire and rescue services maternity policies differ greatly. Some offer an enhancement to the Grey Book conditions of service whilst others don't even appear to meet this minimum standard. It is of great concern to women Members that it is a service lottery as to the treatment which they can expect to receive once notifying their Fire and Rescue Service (FRS) of a pregnancy. This is particularly the case with basic levels of maternity pay provided in most UK FRS. The issue of the discrepancies across UK FRS in the financial provision within maternity policies is extreme. In FRSs where the basic or statutory minimum pay is provided, women lose 10% of their pay as soon they commence maternity leave. This only lasts for 6 weeks when they lose a further 40% going onto half pay for the rest of the ordinary maternity leave which is usually 13 weeks. Being pregnant is not the same as being sick however if you are sick, you are better provided for and receive full pay for 6 months and then go onto half pay at the discretion of your service.

Several FRS have negotiated improved packages for pregnant staff and have used the NWC FBU model policy: negotiating maternity, paternity and adoption rights, as a basis for negotiations. Many FRS women and families have benefitted from this. If women are to be truly valued in the FRS community then pregnancy and maternity, needs to be revisited and better financial provision should be at the heart of every FRS policy.

We ask that the Executive Council work with the NWC to put together a questionnaire which is to be sent to every FRS. The questionnaire is to cover key areas of concern for women firefighters from thinking of starting a family, pregnancy, maternity leave through to returning to work following the birth. Areas of concern which have been highlighted in FRSs are then addressed through Brigade Officials with support from the NWC and Executive Council.

Conference also demands the Executive Council to commence negotiations with the National Joint Council in respect of the financial provision in the Grey Book: National Joint Council for Local Authority Fire and Rescue, Scheme of Conditions of Service Sixth Edition 2004 (updated 2009) and to bargain for an improved financial package giving at least 13 weeks at full pay.

The progress should be reported back to NWC and FBU conference by 2018.

NATIONAL WOMENS COMMITTEE

17. CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS

In 2006 it was recommended by the National Joint Council that Continual Professional Development (CPD) payments, where possible, should be a minimum of £500 per annum. Conference notes that a number of Fire and Rescue Services CPD payments still fall below that level. Conference agrees that CPD payment should be brought up to a new minimum level, which reflects historical pay increases, not less than £600 per annum (full-time equivalent).

Conference also agrees that Brigade Officials, who represent Members in a Fire and Rescue Service (FRS) that does not pay this minimum level, will raise this issue with their respective FRS as a matter of priority.

Brigade Officials will report on the progress of achieving this minimum level at their respective Regional Committee Meetings.

CORNWALL

18. DUTY SYSTEM NEGOTIATIONS

Conference condemns fire service employers who attempt to introduce duty systems that by their very nature involve job losses and require excessive hours to be worked to ensure a 24 hours a day provision of fire cover.

Conference recognises and praises the endless hard work put in by Brigade Officials across the UK to resist the introduction of such shift systems.

Conference applauds the position taken by the Executive Council in that, any duty systems being proposed that are not in accordance with the Grey Book and that do not comply with the four principles laid down within Section 4, must be brought to the Executive Council for their consideration and approval before a local collective agreement can be reached.

Conference acknowledges that there are now 24 hour duty systems that are being worked in Fire and Rescue Services that have not been collectively agreed by the FBU but are very popular amongst FBU Members, that being the case, Conference agrees to allow Brigade Officials the ability to negotiate on 24 hour duty system proposals.

HUMBERSIDE

19. CANCER AND SICK PAY

This Conference notes with concern, the increase in Members who have been diagnosed with various forms of cancer.

This Conference instructs the Executive Council to negotiate through the NJC to change the existing Conditions of Service with regards to sick pay, to ensure that Members diagnosed with cancer are automatically entitled to twelve months full pay.

SCOTLAND

AMENDMENT

In last sentence **delete** “twelve months full pay” and **replace with** “full pay for any period of cancer related absence”

SHROPSHIRE

20. NON-GREY BOOK LOCAL CONDITIONS OF SERVICE

Conference recognises the worrying trend of Brigades employing then moving existing members of staff, onto non-Grey Book terms and conditions of service.

This is happening under the guise of streamlining organisations, especially in regards to Officer terms and conditions. Not only are these terms and conditions of service outside of National Joint Council (NJC) collective agreements but they are being implemented without any FBU negotiation at any level.

Conference therefore calls upon the Executive Council to raise this issue with the NJC at the earliest opportunity with an aim of eradicating non-NJC terms and conditions from the UK Fire and Rescue Service.

BUCKINGHAMSHIRE

PENSIONS

21. CONTROL STAFF RETIREMENT AGE

As members of the Local Government Pension Scheme, control staff are currently required to work until they reach state pension age, which from December 2018 will start to increase for both men and women to reach 66 by October 2020.

The Government is planning further increases between 2026 and 2028 which will increase the state pension age from 66 to 67.

Given the stress and additional pressure being placed upon Control Members it is obvious that many of our Members, especially those with longer service, may be forced to leave their jobs early and therefore will be losing a portion of their pension as a result.

These Members, like our operational colleagues, have planned their retirement around the rules of their pension scheme when they joined the Fire and Rescue Service.

Current Fire Brigades Union policy, as affirmed in the Executive Council Statement to Special Conference in 2012 is “that Control Members should be granted access to a Fire Service specific pension scheme”.

Whilst Conference recognises that there have been discussions with the Government in the past, Conference believes that now is the time to press forward towards achieving this aim.

Conference calls upon the Executive Council to work towards gaining access for Control Staff to the Firefighters’ Pension Scheme with a normal retirement age in line with operational firefighters.

CONTROL STAFF NATIONAL COMMITTEE

AMENDMENT

In third paragraph, after “placed upon Control Members” **add** “compounded by the health dangers of shift/night working,”

SHROPSHIRE

22. CONTROL STAFF RETIREMENT AGE

Conference calls on the Executive Council to work towards aligning the retirement age of Control Staff Members to that laid down in the 2015 Firefighters Pension Scheme.

DORSET & WILTSHIRE

23. IMPACT OF DUTY SYSTEMS ON FIREFIGHTERS' PENSION SCHEMES

Conference is aware of the increasing trend of local authority employers, unfettered by the HSE and DCLG, to introduce duty systems such as Close Proximity Crewing and Day Crewing Plus. These duty systems are in direct conflict with Conference policy and require Members to work additional hours in return for payment of allowances, some of which are pensionable.

Conference therefore requests that the Executive Council commissions an independent audit nationally to establish the scale and impact that such duty systems are having on the Firefighters' Pension Schemes, publishes its findings and seeks to address any issues with all relevant bodies.

SOUTH YORKSHIRE

24. ADDITIONAL SALARY PENSIONABILITY

In light of the Norman v Cheshire judgement, Conference calls for the Executive Council to undertake a review of all additional salary paid for any shifts in relation to their pensionability. The results of this review will be reported to all Officials.

LANCASHIRE

OPERATIONS, HEALTH AND SAFETY

25. SAFETY IN NUMBERS

Conference agrees that it is a key principle of our Union to defend health and safety standards within the Fire and Rescue Service.

Increasingly the safety of our Members and that of our communities is being placed in jeopardy as Fire and Rescue Services are forced to drive crewing levels down in response to this Government's disgraceful attacks on our service.

No more should under resourced crews be faced with the terrible dilemma of placing themselves at an increased risk in acting to save life or refuse to commit until safe systems of work can be put in place.

Conference therefore demands the launch of a campaign which looks to achieve a minimum of five riders on all pumping appliances across the UK.

GREATER MANCHESTER

26. DEVELOP A POLICY TO MINIMISE THE EFFECTS OF TOXINS

Conference instructs the Executive Council to develop a definitive policy using all available UK and international research data which will assist local officials in negotiations aimed at providing adequate procedures to minimise the effects of toxins post-incident. This policy should take the form of a best practice document.

NORTHUMBERLAND

27. SAFETY NOTICES

Conference applauds the important role played by FBU safety reps in challenging the introduction or continued operation of unsafe equipment, practices and procedures by their Fire and Rescue Service.

In addition to raising concerns and having them recorded in the minutes of joint safety committees, Conference recognises the value of specific and detailed safety notices being placed on the record by safety reps with their Fire and Rescue Service.

Experience tells us that unsafe equipment, practices and procedures arising in one Fire and Rescue Service will often materialise elsewhere or return again at a later time. Therefore, Conference calls on the Executive Council to collate all safety notices, notes of safety concern or similar written records formally registered by FBU safety reps with their employer and maintain them on an FBU website and/or other suitable e-library. As far as reasonably practicable, the aim should be to collate and maintain accessibility to all past, current and future safety notices registered by FBU safety reps.

The website and/or other suitable e-library should be established and accessible to all FBU safety reps and officials by no later than January 2018.

HERTFORDSHIRE

AMENDMENT

In third paragraph **delete** “past, current and future”

SHROPSHIRE

28. CONTROL STAFF AND PSYCHOLOGICAL WELL-BEING

Conference acknowledges and commends the work being carried out by the Fire Brigades Union into mental health and the effects on our Members.

Conference notes at the recent FireFit Conference research presented by Phil Turner revealed that Emergency Fire Control Staff displayed the highest levels of mental ill-health among fire service personnel who completed the on-line survey.

Control staff are being subjected to a variety of factors including changes in workload and working conditions. All of this has led to an increase of absenteeism due to mental ill-health within control.

Conference calls upon the Executive Council to investigate the high level of sickness being reported by emergency control personnel to clarify which changes to working practices/conditions are contributory factors to this and to formulate an action plan which will enable this worrying trend to be reversed.

This work is to be completed and reported back to Conference 2018.

CONTROL STAFF NATIONAL COMMITTEE

29. SUPERVISORY LEVELS IN FIRE CONTROL

We note Resolution 20 agreed by Conference in 2016, but we believe that it did not provide a clear directive for the Executive Council to act upon.

It is now becoming an everyday occurrence for our Members in many emergency control rooms, that their Fire and Rescue Services (FRSs) are reducing the crewing levels in Control leaving only one supervisory officer on duty for a shift.

Only having one officer on duty, can have detrimental effects on that officer's safety and welfare, compromises that officers ability to take rest breaks and can compromise the successful conclusions to incidents, particularly where a life risk is involved. It also appears doubtful that such FRSs are maintaining compliance with the Working Time Regulations 1998 by removing the watch officers' ability to take their rest break entitlement stated within the legislation, without leaving the control room without any supervisory officer.

Conference calls upon the Executive Council to raise this issue with the Employers of the National Joint Council at the earliest opportunity, to seek an agreement where all FRSs must maintain a minimum of two supervisory officers on duty in all controls on all occasion and compliance with the Working Time Regulations 1998.

SURREY

AMENDMENT

1st Paragraph; **Delete** 'we note' and **replace with** 'Conference notes'

3rd Paragraph; **Delete** 'maintaining compliance' **replace with** 'complying'

Final Paragraph; **Delete** 'compliance' and **replace with** 'complying'

MERSEYSIDE

30. EMERGENCY MEDICAL RESPONSE - MENTAL HEALTH DETERIORATION

During the National Joint Councils (NJC's) Emergency Medical Response (EMR) trial, our Brigade Committee has seen an increase in the number of occurrences of Members suffering some form of mental health deterioration, resulting from either attending EMR incidents or handling these calls in the control room.

If any form of EMR is agreed by the NJC or imposed by the Government, it is highly foreseeable that the number of Members suffering from mental health deterioration would escalate.

Conference therefore instructs the Executive Council to produce a guide for officials to assist them in ensuring Fire and Rescue Services put in place EMR specific mechanisms to;

1. Minimise the occurrences of mental health deterioration resulting from EMR calls.
2. Provide improved support for Members that do suffer deterioration in their mental health resulting from EMR calls.

This guide must be available to officials within 3 months of any agreement made by the NJC or an imposition by Government, which results in the inclusion of any form of EMR being undertaken by our Members, following the conclusion of the NJC's EMR trial.

SURREY

AMENDMENT 1

In second line, **delete** 'our' and **replace with** 'the Surrey'.

LONDON

AMENDMENT 2

1st Paragraph; **Delete** 'our brigade committee' and **replace with** 'Conference'
Final Paragraph; **Delete** 'within 3 months of' and **replace with** 'prior to'

MERSEYSIDE

31. NEW VEHICLE TECHNOLOGY

Conference is concerned at the impact of certain modern vehicle technology being used on vehicles that are subsequently converted into fire appliances. A particular issue at this time is the Electronic Stability Program (ESP) feature, however further vehicle technology advances could create issues for blue light response drivers in the future.

Conference instructs the Executive Council to develop a workstream to assess the issues that electronic and technological systems pose, and commence discussions with all relevant parties to consider their impact on safety, and the responsibilities of our blue light response drivers. This should then establish a national Union position and a potential agreement with Fire and Rescue Services on vehicle procurement standards.

DERBYSHIRE

32. PERSONAL PROTECTIVE EQUIPMENT (PPE), WORKWEAR AND WOMEN

Conference is appalled that in 2017 some women are still being provided sub-standard or ineffective PPE and workwear clothing. Many women are still being limited in their choices for well-fitting personal protective equipment and workwear. Well-fitting PPE is a basic requirement for the health and safety of all our Members including women. Ill-fitting PPE has historically put women Members at risk and should not be tolerated in today's Fire and Rescue Service. Women's workwear should be of the same standard, material and protection as their men colleagues. The only difference in the garments should be that they are provided in a women's and not unisex fit. Many women are having to wear ill-fitting men's shirts and trousers or specially procured sub-standard items. This is not only discrimination but potentially dangerous for our women Members.

We demand that the Executive Council, in conjunction with the NWC raise this issue of PPE as a matter of urgency with every UK Fire and Rescue Service, and ask for a detailed breakdown of each UK Fire and Rescue Service and the items of PPE issued to our women Members. Once the information is collated, each woman Member who is issued PPE should be asked to feedback on the integrity and fit of the clothing. A separate evaluation of workwear should be carried out in all UK Fire and Rescue Services to determine which Services are providing their women with less favourable workwear and produce an evaluation of the results to the NWC for FBU Conference 2018.

NATIONAL WOMENS COMMITTEE

33. AERIAL APPLIANCE ATTENDANCE TIMES

This Conference recognises that aerial appliances play an essential safety role at many incidents, often forming a key element of safe operating procedures. In many Services either aerial appliances have been reduced or staffing arrangements have changed to jump crewing, for example.

Often, due to cuts, managers suggest that there is no requirement for aerial appliances to be primary crewed. As a result, this has a detrimental impact on attendance times and consequently the risk to firefighters, the public and property.

This Conference instructs the national Fire Brigades Union Health and Safety Committee to produce a guidance document to be used to counter the downgrading of aerial appliance availability and mobilisation.

This can be used to challenge Integrated Risk Management Plans relating to the mobilisation of aerial appliances with a formula for calculating minimum national standards based on population, industrial risk and number of high rise buildings.

If there are case studies to provide an evidence based approach, they should be included. This work should be concluded within 1 year.

DURHAM

AMENDMENT

In first line after “aerial appliances” **add** “are lifesaving appliances and”

SHROPSHIRE

34. OCCUPATIONAL STRESS DEFINITION

Conference notes that occupational stress and mental ill-health related to the work place is on the increase and affects all FBU Members. Health and Safety Executive (HSE) figures show that women have a statistically higher rate than men and occupational stress is more prevalent in public service industries.

Currently, Fire and Rescue Services do not recognise occupational stress as an illness or injury arising out of authorised duty, even though the condition has been diagnosed as work-related. This has resulted in many of our Members feeling pressurised to return to work early due to their pay being reduced.

Conference believes that diagnosed occupational stress should be included as an illness or injury arising out of authorised duty.

We request that the Executive Council agree the definition with our employers in order to make the definition clearer. This should be placed on the agenda for the next National Joint Council (NJC) meeting and the result put in an NJC circular, with progress to be reported back to FBU Conference in 2018, if not before.

DURHAM

35. EXCESSIVE WORKING HOURS

Conference condemns the imposition by Brigades of shift systems which consist of continuous working periods of 24hrs or more including the many variations on Day Crewing Plus (DCP) type systems, many of which are neither Grey Book nor Working Time Directive compliant.

Long periods of working time without a break from the workplace are detrimental to the health, safety and welfare of workers.

Brigades imposing these shift systems do not have the interests of our Members or the public as their main driving force, their focus is on financial savings at the expense of our nationally agreed terms and conditions and public safety.

Members should not be attracted by the idea of 'compressing' their working hours or reducing the number of journeys to and from work. The increased risks to their health and safety through reduced crewing levels and fatigue far outweigh any benefits gained.

Many Brigades have no plans for mitigating the risks of fatigue to crews, managers, drivers or the public from excessive working hours and no realistic method of controlling the workload of Members on these shifts.

Conference calls on the Executive Council, Regional Committees and Brigade Committees to continue to oppose the imposition of shift systems which include excessively long, continuous working periods such as 24hrs or variations on DCP and that the Executive Council pursue the production of an National Joint Council Joint Circular which includes a firm condemnation of Brigades which impose these systems on our Members and demands that they enter into negotiations with our local Officials in order to re-introduce Grey Book and Working Time Directive compliant shift systems which meet the needs of our Members.

WARWICKSHIRE

36. OPERATIONAL DISCRETION POLICIES

Following the introduction of the FBU's Operational Discretion Policy to aid FBU officials in discussions locally, many Fire and Rescue Services (FRSs) have now sought to introduce policies which interpret operational discretion as meaning that policies and procedures can be ignored at will.

We have witnessed too many firefighter fatalities and near-misses both on the incident ground and during training where this mistaken, unprofessional and dangerous approach has been introduced and/or applied.

Following the tragic death of Bro. Stephen Hunt and the subsequent Regulation 28 report made by the coroner at his inquest it is now, more than ever, absolutely critical that any local policy (by whatever name) which subverts the principles of operational discretion in this way is resisted and challenged.

Conference therefore calls upon all FBU Officials to challenge locally any operational discretion or similarly named or intended policies that include or allow for a reduction in the application of effective command and control procedures and safe operational practice particularly, but not solely, when Breathing Apparatus is required to be used at an incident.

NORTH YORKSHIRE

37. DYING TO WORK CAMPAIGN

Conference notes that the Equality Act provides protections against discriminatory treatment based on the concept of 'Protected Characteristics'. Currently workers with a terminal illness are not classified as having a protected characteristic and therefore have very limited legal protection against employers dismissing them due to illness.

Conference notes that employers are therefore free to dismiss terminally ill workers once they have made 'reasonable adjustments' to the employee's job to assist with the illness.

Conference agrees that the last thing a terminally ill worker would need is the distress at the same time as facing up to a terminal illness is to have to fight for the right to continue working and not to face the indignity of being sacked. In addition Conference notes that the loss of death in service benefits to terminally ill workers sacked before death is a further distress at a time when security for a family for the future should be protected.

Therefore Conference agrees to support the TUC's 'Dying to Work Campaign' currently being developed in the Midlands and to support the lobbying of MP's to establish new legislation, currently being drawn up by the Society of Labour Lawyers which;

- Seeks to get terminally ill workers covered by Protective Rights at Work in line with those covered by Pregnancy/ Maternity Rights
- Seeks to protect death in service benefits
- Seeks to allow workers with terminal illness to die in dignity.

Conference instructs all local Brigade Officials to raise the TUC's 'Dying to Work Campaign' with the relevant people within their Fire and Rescue Service as a matter of urgency with the view to having their Fire and Rescue Service signed up to the charter by Conference 2018.

WEST MIDLANDS

AMENDMENT

5th Paragraph – Final bullet point; **Delete** 'in' and **replace with** 'with'

MERSEYSIDE

38. REDUCED CREWING AND SAFETY

Conference is dismayed at the increases we are seeing regarding Fire and Rescue Services attempting to introduce new types of fire service vehicles to respond to emergency incidents with reduced levels of crewing. It is with great concern that these vehicles, with reduced crewing, are mobilised to small fires and limited incidents that often they are not equipped to deal with and requires them to request further fire appliances to be mobilised to resolve the incident they are attending.

Conference is absolutely dismayed that we are now seeing some Fire and Rescue Services wanting to expand the role of these types of vehicles, with reduced crewing levels, to attend all types of emergency incidents, including being mobilised when it is known they will be the first fire service crews in attendance.

Conference condemns these practices as dangerous and unsafe as well as placing firefighters in a moral dilemma situation when faced with an emergency rescue situation with not enough resources to ensure a safe system of work can be implemented, putting both their own life and that of the person needing to be rescued at further risk of injury or even death.

Conference calls upon all Officials, at all levels of the Union, to fight and campaign locally and nationally against the introduction of all types of fire service vehicles that are crewed with less than the minimum number of crew required to implement an immediate safe system of work at all incidents.

NORTH YORKSHIRE

39. COMMUNICATIONS ON THE INCIDENT GROUND

This Conference notes the outcomes of the investigation into the Balmoral Bar incident.

The lessons identified from this incident include a need to renew the emphasis on the resourcing of an appropriate command, control and communications infrastructure at incidents.

The recommendation from this was to ensure that the communications infrastructure on the incident ground is fit for purpose which was further explained as:

‘Effective communications throughout the incident ground is fundamental to ensuring that effective decision making can be delivered and risk critical information shared.’

Therefore this Conference instructs the Executive Council to campaign for all breathing apparatus sets within the UK Fire and Rescue Service to be fitted with in-built facemask communications.

SCOTLAND

AMENDMENT

In last paragraph, before “in-built facemask communications” **add** “reliable and effective”

SHROPSHIRE

40. FIREFIGHTER PERSONAL PROTECTIVE EQUIPMENT (PPE)

Conference is concerned around the adequacy of firefighter PPE. Our Members are being injured at incidents and worryingly in training environments. The PPE we are provided should be subject to appropriate and robust testing for the environments we are exposed to. Consideration should also be paid and not restricted to; women specific PPE, training procedures, reporting of injuries, cleaning regimes, adequate replacements and the policies and cultures that exist.

We call on the Executive Council to gather data from all Fire and Rescue Services for comparison on the number of firefighters who have suffered burns in the last 5 years and what the outcomes and recommendations of the subsequent investigations were.

This information should be compiled ready for comparison by an FBU task and finish group to be led by the National Officer with the remit for health and safety. This group should include at least 4 Health and Safety Reps with a seat for each of the trade and equality sections to attend.

A report should be available in time for conference 2018.

STAFFORDSHIRE

FIRE AND RESCUE SERVICE POLICY

41. FIREFIGHTER APPRENTICES

Conference notes the use, or intention to use firefighter apprentices in the fire service.

Whilst recognising the principle and merits of apprenticeships, we have concerns regarding how they are going to be trained, utilised, also their terms and conditions of employment.

We call upon the Executive Council to raise this issue with the National Employers, with a view to agreeing a National Framework covering the use of firefighter apprentices.

KENT

42. APPRENTICES WITHIN THE FIRE AND RESCUE SERVICE

Conference agrees that apprenticeships provide the chance to 'earn and learn' in a wide range of jobs, giving apprentices the chance to develop skills, experience and qualifications. However we are concerned at the inclusion of apprenticeships within the Fire and Rescue Service in terms of being used as cheap labour or as substitutes for existing Grey Book jobs.

Therefore Conference instructs the Executive Council to oppose any such apprenticeship scheme that does not conform to National Joint Council Grey Book terms and conditions.

TYNE & WEAR

43. APPRENTICESHIPS

Conference recognises the appalling attacks on our terms and conditions which have come from the government levy applied to Fire and Rescue Service budgets, forcing them to recruit apprentices or lose money.

This has led to the recruitment of apprentice firefighters working in Grey Book roles, but not on Grey Book terms and conditions.

It is recognised that apprenticeship schemes are becoming more prevalent in Fire and Rescue Services across the UK. This will not go away.

Conference instructs the Executive Council to conduct a survey of all Fire and Rescue Services in the UK to find the extent of the situation regarding which apprenticeship schemes are currently being operated and where.

Conference further instructs the Executive Council to commit to work with the National Joint Council to provide definitive guidance or a model apprenticeship scheme which ensures that when apprentices are working in Grey Book roles, they are on Grey Book terms and conditions.

Due to the severity of the situation, this should be included on the next National Joint Council agenda and completed at the earliest opportunity.

DURHAM

44. FIREFIGHTER APPRENTICES

Conference recognises that firefighter apprentices are being used in the Fire Service, sourced from outside employers.

Whilst understanding the opportunities, principles and distinction of the apprenticeship scheme, we have concerns surrounding national standards and Grey Book terms and conditions of employment.

A firefighter apprentice completing a recruits training course, probation and producing an evidence based competence folder, should be entitled to the same terms and conditions, pay, pension and career prospects as any other competent firefighter.

We acknowledge currently that apprentices are on a low national wage, have a contract from an outside employer and have no guarantee of a job after their 2 year term. If a position is offered, we fear it will be based on a locally produced contract and will not fall in line with Grey Book terms and conditions.

Conference therefore calls upon the Executive Council to raise at the National Joint Council with the view to agree a national framework covering the use of firefighter apprentices and their terms and conditions of employment. Conference additionally instructs the Executive Council to explore the potential merits of introducing an apprentice scheme run through the FBU education system.

BUCKINGHAMSHIRE

45. PRIVATE COMPANIES WITHIN THE FIRE AND RESCUE SERVICE

Conference is deeply concerned at the increasing trend by a number of Fire and Rescue Authorities who employ private companies within their own authority to offset the pressures of austerity placed upon them by the Government. These companies are now an everyday part of the Fire and Rescue Service and are used by Fire Authorities to provide for example; buildings, vehicles and training. They often employ members of the Fire and Rescue Service to deliver the service they provide.

Therefore Conference instructs the Executive Council to produce an information document on the ever-increasing use of private companies within the Fire and Rescue Service.

The purpose of this document will be to inform the Members of the Fire Brigades Union of the dangers of such companies within the Fire and Rescue Service in terms of privatisation where the motivation will be purely profit orientated without any public accountability, and to remind Members that when working for these companies they will not be working for the Fire and Rescue Authority but will be employed by the private company and therefore may not be covered for any subsequent illness, injury or disciplinary action encountered while undertaking employment for a private company.

TYNE & WEAR

46. WHOLETIME/RETAINED CONTRACTS

Conference condemns the practice of Fire Authorities and service management utilising secondary contracts for Wholetime Duty System (WDS) firefighters to increase the availability levels of Retained Duty System (RDS) appliances and using this improved availability as justification to make cuts within the service.

Conference instructs the Executive Council to investigate and report on the impact of wholetime firefighters carrying out retained duties as part of a secondary contract, where there is no mandatory contractual arrangement to do so, at fire stations with both wholetime and retained appliances.

Once complete the Executive Council will make recommendations, based on its findings, as to how the Fire Brigades Union will both undergo further work to resist this practice and will organise to challenge any cuts proposed as a result. All work and recommendations to be completed by Conference 2018.

DERBYSHIRE

47. COMPENSATORY REST

Conference is greatly concerned with the continued cuts to the UK Fire and Rescue Service. The consequence of the reduction of over 10,000 firefighters results in firefighters having to regularly remain at incidents several hours past the end of their shift. This may result in a breach of the working time regulations, specifically the provision for compensatory rest if that compensatory rest is not provided prior to returning to duty for the next shift. Conference instructs the Executive Council to ascertain the extent of this problem and if deemed necessary, issue guidance to all officials.

MERSEYSIDE

48. INCIDENT COMMAND TRAINING

In recognising the importance of effective Incident Command in keeping our Members safe and achieving successful outcomes at incidents, Conference notes progress made in establishing national standards available via Skills for Justice and procedures circulated from National Operational Guidance.

However, Conference also notes inconsistency between Brigades in delivering Incident Command training to personnel and believes this is placing our Members at unnecessary risk. Therefore, Conference instructs the Executive Council to encourage liaison at all levels in the UK Fire and Rescue Service with a view to designing national best practice standards in the delivery of Incident Command training.

SHROPSHIRE

49. HOT FIRE TRAINING

Conference is appalled that some Fire and Rescue Services (FRSs), following cuts to their budgets or for other organisational reasons seek to provide the bare minimum of required training to firefighters. One such area is that of breathing apparatus training and in particular hot fire training with some FRSs providing one day bi-annually.

Conference believes that the national guidance provided to FRSs on the use of breathing apparatus falls short of what is an acceptable safe standard for firefighters to gain the valuable experience needed to operate in this environment.

Conference therefore calls on the Executive Council to raise this matter in the appropriate arena and seek to amend the current national guidance issued to FRSs on the use of and the training connected with the use of breathing apparatus to what the FBU, as the recognised workplace safety representatives, believe is an appropriate safe standard.

HUMBERSIDE

50. SHARED ROLE: CHIEF FIRE OFFICERS

Conference notes the use of a single joint Chief Fire Officer (CFO) by Cheshire and Cumbria Fire and Rescue Services (FRS). Cheshire has previous experience of this when an arrangement took place between Cheshire and South Yorkshire to share the role of the Chief Fire Officer. It was widely felt by the FBU at the time that the role of a CFO should be solely focused on a single service and not split across separate Fire and Rescue Services, both requiring different skills and knowledge sets in order to enable smooth, efficient running of each individual FRS.

Conference believes that this current arrangement in the North West is a precursor to regionalisation of the FRS and should be resisted in order to protect the unique nature of each of the North West FRSs and the demands of the varied communities they serve. It is vitally important during the continued attacks by Central Government on the funding and terms and conditions of the UK Fire and Rescue Service that Chief Fire Officers concentrate their efforts on ensuring the safety of our Members and the wider community as well as resisting funding cuts to front line services, rather than attempting to manage different geographical areas with a 'one-size fits all' philosophy.

To this end Conference instructs the Executive Council to raise through the recognised negotiation machinery the FBUs objection to any current and further mergers and dilution of senior officer roles.

CUMBRIA

GOVERNMENT POLICY AND LEGISLATION

51. SECTION 188 NOTICE

Conference demands that any future issuing of a Section 188 (dismiss and re-engage) notification and following a request from local Officials, will be met with an emergency recalling of the Executive Council, where approval for a ballot of that Brigade will be given consideration. In addition the Union nationally will provide its full support, until such a disgraceful threat is removed.

GREATER MANCHESTER

AMENDMENT

1st Paragraph; **Delete** 'and following a request from local officials'

MERSEYSIDE

52. NATIONAL STANDARDS OF FIRE COVER

It is with deep regret that Conference notes the recent statistics relating to the provision of emergency response in many areas across the UK.

With regards to the period of April 2014 to March 2015 it is deeply concerning that we have seen reported by Government the longest 999 attendance times in 20 years, with vast ranges of response times existing between different Fire and Rescue Services in different counties.

Conference notes:

- Record numbers of rescues carried out by Fire and Rescue Services between April 2015 and March 2016 (a 16% increase on the year before)
- The 15% increase in the number of people who have died in fires in the 2015-16 financial year.

Devastating cuts to budgets of more than 30% have seen the UK Fire and Rescue Service suffer the loss of approximately 9,600 firefighter posts since 2010, something that has only exacerbated the fragmentation of consistency of Fire and Rescue Service provision in the UK.

Conference condemns the continued patchwork approach to the provision of Fire and Rescue Service cover in our communities, putting our firefighters and the public at risk. Conference believes it is unprofessional and unacceptable that our communities are subjected to a postcode lottery in which the geographical location of a person or property determines the response time and weight of response they receive. It is Conference's belief that every single one of our communities and firefighters deserve the provision of premier Fire and Rescue Service standards.

Conference therefore calls on our Executive Council to immediately raise for negotiation at the appropriate forum(s), the necessity to introduce national standards of fire cover. National standards must include standards that are fit for purpose, underpinned by research and place firefighter health and safety and the highest standards of emergency service provision as a priority.

CAMBRIDGESHIRE

AMENDMENT 1

2nd Paragraph; **Delete** 'in different counties'

5th Paragraph; **Delete** 'premier' and **replace with** 'equally high standards of'

5th Paragraph; **Delete** the last full stop and **replace with** 'regardless of location.'

MERSEYSIDE

AMENDMENT 2

In first line **replace** "regret" with "concern"

SHROPSHIRE

53. FUTURE NEGOTIATION FRAMEWORK FOR NATIONAL TERMS AND CONDITIONS

Conference acknowledges the fundamental importance of the National Joint Council (NJC), particularly surrounding its facility of providing a crucial forum where employer and employee representatives can professionally negotiate national Grey Book terms and conditions.

It is therefore the view of Conference that it is critical that the NJC and its remit is continued into the future, regardless of any potential future fire and rescue governance changes.

Conference seeks robust confirmation of this intention, to signify a continued commitment and desire from both parties to pursue and maintain positive industrial relations.

Conference therefore instructs the Executive Council to raise this matter urgently with employer representatives and the Home Office, to secure a mutual commitment with this regard in the interest of all parties moving forward.

CAMBRIDGESHIRE

54. RESPONDING ON BLUE LIGHTS

Conference notes that the current exemptions for emergency service vehicles are unsatisfactory and unworkable.

Emergency service vehicles are exempt from:

- observing speed limits
- observing keep left/right signs
- complying with traffic lights (including pedestrian controlled crossings).

However, there are no exemptions in the provisions of careless or dangerous driving as defined in the Road Traffic Act 1988, with the definition wide enough to encompass driving found in an emergency response drive.

Conference notes that FBU Members may find themselves considering the contravention of signs and regulations where no statutory exemption exists. In each case, decisions on such matters rely on the professional judgement of the Member involved.

Therefore, Conference demands that the Executive Council seek assurances that Members will not be prosecuted for simply applying their permitted exemptions under the Road Traffic Act when responding to incidents and, if necessary, lobby for any necessary legislative change in co-ordination with representatives of other blue light responders.

Conference instructs the Executive Council to report back to Conference 2018.

WEST MIDLANDS

55. IRMP GOVERNMENTAL GUIDANCE NOTES

Conference is alarmed at the removal, by Government, of the Governmental guidance notes for Integrated Risk Management Planning (IRMP).

Conference notes that the guidance notes were fit for purpose and remained timely but that they were used as a tool by FBU Brigade Committees to force Fire and Rescue Authorities to either undertake appropriate IRMPs or as a tool demonstrating why some Authorities failed to undertake proper risk management and simply reverted to a cuts policy document.

Conference demands the Executive Council raise as a matter of urgency the repeal of these guidance notes with a view to re-establishing agreed guidance centrally delivered.

LANCASHIRE

56. INCIDENT RESPONSE TIMES

Conference is concerned that certain Fire and Rescue Services (FRSs) are defining a response time as the time of station alert (or even mobilisation) to time of first appliance in attendance. The response time must be calculated from time of call from those seeking emergency intervention to time in attendance. This was defined (and has not been rescinded) in the 'Fire Incident Response Times' provided previously by the Department for Communities and Local Government.

FRSs who record response times from time of alert (or mobilisation) are potentially manipulating those times as up to 90 seconds call handling time, or at times significantly more, may be being removed from the actual response time. This allows those FRSs to falsely demonstrate their FRS are acting within already poor attendance standards using flawed data.

Conference calls on the Executive Council to investigate this matter and address any anomalies in recording of incident response standards with the relevant authority within the Home Office.

LANCASHIRE

57. POLICE AND CRIME COMMISSIONERS PROPOSALS FOR JOINT FIRE AND POLICE ORGANISATIONS

This Conference is extremely concerned about the position some Fire and Rescue Services find themselves in with the Police and Crime Bill being enacted. This giving opportunity for Police and Crime Commissioners (PCCs) to write business cases to take over the Fire and Rescue Service.

The timescales and proposals seen, offer nothing more than a lack of detail of improved outcomes for the public and do not provide a concrete case for a merger or integration of Fire and Police. There are plans amongst some PCCs to take on single governance and subsequently a single employer organisation in short timescales with information which is unproven and potentially flawed.

We call upon this Conference to condemn any such proposals of a PCC to seek a single employer model in any Fire and Rescue Service and mount a campaign to highlight the fragility of the “evidence” presented in business cases as and when they present themselves.

STAFFORDSHIRE

58. FIREFIGHTER WORK RELATED CANCERS – PRESUMPTIVE LEGISLATION

Conference recognises and applauds the large amount of research that has been carried out in several countries around the world, which has been brought to the attention of our Members, the potential for contaminants that firefighters regularly come into contact with through their daily work, causing cancer.

In some countries, this has led to presumptive legislation being introduced to cover firefighters contracting certain types of cancer which are widely recognised to be caused by exposure to contaminants encountered during their career in the fire service.

Conference therefore instructs the Executive Council to commence work with our employers within the National Joint Council, and the relevant MPs, at the earliest opportunity in each administration with the UK, to introduce similar presumptive legislation.

WEST SUSSEX

59. CANCER AS AN INDUSTRIAL INJURY

Conference continues to note with concern the numbers of firefighters and control Members who suffer cancers with those cancers being more numerous and more aggressive than those suffered in the general population.

Conference further notes the numerous academic studies regarding these issues but remains dismayed that currently in the UK, cancer is not recognised as an industrial injury due to the role of a firefighter.

Conference seeks the Executive Council to continue lobbying Government to recognise cancers in the UK Fire and Rescue Service as an industrial injury.

CUMBRIA

AMENDMENT

3rd Paragraph; **Delete** 'seeks' and **replace with** 'instructs'

MERSEYSIDE

TRADE UNION AND LABOUR MOVEMENT

60. SOLIDARITY IN EUROPE POST BREXIT

Conference demands that as a result of the 'Brexit' referendum vote, that the Fire Brigades Union actively seeks to ensure that our solidarity and unity with firefighter Unions and other left-wing, socialist organisations within Europe, is maintained and wherever possible built upon.

GREATER MANCHESTER

61. THE RIGHT TO STRIKE

Conference confirms that it will resist any attempt by any UK Government to remove the basic human right of the right to take strike action by firefighters and control Members. Conference confirms that any attempt to legislate to remove our right to take legitimately convened strike action will be met with an immediate recall of conference.

MERSEYSIDE

62. STAND UP TO RACISM (SUTR) AFFILIATION

Conference notes the worrying rise of racism across the UK. Conference condemns the attempts by some politicians and the right-wing media to stoke division through the scapegoating of migrants and refugees. This rhetoric has opened the door to the growth of racism, islamophobia and anti-semitism.

Since the referendum on the UK's membership of the European Union, there has been a rise in 'hate crimes' principally directed at migrant workers but also towards ethnic minorities and foreign nationals in general. Whichever way FBU Members voted in the referendum, it is vital we stand in solidarity with migrants and refugees.

Conference agrees that we must combat attempts to divide ordinary people and defend the positive role migrant workers play in Britain. It is not migrants and refugees that undermine wages and public services, it is cuts and austerity.

Conference instructs the FBU to affiliate to 'Stand Up To Racism', publicise its initiatives to our Members, and to be part of our local SUTR Committee.

WEST MIDLANDS

AMENDMENT

1st Paragraph; Following 'This rhetoric has opened the door to the' **Insert** 'further'

MERSEYSIDE

63. FIDEL CASTRO

Conference recognises the brave and progressive work of Cuba, inspired by the leadership of Fidel Castro.

Conference applauds the continuing leadership under Raul Castro and the declaration that socialism within Cuba is permanent with the stated opposition of capitalism. Conference supports Cuba in all its efforts to press for a socialist system of society.

CUMBRIA

EDUCATION

64. EDUCATION ANNUAL PROSPECTUS

Conference acknowledges the valuable contribution made by our Union Learning Representatives across the UK.

Providing educational opportunity is of fundamental importance to effect positive change both within our industry, society as a whole and to achieve our objectives as a Trade Union.

Conferences notes that planning in advance is becoming ever increasingly important to ensure Members can secure facilities time when needed.

Conference therefore requests that the Executive Council implement a transition of our national education program, to a policy of annual planning. Conference request the Executive Council make arrangements for an annual prospectus outlining the available Union Learning courses for the entire forthcoming calendar year to be produced before 1st December each year.

The annual prospectus would include but not be limited to; course synopsis, date(s) of the courses, location of the courses, application forms.

This would allow Members, Brigade Committees and Union Learning Reps adequate time to make arrangements for applications and attendance at these courses. Additional local course requirements can still be arranged on an ad hoc basis around this policy framework.

Conference instructs the Executive Council to develop this new policy and produce the first annual prospectus for the calendar year 2018.

CAMBRIDGESHIRE

65. PENSION TRAINING

Conference recognises the work that has gone into providing high quality training in the “Understanding and Handling Pensions and Medical Appeals Course” and thanks the education committee for their work.

To further build upon that course and any future pension training, Conference instructs the education committee to ensure that the Modified Scheme and Local Government Pension Scheme are also included, so that our Officials may be better prepared to represent and advise our entire membership on pension issues.

SURREY

66. SEXUAL HARASSMENT IN THE WORKPLACE

Recent TUC research found that over half of working women had experienced some form of sexual harassment, with two thirds of women aged 18-24, experiencing some form of sexual harassment.

Sexual harassment can relate to a range of different behaviours. It may be verbal or physical. It may take place in the workplace, online, by telephone or text, or at a work event such as a training course or a party. While the actual nature of the incident may vary, the common factor is that the incident involves unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

The figures above are alarming, however for women working in a male dominated environment this can be so much more apparent.

The FBU need to be the leaders to ensure that all our Members act appropriately in accordance to Rule B3 (3) of our rule book which clearly states 'it shall be the duty of every Member to treat others with dignity and respect and to challenge offensive behaviour of any kind'.

We ask that the Executive Council, convey this message across the wider membership, through continued education and re-education, to define the FBU as the democratic professional voice of firefighters.

NATIONAL WOMENS COMMITTEE

67. FBU EDUCATION PROGRAMME

Conference notes the absence of the FBU's 'Qualifications and Workforce Development in the UK Fire and Rescue Service (FRS)' course from its education programme. Conference also notes the lack of leadership in the UK FRS with regard to ensuring a consistent approach toward recruitment and selection, competence and training, and developing and reviewing Rolemaps derived from the National Occupation Standards.

Conference recognises that understanding this subject is crucial for Reps to effectively represent their Members. Therefore, Conference instructs the Executive Council to commission work to review and update the 'Qualifications and Workforce Development in the UK FRS' course and reintroduce it to the national education programme.

SHROPSHIRE

68. REGIONAL EDUCATION

This Conference notes that despite years of trying, the national education program is not working for the best interest of the Members. Many new Members and reps that have their applications for courses turned down due to oversubscription have to wait months, possibly years or travel great distances for another opportunity. Many of these new reps lose that initial enthusiasm and simply drift off and never show an interest in becoming active again or worse still they try providing the service that is required by our membership without being properly equipped. This, in some cases and through no fault of their own, causes untold damage.

Therefore this Conference calls for the reintroduction of a locally agreed (by agreement of their respective Regional Committees) regional education program.

WEST YORKSHIRE

EQUALITY AND FAIRNESS AT WORK

69. EQUAL MARRIAGE FOR NORTHERN IRELAND

Conference congratulate LGBT Members and Officials on their campaign to achieve equal marriage in Wales, Scotland and England but note with disappointment that this entitlement does not extend to our Members in Northern Ireland.

Conference respects the powers of devolved administrations but believes that the position of the Northern Ireland Assembly does not reflect the will of the people they serve.

Conference calls on the Officials of Region 2 to engage with the political parties of the Assembly, informing them that our Conference have a position regarding marriage equality and to call for a referendum of the people of Northern Ireland to decide on this issue.

LGBT COMMITTEE

70. POST-BREXIT RISE IN HATE CRIME

It is with great concern that Conference notes the rise in hate crime post-Brexit. Home Office statistics indicate an alarming trend in reporting of attacks on minorities including an increase of 147% on LGBT people in the first three months post-Brexit.

Conference believe the rhetoric used by political parties has helped legitimise hatred and condemns those who believe that an exit from the European Union negates obligations to treat minorities with dignity and respect.

Conference re-affirms its commitment to all its minority Members that we are a Union of inclusivity and that we shall continue to challenge racism, sexism and homophobia in all its forms.

LGBT COMMITTEE

71. CHALLENGING MARGINALISATION OF LGBT EQUALITY

Conference notes the Government's delayed release of the Thomas Review. Whilst the report speaks about culture and equality, again it is a report which focuses on gender and ethnicity. The review makes mention of concerns about sexuality yet makes no recommendations or further reference to it as an issue.

LGBT Members are angry that when this Government commission reports that purport to be about modernisation and making the service inclusive they should marginalise sexuality as an issue. The author of the report makes reference to 'unconscious bias', and LGBT Members wish he had asked them what that meant, as he clearly didn't.

LGBT Members believe this report is yet another smoke screen to promote a different agenda than true modernisation of the service and call on officials to remind Government that an inclusive service involves including all minorities.

LGBT COMMITTEE

LEGAL

72. DUE-TO-SERVICE INJURIES AND ILLNESS

Conference notes legal advice circulated by Head Office on the questions of whether:

- (i) An injury or illness should be considered to have arisen out of an authorised duty for the purposes of calculating entitlement to sick pay under the Grey Book.
- (ii) An injury should be considered to have been sustained in the exercise of an employee's duties for the purposes of determining a qualifying injury under compensation scheme regulations.

The advice cited case law, including *Michael Walker v London Fire and Emergency Planning Authority*, and asserted that in order for the criteria in each scenario to have been met, it would be necessary in most cases only that the employee concerned was acting while in the employ of the Fire and Rescue Authority, and was empowered or entitled to engage in the activity in question.

Conference is concerned, however, that some Fire and Rescue Authorities are continuing to place a different and much narrower interpretation on these matters, often insisting that the criteria is met only if the employee was engaging in an activity that was in some way unique or strictly related to an operational call. Ultimately, this means that Members may not receive the sick pay or pension to which they are entitled.

Notwithstanding that where disagreement exists an opinion may be sought from an Independent Qualified Medical Practitioner as well as (for pensions-related issues) the Board of Medical Referees, experience suggests that the differing interpretations between the FBU and some employers continues to cause, at best, confusion and, at worst, a tangible detriment to Members.

Conference therefore calls on the Executive Council to lobby, where appropriate, national employers, Firefighters' Pension Scheme Advisory Boards, Government Ministers and other appropriate parties to ensure that the Union's interpretation of these matters is recognised as the correct one and, where necessary, reflected by way of amendments to the Grey Book and compensation scheme regulations.

LONDON

ORGANISING AND MEMBERSHIP

73. FORTY YEAR MEMBERSHIP RECOGNITION

Conference applauds the outstanding contribution made by our Members within fire controls throughout the UK Fire and Rescue Service. Some of our Members within fire controls complete forty years membership and beyond as FBU Members. Under the provision of current pension schemes forty years membership may also be achieved by firefighters and other Members.

In recognition of this milestone Conference instructs the Executive Council to commission and provide to any FBU Member upon completion of forty years' membership a forty year pin badge similar in design to the twenty five year pin badge already awarded. This forty year pin would not replace the twenty five year recognition already awarded.

MERSEYSIDE

74. YOUNG MEMBERS INCLUSION FRAMEWORK

This Conference recognises the importance of a vibrant, inclusive and fully involved membership.

This Conference also recognises that younger Members of the Fire and Rescue Service may have little experience of a heavily unionised industry such as the Fire and Rescue Service.

This inexperience creates barriers to involvement by these younger Members who, in order for this Union to survive and thrive must be as widely involved in Union matters as possible.

The FBU has a proud history of setting up sections for under-represented groups within our membership.

Young FBU Members are undoubtedly under represented, not only by the fact that they have less experience of Trade Union membership but by the fact that there are considerably less young Members presently due to Government budget cuts and the subsequent drop off in recruitment by many Fire and Rescue Services across the UK.

This Conference instructs the Executive Council to set up a robust and clear young Members inclusion framework for representatives to use in order to inform, recruit into and involve young Members in our Union.

CLEVELAND

75. NATIONAL RECRUITMENT AND RETENTION

Conference commends all Fire Brigades Union Officials for the significant effort undertaken to recruit new Members and retain existing Members.

Conference calls on the Executive Council to produce a range of new media for use on branches and at meetings across the FBU that will further assist in the recruitment of new FBU Members as well as retain the support of existing Members. This media should include detail on all aspects of union membership and promote a clear and consistent message.

In addition the current membership welcome pack should be reviewed and updated to also promote a professional image and accurate information.

All work to be completed within 12 months of Conference 2017.

NOTTINGHAMSHIRE

AMENDMENT

At end of third paragraph **add** "This review and update should also be established on an annual basis"

SHROPSHIRE

76. RECRUITMENT AND ORGANISING

Conference recognises that the financial lifeblood of our Union is membership subscriptions. We applaud the commitment of local Officials in their efforts to recruit and organise.

However, it must be recognised that there is still work to be done in the task of recruiting Retained Duty System firefighters. Further, there are many former FBU Members who did not join as Retired and Out of Trade (ROOT) Members or have allowed their ROOT membership to lapse.

Over time, many experienced Members and officials have retired and taken with them a wealth of invaluable knowledge that had contributed to the success of our Union. Some of these individuals continue to support the Union in an informal capacity. However, their capabilities and enthusiasm could be better utilised.

While many Unions have a substantial full-time organising capacity, the FBU does not enjoy such a resource. This weakens our organising potential.

Conference believes it is vital we develop our recruiting and organising capacity to increase both Union finance and membership density, strengthen our collective bargaining position and maintain our independence as a Trade Union.

Conference therefore instructs the Executive Council to:

- Ensure recruitment and organising remains a primary remit for a National Officer
- Recruit eight ROOT Members to form a recruitment and organising team, contracted to work on an affordable consultative basis and to be deployed to support Brigade Organisers in delivering agreed recruitment and organising strategies in the regions
- Agree a budget that will provide for eight days of work on average per month per recruitment and organising team member

The National Officer will work with the recruitment and organising team and consult with Regional Committees and Brigade Organisers to develop a national recruitment and organising strategy to be put before Conference 2018.

Conference further instructs the Executive Council to initiate this work immediately and to establish the recruitment and organising team by the end of 2017.

LONDON

AMENDMENT

Delete third bullet point and **replace with** new bullet point “Agree sufficient funding to enable team members to undertake work sanctioned by the responsible National Officer”

SHROPSHIRE

77. REGIONAL RETIRED AND OUT OF TRADE MEMBERS BUDGET

Conference welcomes the new and re-invigorated efforts to recruit, organise and engage Retired and Out of Trade Members (ROOT) alongside the new membership package.

Conference recognises the importance of retaining the vital skills and experiences of ROOT Members in our Union, particularly in relation to campaigning. This does however come with associated costs and Conference notes that any increase in ROOT Member activity will place an increased demand on shrinking regional budgets.

Therefore Conference demands that 50% of the income raised from ROOT membership subscriptions within a region is directed towards the relevant regional budget to assist with the organisation and mobilisation of ROOT Members within that territory.

ESSEX

AMENDMENT

3rd Paragraph; **Delete** 'territory' and **replace with** 'Region'

MERSEYSIDE

INTERNAL ADMINISTRATION

78. RESOLUTION PROGRESS REPORTING

Conference again demands that resolutions passed at Conferences have updates provided on work carried out, with action plans for completion.

Conference requires a greater degree of transparency and accountability in order to demonstrate progress against resolutions.

OFFICERS NATIONAL COMMITTEE

79. EXECUTIVE COUNCIL ACTIVITY ON RESOLUTIONS AFTER CONFERENCE

Conference recognises that resolutions that are passed at Conference create work for the Executive Council, however the decisions made at Conference are FBU policy. If a new policy or action is required from a decision made at Conference then Members expect that work to be scoped out and resourced appropriately and in a timely manner. Following each Conference the Executive Council should produce a scoping report detailing the range, timescales and resources for each resolution. This should be published as a plan for the work no later than 2 calendar months following Conference and circulated to all Brigade Officials.

STAFFORDSHIRE

80. MEDIA

Conference believes that the right-wing press poisons the minds of its readers with lies and hate, and the best way to counter this is by offering up an alternative narrative.

We therefore instruct the Executive Council to promote progressive papers such as the Morning Star and Red Pepper magazine to its Members by any means, including affiliating with them, offering advertising space in the Firefighter magazine and attempting to circulate copies to fire stations.

DEVON & SOMERSET

81. NATIONAL OFFICERS

At Special Conference 2012 the decision was taken to reduce the number of National Officers from four to three, and this is now reflected in Rule D5. In order to assist the implementation of this amendment to rule, at Conference 2013 it was recorded within the Executive Council Policy Statement on Future Structures of the FBU that, "...the election processes for National Officer remain suspended to allow the various changes to be introduced and to limit the financial risk to the Union."

Conference recognises the additional workload for National Officers as a result of restructuring Head Office departments, as well as the decision by Conference to disestablish the Executive Council posts for our trade sections, with much of the work those posts undertook falling onto the incumbent National Officers.

National office must be fully resourced at a time when our Union and its Members have been under attack from successive governments, the support of our Union structure and those in position of National Officer is vital.

Conference therefore instructs that in the event that the number of National Officers in position falls below three, our Union must abide by Rule E3(2)(iii) by commencing an election process within six months.

LINCOLNSHIRE

82. EQUAL CONSIDERATION OF ALL MEMBERS

The ONC recognises that there has been work tackling cancer in the Fire Service undertaken by the FBU and welcomes the guidance regarding contaminants - Protection against Cancer.

The guidance makes several references to the decontamination of firefighters, appliances and fire stations, however there is no specific mention of the impact on Officer Members, any specific guidance for them and the impact contaminated fire gear carried in their cars can have on not just those officers but their families who use these vehicles.

The ONC represents the roles of Watch Managers and above; many of these roles are not based at fire stations but they still attend fires in charge, as fire investigation, fire safety officers, and other specialist roles.

The immediate aims of the FBU are to serve its Members and to secure the highest standards of health, safety and welfare at work consistent with the provision of a frontline emergency service.

Conference requests that moving forward the FBU consults with and works with the ONC (and other sections as required) so that all of our membership are represented equally.

OFFICERS NATIONAL COMMITTEE

83. INCLUSIVE FBU STRUCTURES

The FBU re-organisation of 2012 made a commitment to the equality sections that they would continue to be included in all structures of the FBU. This commitment was re-iterated when there were subsequent rule book structural changes for the trade sections.

The sections still appoint, through national committee structures, representatives to sit on FBU national sub-committees. There have been, and continue to be, notifications for the Health and Safety and Fairness at Work Committee meetings. There has been a decision taken at Head Office since 2012 to exclude Sectional Reps and Officials from national RELO meetings and Campaign Co-ordinators meetings. While these are aimed at Regional Reps and Officials, Sectional Officials continue to have years of trade union knowledge and experience which is denied to the Union in these forums. It also means that the opportunity to contribute to, and discuss our Union's direction is denied to a sizeable proportion of the FBU membership.

We call upon the Executive Council to resume the notification to B&EMM Reps and Officials to the:

- National RELO meetings
- Campaign Co-ordinators meetings.

This to be implemented at the next meetings after Conference 2017.

B&EMM

AMENDMENT

Paragraph 3 – after “notification to” **delete** “B&EMM” and **replace with** “all Sectional” and

Paragraph 3 – after “and Officials” **delete** “to” and **replace with** “of”

SUFFOLK

84. NATIONAL PRE-ARRANGED OVERTIME BAN

This Conference utterly condemns the financial attacks successive governments have inflicted and continue to inflict on the UK Fire and Rescue Service. Firefighter fatalities are increasing, firefighter safety is without doubt being compromised and the general service to the public is also worse due to longer attendance times. Chief Fire Officers and Fire Authorities constantly 'fall into line' with the budgetary settlements being forced upon them by governments without any attempt to fight back.

This Union can no longer stand by whilst our Members are put at more risk of injury and even worse at the hands of the Conservative Government, ably assisted by Chief Fire Officers and Fire Authorities.

In order to raise public awareness of the savage cuts that have been inflicted on our service and the effect these cuts have had, this Conference instructs the Executive Council to ballot all Members on the subject of national industrial action in the form of a national pre-arranged overtime ban.

CLEVELAND

85. SCOTTISH INDEPENDENCE REFERENDUM

This Conference notes that the Scottish First Minister has stated a Scottish Independence Referendum is "highly likely".

Conference is aware that the issue of Scottish independence is emotive and politically divisive and therefore considers that for the Fire Brigades Union to express support for or against Scottish independence would be inappropriate, as this could alienate a significant number of our Members and also be potentially damaging to the relationships our Union has with parties and individuals from across the whole political spectrum.

Conference therefore agrees that in the event of a Scottish Independence Referendum being called, the Fire Brigades Union will remain neutral on this issue and not indicate support for or against Scottish independence.

SCOTLAND

86. ALL DIFFERENT, ALL EQUAL

Through our championing of fairness at work, the Fire Brigades Union has been instrumental in improving the culture of the Fire and Rescue Service. Where racism, sexism and other forms of discrimination occur, the Union has been first to demand that employers challenge and eradicate such behaviour.

Our own strength and unity is cemented by our Members' obligation to treat each other with dignity and respect, and to challenge offensive behaviour where it occurs. In this context, 'All Different, All Equal' has provided a robust means of determining whether a Member accused of bullying or harassment has an arguable defence.

In the majority of cases, a well-executed investigation may ensure continued representation for Members. However, policy guidance on the question of the validity of mitigation in determining an arguable defence is at best ambiguous and at worst (and where the policy is adhered to unfalteringly) disallows representation.

Conference therefore demands that the following paragraph of the 'All Different, All Equal' policy:

"A plea of 'mitigating circumstances' to excuse a confirmed act of discrimination, harassment or bullying does not by itself constitute an arguable defence – it amounts to mitigation of penalty rather than a defence to the charge"

be deleted and replaced with:

"A plea of mitigating circumstances to excuse a confirmed act of discrimination, harassment or bullying may not by itself constitute an arguable defence. However, neither should it completely disbar the applicant from representation where the weight of that mitigation is significant."

LONDON

87. FUNDRAISING SITES

Conference notes with great sorrow the seemingly increase in cases of our Members dying whilst still in service. To that end this Conference applauds the local Official's solidarity and determination to support the families of our fallen sisters and brothers both financially and emotionally during this very sad and sometimes traumatic time. At the same time, this Conference notes the growing popularity of social media sites especially those whose aim is to fundraise such as "justgiving" and "gofundme".

Should Head Office receive a request for help to organise such a site from the respective Brigade, this Conference calls on the Executive Council to nominate the best person available to set up and facilitate the running of a fundraising site. Notification of the Members passing should be communicated to all Members by using all means possible and a recommendation of a donation of £5 per Member should be encouraged.

WEST YORKSHIRE

CONFERENCE STANDING ORDERS

CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Conference will be held.
2. The Standing Orders Committee as established under Rule C2 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held; such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade/National Sectional Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Conference.
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection.
5. Resolutions, amendments, amendments to rules and other business for Conference must be returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade/National Sectional Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.
8. Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
9. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
10. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
11. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
12. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
13. The Executive Council shall nominate two Tellers and two ballot Scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
14. The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
15. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.

16. On the day (or days) on which Conference is held, delegates shall assemble at 09.30hrs prompt, adjourn at 12.45hrs, re-assemble at 14.00hrs and adjourn at 17.15hrs. Comfort breaks will be 11.00hrs to 11.15hrs and 15.30hrs to 15.45hrs.
17. The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.
18. At each Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditor's reports.
19. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.
20. After the opening of Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.
21. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.
22. The mover of the resolution shall be allowed seven minutes, the seconder five minutes and any or each subsequent speaker, three minutes. The mover of an amendment shall be allowed five minutes and the seconder three minutes. No person shall speak more than once on a question, except the mover of the original resolution, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.
23. Facilities will be made available to enable any speaker to address Conference. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.
24. Should any delegate cause a disturbance at any session of Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.
25. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.
26. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.
27. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.
28. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade/National Sectional Committees. Neither the Executive Council by decision nor the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.
29. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.
30. Alterations to the Standing Orders of Conference may be submitted by Brigade/National Sectional Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Conference.

