



FINAL AGENDA

**Fire Brigades Union
94th Conference, Blackpool
10th, 11th and 12th May 2023**



FINAL AGENDA

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
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The Standing Orders by which Conference is governed
are printed in full at the back of this booklet

PAY AND CONDITIONS

1. SUBSISTENCE ALLOWANCE

Conference 2017 demanded, via a resolution moved by the National Retained Committee, that the Executive Council (EC) use all necessary resources to negotiate and agree a substantial increase to the subsistence allowance as agreed in National Joint Council (NJC) circular NJC/07/03. The resolution stated that the allowance could no longer be deemed acceptable as it fails to cover the real cost of providing a meal.

Since 2003, inflation has seen a cumulative average price increase of over 100% leaving the current allowances unfit for purpose.

Conference, once again, instructs the EC to negotiate with the employers, through the NJC, a minimum (fit for purpose) level of subsistence allowance which addresses the real costs our Members face in these circumstances.

DERBYSHIRE

2. CAMPAIGN TO SECURE CORRECT CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENT FOR MEMBERS

Conference notes that resolution 'Underpayment of Continual Professional Development (CPD) Payments to Members' from Conference 2022 instructed the Executive Council (EC) to support brigade Officials in mounting an immediate challenge to the detrimental practice of underpaying our retained Members' CPD.

Conference notes that little progress has been made on this matter.

Conference demands that the EC conduct a survey of all fire and rescue services to establish current levels and methods of payments. This survey is to be completed within six months. On completion the EC will launch a campaign to work with affected brigade Officials in providing them with the necessary resources to take their fire and rescue services to task and resolve this situation.

NATIONAL RETAINED COMMITTEE

3. DEVELOPMENT FIREFIGHTER PAY PROGRESSION

Conference notes the large pay differential between the roles of a development firefighter/firefighter control and a competent firefighter/firefighter control.

Conference believes that a more appropriate way to deal with this gap would be to have an annual pay progression process rather than the current three year system.

Conference instructs the Executive Council to negotiate through the National Joint Council, three annual incremental increases in development firefighter/firefighter control pay rates to replace the current one off increase after three years.

NORTHERN IRELAND

4. RETAINING FEE

Conference recognises the level of commitment that is given by firefighters working the Retained Duty System (RDS).

Conference also notes that the retaining fee, which is set at 10% of a wholetime firefighter's wage, does not adequately compensate RDS firefighters for the time and commitment they provide.

Conference instructs the Executive Council to negotiate, through the National Joint Council, a substantial rise in the retaining fee, by increasing the percentage of a wholetime firefighter's wage on which it is currently calculated.

NORTHERN IRELAND

5. UNSOCIAL HOURS PAYMENT

Conference recognises the commitment of Fire Brigades Union Members whose work is undertaken outside normal working hours, namely nights and weekends.

Conference also recognises that a disparity exists between UK Fire and Rescue Services' employees and other emergency services' workers who also work unsocial shifts. Many of these workers receive a payment for working unsocial hours in addition to normal pay.

Conference instructs the Executive Council to negotiate through the National Joint Council unsocial hours' payments in order that those working shifts involving unsocial hours are remunerated appropriately.

NORTHERN IRELAND

6. 24 HOUR VOLUNTARY SHIFTS

Conference notes 24 hour shifts have been implemented across several fire and rescue services which have proved very popular with our Fire Brigades Union Members.

With the cost-of-living crisis and over a decade of real term pay cuts some of our Members are having to choose to live further afield and commute to their place of work due to not being able to afford to live in their station area. This forces a longer commute and therefore less time with families, giving Members a work life imbalance.

A 24 hour voluntary shift option would give Members the choice to be able to reduce their commuting time and costs, provide a better work life balance and provide a way to put money back into our Member's pockets at a time when they need it the most.

Conference instructs the Executive Council to negotiate through the National Joint Council the inclusion of a 24 hour voluntary shift option, whilst securing establishment figures, ridership factors and including all necessary safeguards within the Grey Book.

LANCASHIRE

7. BROADENING OF THE FIREFIGHTER ROLE

Conference notes Conference policy in relation to broadening of the role and firefighter pay.

Whilst Conference can point to successful local examples of this work in Manchester and London, Conference must also note the disastrous effect this has had in fire and rescue services such as Merseyside, where employers have sought to broaden the firefighter role through non-agreed contractual obligation.

Following the recent commitment given by the employers' side of the National Joint Council to develop the work of the fire and rescue service through agreement, Conference demands that no further talks take place until all non-agreed, out of role work, imposed at point of entry is removed from all firefighter and firefighter control contracts.

MERSEYSIDE

8. PAY IN THE FIRE AND RESCUE SERVICE

Conference notes that whilst many Chief Fire Officers (CFOs) were claiming to support a substantial and just pay rise for firefighters, the same Chief Officers were reported to be advising the National Joint Council against our pay claims under the guise of affordability, working against our campaign and efforts.

Conference also notes that whilst firefighters and officers employed under Grey Book conditions have seen prolonged pay restraint, the same CFOs and Principal Officers (POs) under Gold Book terms and operating processes for setting salary levels locally have seen exponential and sustained growth in their pay during this same period.

The National Fire Chiefs Council (NFCC) would have the industry and government believe it is the moral and strategic voice of the fire and rescue service, whilst at the same time its members preside over services with damaging working practices and culture, poor industrial relations and services that do not protect its staff or the public as it should.

Conference is clear that Conference will not be lectured on values or pay from those within the NFCC.

Those CFOs arguing against decent pay in the fire and rescue service may be more inclined to support the need for a significant uplift in pay and conditions if their own pay was intrinsically linked to that of firefighters.

According to the Organisation for Economic Cooperation and Development, the UK has the second-highest income inequality of G7 countries (only the US is worse). The FTSE 350 have been required to publish their CEOs pay as a single figure, and since 2020 have had to publish the ratio between the top and median paid employees.

CEOs and other executives have seen a sharp rise in incomes, dividends and bonuses while employment conditions and standards of living for everyone else have been eroded.

Those CFOs and POs at the top of the pay scale appear to be comfortably stuck in an inexorable growth spiral, as their packages far outstrip those of the workers.

Conference instructs the Executive Council (EC) to make a maximum pay ratio for CFOs a core demand of the next pay claim and pay negotiations meaning the highest-paid employee's remuneration would be capped at a ratio to that of the lowest paid. Alongside this as part of that claim the EC will run a campaign on income disparity and inequality within the fire and rescue service.

CHESHIRE

9. CONTINUAL PROFESSIONAL DEVELOPMENT (CPD)

Conference notes the changing way that Members within the fire and rescue service choose to work. Members may wish to request flexible or reduced hours of work for many reasons, however Conference notes that childcare arrangements or looking after other family members is normally the main reason.

Conference is concerned that although our Members are changing their working arrangements, agreed approaches around those arrangements, particularly CPD payments, are not being updated.

Conference agrees that there is no such thing as half a firefighter, and therefore there should be no such thing as half CPD payment. Firefighters who are deemed competent are no more or no less a firefighter based on the hours they undertake.

Conference demands that the Executive Council urgently raises at the National Joint Council (NJC) the issue of reduced CPD payments to Members who are deemed competent and have chosen to work reduced hours to ensure that these Members receive the same CPD payments as their full-time colleagues.

Conference also notes that the February 2023 pay offer included a commitment for the NJC to review CPD arrangements.

WARWICKSHIRE

10. NON-CONTRACTUAL WORK

Conference recognises the Executive Council's (EC) stellar work throughout the pay campaign and acknowledges the employers' intention to continue discussions around the broadening of the firefighter rolemap in their recent offer.

In light of this, Conference would like to revisit resolution 'Non-Contractual Work' from 2022 which was remitted following assurances from the EC around publication and clarity of the firefighter rolemap.

The concerns remain regarding the increasing fragmentation of the fire and rescue service, especially around the disparity of the work activities currently being undertaken by Fire Brigades Union Members.

Conference notes that the EC has been working on the various activities that are considered not to be part of a firefighter's role.

Conference instructs that should any expansion of the rolemaps be agreed, then this must be undertaken through the National Joint Council and then ratified by Conference.

WARWICKSHIRE

11. RESPONDING TO INCIDENTS – AT MEMBERS OWN COST

Conference instructs that the Executive Council seek to ensure that no Member should have to bear a vehicle related cost in order to respond to operational incidents on blue lights.

OFFICERS NATIONAL COMMITTEE

12. EXPANSION OF OUR ROLE/ NON-CONTRACTUAL WORK

Conference notes that Members may accept the revised pay offer but will still be concerned what an expansion of the role of a firefighter could look like, especially when non-contractual and out of role work has already been imposed by some fire and rescue services.

Conference notes that this very subject was raised at Conference 2022, 'Resolution 5 Non-Contractual Work'. This was presented by Warwickshire, who remitted their resolution in order for work to be completed by the Executive Council (EC).

Conference demands that the EC publishes the work that has been completed to date prior to conference 2024 on what is and what isn't in a firefighters rolemap as it currently stands.

Conference also demands that any future proposals around introducing new contractual work, or any expansion of our role is voted on by all Members or, brought to Conference so that it can be ratified through a democratic process.

SHROPSHIRE

13. MARAUDING TERRORIST ATTACK (MTA) REMUNERATION

Conference notes the existence of two collective agreements with Greater Manchester Fire and Rescue Service and London Fire Brigade regarding MTA.

Conference recognises that there are other fire and rescue services around the country where crews are training for and maintaining skills to respond to MTA incidents. The existence of these collective agreements clearly show that MTA is not within the rolemap of a firefighter and Conference reinforces that MTA currently sits outside National Joint Council (NJC) rolemaps.

Conference instructs the Executive Council (EC) to seek arrangements for all firefighters carrying out this work to be remunerated for it. If this requires an expansion of the rolemap, the EC should explore for this work to be included in NJC talks around the expansion of role and pay.

STAFFORDSHIRE

AMENDMENT 1

In paragraph 2, after: 'The existence of these collective agreements clearly show that MTA is not in the rolemap of a firefighter', **add:** 'or firefighter control'

In paragraph 3 after: 'Conference instructs the Executive Council (EC) to seek arrangements for all firefighters', add: 'and firefighters control'

BEDFORDSHIRE

AMENDMENT 2

2nd paragraph, 4th line – **insert** the words 'or firefighter Control,' after 'firefighter'
3rd paragraph, 2nd line – **insert** the words 'and firefighters Control' after 'firefighters'

SCOTLAND

14. PAY FOR SKILLS

Conference notes that pay scales within the fire and rescue service are relatively flat except for roles of watch manager and above. This has been highlighted by the Fire Brigades Union (FBU) during pay negotiations. However, it cannot be forgotten that this lack of pay progression for firefighters does nothing to encourage the learning of new skills.

Conference also notes that FBU Members across the country have taken on skills to aid the fire and rescue service in providing a response to a wide range of incidents. On most occasions, firefighters take on these skills purely based on which station they serve from.

Outside of the fire and rescue service, employees may take on additional skills to improve promotion opportunities or to progress their pay. Within the fire and rescue service, taking on skills such as driving, animal rescue, aerial ladder operators or swift water rescue does not come with increased promotion opportunities or remuneration. It is simply another skill to maintain, more equipment to check and more calls to respond to.

Conference instructs the Executive Council (EC) to pursue a fair system of pay to remunerate individuals who take on additional skills beyond what is required to maintain competence as a firefighter or officer.

The EC must include this in the further negotiations with the aim of implementing for the 2024 pay award.

STAFFORDSHIRE

AMENDMENT

In 1st paragraph, 2nd line – **delete** ‘except for roles of watch manager and above’

SOUTH YORKSHIRE

15. DRIVING ALLOWANCE

Conference instructs the Executive Council to review the National Joint Council (NJC) firefighter rolemap skill FF9 in relation to pay for emergency response drivers. The added risk and responsibility of this element of work should be properly remunerated.

Should a pay award be accepted that facilitates the creation of joint NJC working groups around the role of a firefighter and pay progression, this review should form part of any negotiations and carry the same 8 month time frame.

BEDFORDSHIRE

16. TRADE UNION RELEASE AGREEMENTS FOR FIRE BRIGADES UNION OFFICIALS

Conference believes it is unacceptable that individual brigades should try to gag our representatives, preventing them from carrying out their vital work. This is a threat to our democratic freedom as a trade union.

Conference instructs the Executive Council to negotiate a nationally agreed Trade Union Official release agreement through the National Joint Council by Conference 2024.

BEDFORDSHIRE

17. PAY SETTLEMENT DATE TO BE CHANGED FROM JULY TO NOVEMBER

Conference notes the work carried out by Union Officials in the recent pay campaign.

Conference instructs the Executive Council to change the date of the pay settlement from 1st July to 1st November as this will assist future generations of firefighters by giving the maximum advantage of utilising industrial action over our busiest periods in the summer months.

WEST YORKSHIRE

18. RECOGNITION FOR FIREFIGHTER (CONTROL) AS FRONTLINE AND OPERATIONAL

Conference commends the continual great work carried out by sisters and brothers, nationwide, in emergency fire controls.

Conference welcomes the working group being set up to appraise the joint, National Joint Council and Fire Brigades Union, job evaluation. Sector wide recruitment and retention in control operations is suffering. Control brothers and sisters must be recognised on the same hourly rates and pay structure as firefighters, to improve future recruitment and retention.

Conference demands work is carried out by the Executive Council to establish a report, which identifies firefighter (Control) Members being recognised as frontline and operational.

WEST YORKSHIRE

19. IMPROVEMENT OF PROVISIONS UNDER SECTION 4, PART D OF THE SCHEME OF CONDITIONS OF SERVICE SIXTH EDITION 2004 (UPDATED 2009) (GREY BOOK)

Conference notes the shockingly low levels of paid leave provision for Grey Book employees when paid leave is required for maternity, childcare, and dependents.

Conference therefore instructs the Executive Council to raise this issue at the National Joint Council, seek improvements and to report back to Conference 2024.

CLEVELAND

20. BEREAVEMENT LEAVE

Conference notes the absence of a facility for 'Bereavement Leave' in the Grey Book.

Conference instructs the Executive Council to raise this omission at the National Joint Council and enter negotiations with a view to an improvement to Grey Book provision, to include paid Bereavement Leave, in time to report to Conference 2024.

CLEVELAND

21. MARAUDING TERRORIST ATTACK (MTA) ROLE (RESOLUTION WITHDRAWN)

NORTHAMPTONSHIRE

22. SURVEY OF DRIVER LEVELS

Conference notes that pay progression within our service is relatively flat and that specialist skills taken on by our Members are rarely met with remuneration or reward.

Conference believes that those driving fire service vehicles, particularly whilst travelling to emergency incidents, take on a greater level of responsibility and are required to maintain a wider range of competence. They do not receive additional recompense for doing so.

Conference instructs the Executive Council (EC) to survey all fire and rescue services on the numbers of drivers (and where there are driver deficiencies) in order to provide information which could aid any future talks around pay. This must be reported back by September 2023.

Conference further instructs that the EC ensure remuneration for driving service vehicles is placed as a fundamental tenet in any future pay discussions.

WEST MIDLANDS

23. PAY PROGRESSION

Conference has concerns in reference to future pay progression. For over a decade, salaries have been under attack and have continually been subject to real term pay cuts, forcing employees into worsening living conditions and creating a negative impact on moral.

Conference instructs the Executive Council to negotiate with our employers a provision for salaries to follow the rate of CPI + 0.5%. This would build upon the positive steps already undertaken in pay negotiations. If this were to be adopted employees would never be subject to decreasing salaries or forced into financial difficulties. This would lead to a future where strikes over pay would be a thing of the past and a steady increase of 0.5% would assist in a progressive correction of the historical deficit.

NORTH WALES

24. MARAUDING TERRORIST ATTACK (MTA) PAY NEGOTIATIONS SUPPORT

Conference notes the recent agreement reached over MTA pay in Manchester and London.

Conference instructs the Executive Council (EC) to ascertain the national amount allocated, if any, to fire and rescue services in order to provide a MTA provision. This information will enable local Officials to better negotiate a similar amount to be paid to their respective Members.

If the amount allocated is vastly different the EC should provide evidence/supporting points and arguments for local Officials to use to assist in gaining the most advantageous result to their negotiations.

If MTA provision is included in the recent working groups, created after the recent pay ballot to discuss broadening the role, then a national position or guidance should be issued that local Officials can use.

If there is a set amount allocated to brigades for MTA provision then the EC should still circulate those points and arguments used in the recent Manchester and London negotiations so that this success can be replicated.

HUMBERSIDE

25. BRIDGING THE GAP FOR FIREFIGHTER (CONTROL) MEMBERS

Conference believes that the recent pay dispute has highlighted again the disparity between firefighter (Control) Members and those employed elsewhere in the fire and rescue service.

Our firefighter (Control) Members are not only a vital part of the emergency response but they are the first point of contact and the last person that closes down the incident. The skills and pressures that they must contend with are no less than those faced by operational firefighters.

Conference asserts that one of the main reasons that this Union was able to show such strength in the recent pay dispute was because of our unity. We owe our brothers and sisters in Control that unity in supporting their demands to be paid at the same level as firefighters.

Conference instructs the Executive Council to ensure that pay parity for firefighter (Control) Members is of paramount importance in the working group discussions, and that this issue is made an integral part of the Grey Book so that we are all paid as one. Control Members must be paid at the same level as other firefighters and this must be enshrined in the Grey Book.

HUMBERSIDE

26. FIRE CONTROL PAY PARITY

Conference notes that should the revised pay offer be accepted that the Executive Council will establish a working group to focus on Control Pay.

Conference demands that one of the priorities of this working group should be to reaffirm the demands of resolution 'Pay – Control' agreed at conference 1997 and resolution 'Control Pay Parity' agreed at Conference 2017 and achieve pay parity for Fire Control staff.

HEREFORD AND WORCESTER

27. URBAN SEARCH AND RESCUE (USAR) FUNDING CUTS

Conference notes the Home Office's decision to cease funding in 2024 for five USAR teams across England, namely those in Hereford and Worcester, Norfolk, Buckinghamshire and two teams in London.

Conference recognises the impact that this will have on Fire Brigades Union Members and instructs the Executive Council to do everything possible to protect Members, including a nationally negotiated agreement through the National Joint Council for pay protection measures, and in the event of redundancies a recall Conference to agree an industrial response.

HEREFORD AND WORCESTER

28. MATERNITY PAY

Conference notes that since 2017 there have been five resolutions passed on maternity pay ('End Pay Disparity' Lancashire 2019, 'Maternity Policies' Cumbria 2022, 'Levelling up of Maternity Provision' Bedfordshire 2022 and two from the National Women's Committee in both 2017 and 2018). These resolutions have not been actioned and the Grey Book has not been improved.

Conference believes that if women are to be truly valued within the fire and rescue service, that the postcode lottery on maternity pay must end.

Conference is saddened to see that resolutions are being passed through Conference numerous times with no action taking place. This must stop.

Conference instructs the Executive Council to commence negotiations through the National Joint Council immediately following Conference 2023 to raise the minimum standards within the Grey Book and to report back the progress to all Officials by November 2023.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT

Delete paragraph 3.

SCOTLAND

29 BEREAVEMENT BENEFITS (REMEDIAL) ORDER 2023

Conference notes that following Parliament's approval of the Bereavement Benefits (Remedial) Order 2023, the Government has extended the eligibility criteria for Bereavement Support Payment and Widowed Parent's Allowance.

Conference is aware that previously this was only available to eligible bereaved parents who were married or in a civil partnership, the law change will ensure more children in bereaved families are supported, regardless of their parent's legal relationship status.

Conference also notes that the Department for Work and Pensions has now opened a special 12 month application window for bereaved parents with dependent children whose partner died before 9 February 2023.

Alison Penny MBE, Director of the Childhood Bereavement Network states:

"We are relieved that at last, cohabiting families who have suffered the devastating loss of their mum or dad will now have the same access to bereavement benefits as married and civil partnered families. These benefits are a lifeline for grieving families, helping parents and carers put their children's needs first as they begin to adjust to a life that has changed forever. Our charity estimates that thousands of families, some bereaved as far back as 2001, may be in line for a retrospective payment of the benefits they have missed out on, paid from August 2018".

Conference instructs the Executive Council to;

- use data from Accident Injury & Death Benefit Fund claims to identify affected Members
- write to those eligible to inform them of the change to eligibility criteria
- ensure that the above tasks are completed in a timely manner to allow affected Members (or their survivors) to apply before the closure of the 12 month application window in February 2024.

KENT

30. DISCLOSURE AND BARRING SERVICE CHECKS

Conference agrees that the safety of our Members in the workplace is of paramount concern to our Union. Safety in the workplace must include protection from people who may do us harm.

Conference therefore instructs the Executive Council (EC) to undertake a survey of brigades and their approaches to vetting potential recruits/new entrants. In particular, whether or not Disclosure and Barring Service (DBS) checks are undertaken prior to employment. This work should be completed by November 2023.

Conference instructs, using this information, that the EC raise the issue with the national employers with a view to agreeing mandatory DBS checks for all recruits/new entrants. The EC will report back to Conference 2024.

SHROPSHIRE

AMENDMENT

3rd paragraph, after “using this information,” **insert** “and where appropriate,”

HEREFORD & WORCESTER

PENSIONS

31. ACCESS TO FIRE SERVICE SPECIFIC PENSION SCHEME FOR FIREFIGHTERS (CONTROL)

Conference acknowledges that as members of the Local Government Pension Scheme, firefighters (Control) are required to work until they reach state pension age, with the Government planning further increases in state pension age between 2026 and 2028.

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

These Control Members, like those in the Firefighters Pension Scheme, will 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 (EC) Policy Statement to Special Conference in 2012, (and re-affirmed at Conference 2017) is *“that Emergency Fire Control Members should be granted access to a Fire Service specific pension scheme”*.

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 EC to work towards gaining access for firefighters (Control) to the Firefighters' Pension Scheme with a normal pension age in line with operational firefighters.

CONTROL STAFF NATIONAL COMMITTEE

AMENDMENT

Final paragraph, before “operational firefighters” **insert** “other”

HEREFORD & WORCESTER

32. PENSIONABLE PAY

Conference notes and commends the historic work carried out by Fire Brigades Union (FBU) Officials on 'Pensionable Pay' and the legal victories achieved thus far regarding this matter and recognises the far reaching and evolving consequences of these legal rulings.

Conference instructs the Executive Council to clarify which payments made to firefighters constitute 'Pensionable Pay' and report this back to brigade secretaries so that they can assess if their respective fire and rescue services have adopted these payments as 'Pensionable Pay'.

Conference also demands that an immediate review be undertaken to explore what other firefighter remuneration may be deemed as 'Pensionable Pay' under all existing Firefighter Pension Scheme (FPS) rules as a result of the legal rulings.

WEST YORKSHIRE

OPERATIONS, HEALTH AND SAFETY

33. FLAME RETARDANTS

Conference notes that multiple studies (which include the University of Central Lancashire 'Flame Retardants in UK Increase Smoke Toxicity Report' and 'Flame Retardants in UK Increase Smoke Toxicity More than they Reduce Fire Growth Rate' Chemosphere Volume 196 2018 page 6 by McKenna et al) have shown that chemical flame retardants used in furniture, increase toxicity in fires and are hazardous to human health and the environment. There is further gathering evidence that chemical flame retardants provide negligible delay to fire ignition, worsen fire conditions, and therefore will increase dangers to firefighter safety and welfare.

The levels and effects of flame retardant chemicals must be evaluated during fires, manufacturing, normal use in homes, workplaces and eventual disposal and recycling.

Conference notes the content of the Environmental Audit Committee report section 90 to 94 from 2019 highlighting these issues and the dangers posed to firefighters.

Conference instructs the Executive Council to actively lobby for robust legislation in order to ensure that any flame retardant chemical is properly tested for both efficacy and safety before being put on the market.

LONDON

34. CANCER SCREENING

Conference notes the extensive and thorough testing and report back from the University of Central Lancashire (UCLan) and Professor Anna Stec during the DECON work.

Conference instructs the Executive Council (EC) to raise immediately at the National Joint Council the requirement for an agreed in-depth cancer screening process, to include Galleri testing, to be introduced to all firefighters during routine periodic medicals given the enhanced likelihood of contracting the disease due to contaminants.

This screening will hopefully detect cancers a lot earlier in firefighters, making it more manageable, and will follow on with the work done by UCLan keeping detailed files on cancers in accordance with General Data Protection Regulation.

This process is to be completed by Conference 2024 and reported back.

LONDON

35. INADEQUATE AND DANGEROUS CREWING CAMPAIGN

Conference notes that resolution 'Inadequate and Dangerous Crewing Levels' from Conference 2022 instructed the Executive Council (EC) to compile information from all brigade secretaries and provide an up to date picture of how widespread the practice of inadequate and dangerous crewing is.

Conference further instructed the EC to formulate a national strategy aimed at reversing this safety critical trend. This strategy was to be published by the end of 2022. The National Retained Committee (NRC) do not believe this resolution has been actioned. We are now seeing our Members being mobilised in crews of just two persons.

Conference demands that the EC launch a campaign along similar lines to the successful DECON campaign. The aim of this is to educate and agitate our Members as to the detrimental effects of riding with less than five crew, and also to provide our Officials with the confidence and support that they need to oppose these dangerous practices.

NATIONAL RETAINED COMMITTEE

36. INADEQUATE DECONTAMINATION AND WELFARE FACILITIES IN THE WORKPLACE

Conference applauds the lifesaving Fire Brigades Union funded contamination research and DECON campaign. This has brought in to stark focus the inadequate decontamination and welfare facilities nationally within many of our workplaces.

The National Retained Committee believes that the starting point for any improvements should be to have a thorough understanding of the current situation.

Conference instructs the Executive Council to commission a review of all decontamination and welfare facilities, at all workplaces of our Members, and to provide a report back before the end of the current calendar year.

NATIONAL RETAINED COMMITTEE

37. LITHIUM ION BATTERIES

Conference notes the significant acceleration to provide alternative energy solutions which comes at an increased risk, specifically regarding the risk lithium ion batteries pose to firefighters.

The penetration of these devices into all levels of our society has far outstripped our knowledge of the risks and hazards associated with lithium ion batteries.

Conference is concerned at the lack of oversight, legislation or scrutiny in their application.

Conference calls upon the Executive Council (EC) to campaign and demand the UK Governments introduce the necessary laws, compliance, and regulation.

Conference also instructs the EC to call on Chief Fire Officers, National Fire Chiefs Council and the Home Office to provide better training, inspection and control of these devices for all UK Fire and Rescue Services.

BUCKINGHAMSHIRE

38. CHALLENGE TO NATIONAL OPERATIONAL GUIDANCE ON BA WEARERS

Conference notes that within the National Operational Guidance for Breathing Apparatus (BA), under the subheading 'Procedures for Breathing Apparatus Operations' it is stated:

"BA teams will consist of at least two BA wearers; only those trained in the use of BA can be BA wearers. One BA team member should be a competent firefighter."

Conference believes that the term "should" is open to abuse by fire and rescue services, leading to unsafe practices where two development and/or apprentice firefighters are allowed to wear BA together. Whilst this issue is being challenged locally, Conference feels that more could be done nationally.

Conference instructs the Executive Council, through the appropriate structures, to demand that the word "should" be changed to 'will', ensuring increased safety for firefighters and the public.

DURHAM

39. FIRE GROUNDS ARE FOR FIREFIGHTERS

Conference applauds the strength and unity that our Members have shown over the past ten months, standing shoulder to shoulder to demand fair pay.

Conference is also aware of the future fights that each brigade will face in the coming years.

Officials have seen brigades across the country bolster their contingency/ resilience workforces, the majority of which have recruited with promises of work unrelated to times of industrial action such as major incidents or spate conditions. This cannot go unchallenged.

Conference instructs the Executive Council to explore all means possible to prevent the deployment of contingency/ resilience workers outside of periods of industrial action.

SOUTH YORKSHIRE

40. PROVISION OF INFORMATION TECHNOLOGY (IT) EQUIPMENT FOR BRIGADE HEALTH AND SAFETY REPS

Conference notes the vital work undertaken by Fire Brigades Union (FBU) brigade health and safety reps in ensuring the health, safety, and wellbeing of FBU Members and that of the public whom we serve.

Given the importance of the role carried out by brigade health and safety reps, Conference is concerned at a lack of information technology provision.

Conference instructs the Executive Council to provide all brigade health and safety reps with a laptop to assist them in carrying out their duties.

LANCASHIRE

41. HEALTH MONITORING OF FIREFIGHTERS (CONTROL)

Conference demands that the Executive Council, assisted by the Control Staff National Committee, should carry out research into effective health monitoring for firefighters (Control) with a view to providing a best practice document to be used by all fire and rescue services.

This research should look at current practice and must take into account the suitability and level of hearing protection provided by headsets.

The resulting best practice document should be scheduled for release no later than Conference 2024.

CONTROL STAFF NATIONAL COMMITTEE

42. MENTAL HEALTH RELATED EMERGENCY CALL HANDLING

Conference recognises the important role that the Fire Brigades Union plays in shaping the fire and rescue service.

In recent years Emergency Fire Control Members have noticed a sharp upturn in the number of incidents involving members of the public suffering a mental health crisis. These incidents can range from panic attacks, to self-harm and, in the most severe cases, members of the public taking their own lives. With the current economic climate and the cost of living crisis we fear these call types will continue to increase.

Conference believes firefighters in Control do not currently receive adequate training on how to handle these calls, or how to deal with the physical and psychological pressures it places upon them. It is crucial this is remedied and that Emergency Fire Control Members are properly trained to deal with members of the public suffering a mental health crisis.

Conference calls upon the Executive Council to undertake the following;

- raise this issue through the National Joint Council as an urgent health and safety concern
- write to all fire and rescue services to ascertain the level of training provided, if any
- conduct research to identify what training is available and appropriate
- lobby for the implementation of appropriate training across all fire and rescue services.

CONTROL STAFF NATIONAL COMMITTEE

43. RACIALLY DIVERSE COUNSELLING SUPPORT

Conference recognises the importance of firefighter health and the ongoing maintenance of our emotional, psychological and social well-being.

Conference noted this by agreeing resolution ‘Support for Fire Brigades Union (FBU) Brigade and Regional Officials’ at Conference 2022. Pressures from the role of a firefighter and firefighter (Control), can and often does take its toll.

Conference further notes the pressures Members endure within the workplace which can affect them as much as what they witness on operational calls.

Since passing resolution ‘Support for Fire Brigades Union (FBU) Brigade and Regional Officials’ at Conference 2022 the recently published Independent Culture Review of London Fire Brigade led to many accounts of racism, misogyny, transphobia, homophobia and discriminatory practices towards neurodiverse Members. Any discrimination of this nature, if left untreated can lead to a lifetime of trauma. Victims of this abuse often require intervention to support mental wellbeing.

To ensure black and ethnic minority Members are fully supported Conference calls on the Executive Council to;

- explore counselling and therapy services provided by black and ethnic minority health professionals
- create a database that can be shared via FBU structures to feed into the work outstanding on resolution ‘Support for Fire Brigades Union (FBU) Brigade and Regional Officials’ from Conference 2022
- write a letter to all chief fire officers and authority chairs, explaining the benefits and importance of providing counselling and therapy to black and ethnic minority Members.

B&EMM

44. FACILITIES FOR HEALTH AND SAFETY OFFICIALS

Conference instructs the Executive Council (EC) to update the current facilities afforded to brigade health and safety Officials.

Health and safety is the biggest weapon we have at our disposal. The brigade reps and Officials are the lifeblood of the Fire Brigades Union; they work tirelessly to protect our current standards, whilst fighting hard to uplift them, in order to get the best for Members. They do the same (if not more) work as other brigade Officials, but aren't given the allowance or Information Technology (IT) systems in order to carry this out.

Conference instructs the EC to issue brigade health and safety Officials with the correct IT (laptop and phone/phone allowance) and a monthly allowance, in order to facilitate their great work and bring them in line with other brigade Officials

CAMBRIDGESHIRE

AMENDMENT

2nd sentence of 2nd paragraph, after "The brigade" **insert** "health and safety"

HEREFORD & WORCESTER

45. CREW DEFICIENT MOBILISING

Conference will be aware that the National Retained Committee, regional committees and brigade committees have consistently raised (at previous Conferences) the issue of fire and rescue services mobilising appliances with insufficient or deficient crew which takes place in many forms nationally.

Resolution 24 from Conference 2022 (*Inadequate and Dangerous Crewing levels*) was moved and unanimously supported; since then crew deficient mobilising has been implemented in other brigades, most recently Cambridgeshire.

Conference instructs the Executive Council to explore the options we have to combat this, utilising the National Health and Safety Committee and all their power, as well as any other means available to us.

CAMBRIDGESHIRE

46. ACTIVITY SPECIFIC STRESS RISK ASSESSMENTS

Conference instructs that the Executive Council (EC) seek to ensure that all fire and rescue services meet their legal requirement and undertake activity specific workplace risk assessments.

Conference believes these must include stress as a potential hazard.

Conference instructs the EC to publish best practice guidance during 2023 to assist our Officials in the standardisation of these critical assessments.

OFFICERS NATIONAL COMMITTEE

47. DECON – CONTROL MEASURES FOR PERSONAL OR PROVIDED VEHICLES

Conference commends the excellent, internationally recognised DECON campaign.

Conference recognises the additional guidance to assist personnel who respond in their personal or fire and rescue service provided vehicle.

Conference instructs the Executive Council to seek to ensure that all fire and rescue services comply with this guidance and requests that further studies are commissioned to identify if any additional control measures should be introduced for this group of personnel.

OFFICERS NATIONAL COMMITTEE

48. HEALTH AND SAFETY REPRESENTATIVES CORE FUNCTION

Conference recognises the vital work that Fire Brigades Union (FBU) Health and Safety (H&S) representatives undertake in fire and rescue services across the length and breadth of the United Kingdom.

Conference also recognises the support that those representatives receive from National Officers, notably Riccardo la Torre, amongst others, and from regional representatives.

Fire and rescue services however, are not so supportive, and all too often hamper the best efforts of the H&S representatives to carry out their core functions, as laid out in H&S legislation which includes the Safety Representatives and Safety Committees Regulations 1977.

Conference agrees that this continued flouting of H&S legislation cannot continue. The barriers that some fire and rescue services put in place, often citing Data Protection, is a clear breach of the rights of Safety Representatives to discharge their functions effectively.

Conference calls on the Executive Council to engage with all fire and rescue services via the Chief Fire Officers (or equivalent), via written communication, clearly stating what is expected of the fire and rescue service when engaging with FBU H&S representatives. This work should be completed by September 2023.

SHROPSHIRE

49. DECON SURVEY

Conference notes the incredible work undertaken by Fire Brigades Union (FBU) and University of Central Lancashire, to educate, inform and drive change in the fire and rescue sector that will undoubtedly save the lives of many firefighters for years to come.

Some fire and rescue services have undoubtedly taken this information and made the necessary changes and investments to better protect their employees' health, safety and welfare in the workplace, and should be commended for doing so. However, others have dragged their heels to say the least.

Conference instructs, to ensure that we maintain the highest possible standards and consistency, that the Executive Council conduct a survey of brigade secretaries, to gain further insight as to what fire and rescue services have achieved in this vital campaign and then publish the results.

Not only will this be a source for spreading best practice but will also highlight possible discrepancies in the services that have been slower to react to the FBU DECON campaign.

ESSEX

50. DECON NATIONAL DATABASE

Conference applauds the success of the work already carried out as part of the DECON project.

Conference also recognises firefighters in the UK face a postcode lottery of engagement with the project.

Conference notes control measures to minimise exposure to carcinogens vary from service to service where they even exist at all, and progress is rarely shared or replicated between services.

Conference therefore instructs the Executive Council to produce a database or similar information technology solution to regularly capture the progress made in each service with regards to the DECON project and make the information available to all Fire Brigades Union Officials.

This work should begin as soon as practicable and progress must be reported back to Conference 2024.

TYNE & WEAR

51. VIOLENT ATTACKS ON FIREFIGHTERS

Conference is horrified at the level of violence fire crews are subjected to regularly. All attacks on firefighters including verbal, physical and objects thrown are abhorrent. These attacks can also see lifesaving fire appliances being taken off the road due to damage, leaving communities and firefighters at risk.

Conference notes the apparent rise in the number of attacks ranging in severity from verbal abuse to attacks intended to cause severe harm or even kill.

Conference is clear that no firefighter should come to work and face this level of abuse.

Conference calls upon the Executive Council (EC), using the Office of National Statistics fire statistics table (FIRE0510 attacks on firefighters during operational incidents), to understand the scale of the issue and to coordinate a campaign to reduce attacks on firefighters.

Conference instructs the EC to report back no later than Conference 2024.

TYNE & WEAR

52. BREATHING APPARATUS SAFETY LEVELS

Conference notes that firefighter safety when using breathing apparatus has long been campaigned for by our Union, holding the Fire Sector to task to ensure an evolution in equipment and auxiliaries are introduced to everyday use.

In recent years, the introduction of telemetry has proved once again an addition to safety levels whilst crews are committed in breathing apparatus, however the financial implications form a major reason for some services not purchasing this level of vitally important equipment.

Conference instructs the Executive Council to campaign for the inclusion of telemetry as part of breathing apparatus safe working practices to ensure cost is no longer an issue when it comes to breathing apparatus safety.

LINCOLNSHIRE

53. TWO TIER FITNESS TESTS

Conference notes that fire and rescue services are able to introduce two tier fitness tests to determine operational fitness levels for the role/rank of Watch Manger/Station Officer and above, potentially adding weight to the flawed argument that the pension age for firefighters should be 60.

Conference instructs the Executive Council to open discussions with our national employers to cease such practices and reintroduce fitness tests that are relevant for all Members regardless of their rank/role.

LINCOLNSHIRE

54. NATIONAL STANDARD ON ANNUAL FIREFIGHTER HEALTH MONITORING

Conference notes the Fire Brigades Union alongside the University of Central Lancashire have worked tirelessly on research surrounding firefighter exposure to contaminants and the direct links to cancer. What is now world-renowned research, DECON is the single biggest shift in how we approach everything we do in our role as firefighters.

Conference recognises that the World Health Organisation International Agency for Research on Cancer (IARC) has officially declared firefighting as a cancer-causing profession. A move that has major implications for the manner in which cancer is managed for firefighters and fire services across the world.

Conference instructs the Executive Council through the relevant National Officer to establish a National Standard, negotiated through the National Joint Council, on annual firefighter health monitoring for all UK Fire and Rescue Services.

GREATER MANCHESTER

FIRE AND RESCUE SERVICE POLICY

55. TRANSPORTATION OF CASUALTIES IN FIRE SERVICE VEHICLES

Conference notes that some employers in services throughout the UK are imposing changes outside the agreed collective bargaining agreements, which include instructing crews to transport casualties at incidents on fire appliances. This is to include during periods of industrial action by UK Ambulance Services striking for fair pay with whom the Fire Brigades Union stands in solidarity.

Conference accepts this idea is dangerous and is an attempt to broaden the role of a firefighter.

Conference instructs the Executive Council to utilise the National Joint Council to ensure this practice stops and to support the relevant brigade committees to fight this issue industrially.

GREATER MANCHESTER

56. GAINING ENTRY TO MEDICAL EMERGENCIES

Conference notes the recent challenges that the ambulance service is facing. There has been a huge increase in the amount of time that casualties are waiting for an ambulance. With the delays in ambulance response fire services are mobilizing fire engines to “Medical Emergencies” to gain entry for the ambulance service but where an ambulance will not be in attendance when the fire engine arrives and may well not be in attendance for several hours after.

While there is a legal requirement to collaborate with other emergency services and the fire service is often best equipped to facilitate entry the lack of either an ambulance in attendance or a realistic time frame for it to arrive is very dangerous. Brigades are claiming that they are not “Co-responding” as the arrival of a fire engine does not affect the ambulance services response and that the only action that the fire service is completing is “gaining entry”. But once entry has been made firefighters are being expected to remain and support casualties without access to appropriate medication, training or equipment. Often a comparison with road traffic collisions is made that firefighters would support casualties until an ambulance arrived. The road traffic collisions comparison is misleading in that firefighters training supports the stabilising of trauma injuries until the arrival of medical care. Medical emergencies are far more reliant upon medication, analgesia or transfer to definitive care none of which can be provided by the fire service.

Currently we are being corralled by the National Fire Chiefs Council and National Operational Guidance into roles and activities that we are not agreeing to, aren’t trained for and cannot complete.

Conference, in relation to the above, instructs the Executive Council to;

- create a minimum standard of guidelines that reflect the abilities and limitations of the fire service
- offer national guidance on what is an appropriate wait time
- decide the agreed actions that can be taken and how firefighters will be adequately protected from the moral imperative to “do something” without training or support.

HUMBERSIDE

57. FIRE CONTROL CREWING

Conference applauds the work of our Fire Control Members. It is well known the stress and pressure our Members are under on a daily basis.

Conference also recognises that this stress and pressure is greatly compounded by inadequate crewing levels.

Conference calls upon the Executive Council to form a task and finish group, to look at current crewing levels, and to report on the risks to our Members and the public. This will take note of key incidents such as the Grenfell Tower fire, Manchester Arena bombing and Saddleworth Moor fire. The report will give recommendations regarding staffing levels which can be built into the Integrated Risk Management Plan process, plus minimum competence levels.

This work will be completed and published prior to Conference 2024.

HEREFORD AND WORCESTER

AMENDMENT

Delete the 1st sentence in the 3rd paragraph and **replace** with:

Conference calls upon the Executive Council to form a task and finish group which will consider and report on;

- The current crewing and supervision levels in emergency Fire Control rooms
- How robust those arrangements are taking into account the requirements of reasonable foreseeable operating scenarios
- The resultant risks to fire crews and to the public.

CONTROL STAFF NATIONAL COMMITTEE

GOVERNMENT POLICY AND LEGISLATION

58. PROTECT THE RIGHT TO STRIKE

Conference is appalled by this governments attempt to undermine the democratic right of working people. When workers democratically vote to strike, they could be forced to work and sacked if they don't. That's wrong, unworkable, and potentially illegal.

These proposed laws are a direct attack on working people's fundamental right to strike to defend their pay, and terms and conditions. Instead of listening to the concerns of working people and negotiating fair deals, this government has decided to undermine the right to strike.

As the cost of living crisis continues to hurt workers everywhere, we need to be able to stand together and choose to strike when we must. These laws will do nothing to fix this crisis, they will make it even harder for working people to get the pay rises they deserve.

We must challenge and overturn these laws to protect our Members and future generations of working people.

The United Kingdom already has some of the democratic world's most restrictive laws on the right to strike.

Conference demands that all political, industrial and legal routes at our disposal are used to fight and overturn these proposed draconian laws.

NOTTINGHAMSHIRE

59. URBAN SEARCH AND RESCUE (USAR): NO MORE CUTS

Conference is appalled at the continued cuts agenda aimed at fire and rescue services.

Our national resilience USAR teams were formed out of tragedy, with a necessity to respond to often complex and protracted incidents, to which a regular front line response was inadequate.

The degradation of these resources poses a threat to firefighters, and the public, in dealing with major incidents such as collapsed buildings, major transportation incidents, natural disasters and terrorist activity.

Conference instructs the Executive Council to oppose all budget cuts to these vital national assets and seek urgent discussions with decision makers for continued future investment.

BUCKINGHAMSHIRE

60. THE STRIKES (MINIMUM SERVICE LEVELS) BILL – AN ATTACK ON WORKER AND HUMAN RIGHTS

Conference condemns in the strongest possible terms the governments planned anti worker legislation, following the wave of industrial action ballots in response to the cost of living crisis which is nothing more than a biased political attack on workers and the trade union movement.

The proposed legislation targets minimum service levels for fire, ambulance, and rail services, education, other transport services, border security, health services and nuclear decommissioning.

The strikes bill shows the government is working against trade unions, unwilling to properly negotiate and is instead focusing its energy on further limiting workers' ability to strike.

Under the new legislation, employers will be able to issue a work notice to staff required to meet minimum service levels. Those workers who take industrial action, regardless of being requested to work, lose their right to automatic protection from unfair dismissal.

Fire Brigades Union (FBU) Members were rightly angered by the recent criticisms made of our service and our profession by His/Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). These criticisms, set out in three reports issued by HMICFRS, were part of the preparation of a serious attack on our service, our Union and our Members.

This attack also targeted the pay, conditions and collective rights of firefighters, and the ability and role of the FBU, and now we have been included in this anti strike legislation – at the very time we were balloting our Members over pay following 12 years of pay restraint and a service and industry struggling after losing a quarter of its workforce nationally under successive governments.

The FBU and the entire movement needs to be loud and clear in response to this political attack on our rights, our movement and our conditions of service – we will not accept any attempts to dismantle our collective labour rights or any attempt at silencing the voices of our Members.

Conference demands the Executive Council commits to opposing this legislation with all means necessary including a legal, political and industrial response.

CHESHIRE

TRADE UNION AND LABOUR MOVEMENT

61. REDISTRIBUTION OF FIRE BRIGADES UNION (FBU) TECHNOLOGY AND REDUCING E-WASTE

Conference instructs the Executive Council to conduct a feasibility study into the redistribution of old FBU technology to charities or causes we are affiliated to, to assist those most impacted by the cost of living crisis in accessing and addressing their mobile phone and computing needs. With global e-waste on the increase it will also sit well with our existing FBU environmental policies.

SUFFOLK

62. THE NEW FAR RIGHT AND HOW TO FIGHT IT

Conference notes that the far right is surging across the world, taking new forms and adopting new strategies as it works to roll back social advances, re-entrench capitalist exploitation, and repress the left.

Conference further notes we cannot rely on the state or on the institutions and ideals of liberal democracy as a bulwark against fascism.

Trade unions are the voice of working people and have a responsibility to detoxify the far right's poison.

Conference instructs the Executive Council to identify strategies to tackle the influence of the far right inside and outside of our workplaces.

OXFORDSHIRE

63. RIGHT TO LOVE

Conference recognises the prohibitive legislation that governs the amount of savings a person with disabilities can hold before being rendered ineligible for Universal Credit or other benefits.

Conference also notes that should a person with disabilities enter into a co-habiting relationship and that couples' joint income or savings breach the financial threshold, then the person with disabilities would automatically become ineligible for Universal Credit or other benefits.

Conference condemns this legislation and calls for the Executive Council to undertake the following;

- support the campaign to 'Allow disabled people to keep all their benefits if they move in with a partner'
- encourage all Members to sign and share the petition to 'Allow disabled people to keep all their benefits if they move in with a partner'
- support the social media campaign #RightToLove.

MERSEYSIDE

64. LABOUR AND MINIMUM SERVICES LEGISLATION

Conference notes the current Conservative government states that it supports the rights of workers to take strike action, however, given the proposed minimum service legislation, in reality it only supports the rights of workers to take strike action that is ineffectual. Although transparent and authoritarian, to some extent this is to be expected from a Conservative government.

Should this become law, the Labour Party, were it to win the next election, has committed to repealing this legislation.

However, the Fire Brigades Union (FBU) need to be mindful, that promises made 18 months before any election can slip once a party becomes a Government.

Conference instructs that the Executive Council with other trade unions or alone, inform the Labour Party through the appropriate means that, should the Labour Party not have begun the process of repealing the minimum services legislation within 6 months of taking power, that the FBU will begin the process of disaffiliation from the Labour Party.

ESSEX

65. REFUGEE SUPPORT

Conference condemns and opposes the recent uprise in anti-refugee and anti-migrant activity being seen across the UK.

In February this year the Times Newspaper published a report on the increase in anti-refugee activity in the UK. The report found that hard-right protesters visited hotels housing asylum seekers 253 times last year amid a surge in anti-migrant activity.

Conference applauds Care4Calais (C4C) and all others, who have organised to resist this activity, often in hostile circumstances.

The tactic of setting working people against each other along lines of race and nationality is a tactic seen used throughout history to divide working people and disrupt our unity and organisation. This is ever more apparent in the recent far-right organising under a false banner of “protecting women and children”. There is much work to be done to stop violence against women and girls, but racist and xenophobic attacks on some of the most vulnerable people in our society is not the answer.

Conference is proud of the Fire Brigades Union (FBU) refugee solidarity work with C4C and beyond and notes the Executive Council (EC) recent endorsement of the Public and Commercial Services Union (PCS) and C4C Safe passage Policy as an alternative to the Government’s inhumane Rwanda Policy.

As wages and living standards fall due to the cost of living crisis, now more than ever we need to stand as a class and resist any attempts to disrupt our unity as we see workers and unions organising to make a stand across the UK. Now more than ever we must stand with refugees and migrants to oppose racist, divisive scapegoating attacks aimed at them.

Conference demands that the EC refresh and restart the FBU refugee solidarity trips and wider projects at the earliest opportunity. This must expand to include exploring how the Union can offer full support to those organising to resist anti-migrant and anti-refugee activity in our workplaces and our communities in the UK.

LINCOLNSHIRE

EDUCATION

66. MENTAL WELLBEING OF FIRE BRIGADES UNION (FBU) REPS AND OFFICIALS OF ALL LEVELS

Conference recognises the tireless hard work and dedication of all FBU reps and Officials at all levels of the FBU, from station based reps to the Executive Council (EC). The commitment and subsequent workloads involved in fighting for, and protecting Members employment rights and their health and safety can be both mentally and emotionally exhausting.

Conference believes the EC should focus on the mental wellbeing of FBU reps and Officials. If FBU reps and Officials suffer mental fatigue that is not recognised or addressed, the FBU will cease to function effectively in fighting for, and protecting Members employment rights and their health and safety.

Conference instructs the EC to provide a course on mental wellbeing, to better educate and equip reps and Officials, with the knowledge to recognise when mental wellbeing is in decline and put in place mechanisms to better manage mental wellbeing.

SUFFOLK

67. COUNSELLING TRAINING FOR REPS/OFFICIALS

Conference notes the excellent education program that the Fire Brigades Union provides for reps and Officials.

Conference believes further education could and should be provided, especially relating to providing reps and Officials a foundation in counselling. Due to the nature of the roles that are undertaken by both reps and Officials they come in contact with Members who are suffering from mental health issues as well as dealing with stressful situations on a regular basis.

Conference recognises that specific training in dealing with these Members is a necessary part of the education of reps and Officials, not only for the benefit of our Members but also for the mental wellbeing of reps and Officials.

Conference instructs the Executive Council to investigate the implementation of basic counselling training for reps and Officials, and further investigate if this would be best suited for a pre-existing course or if a standalone course would be necessary.

DURHAM

68. EQUALITY, DIVERSITY & INCLUSION TRAINING

Conference is aware of the increased publicly highlighted cases of racism, misogyny, transphobia, homophobia and also discriminatory practices faced by neurodiverse staff within the fire and rescue service, society in general and the impact on all following these revelations.

Conference recognises that education is a valuable tool used to underpin and bolster equality legislation, good practice and everyday behaviours and as such Conference values the education facilitated by our own Union, TUC, ACAS and other union bodies.

Conference further recognises that bespoke, standalone equality and diversity training is no longer advertised as part of the core training courses recommended for brigade reps, regional reps, Executive Council Members and all supporting staff.

Conference instructs that prior to Conference 2024 a training package of equality, diversity and inclusion (EDI), including, but not limited to, EDI literacy inclusive language and building good practice is developed, working in partnership with the equality sections B&EMM, LGBT+ and NWC engaging with outside specialist education providers as necessary.

Conference further instructs that before Conference 2024, alongside the rollout of an EDI training package, reference materials (akin to those supplied for DECON) are produced to promote and support the drive to educate, encourage, and promote inclusive behaviour across the board.

B&EMM

69. UNION LEARNING COURSES FOR THE RETAINED DUTY SYSTEM (RDS)

Conference is aware of the extensive education programme that the Fire Brigades Union offers; these courses are essential for both Members and Officials, and greatly aid Members to be as effective as possible.

Unfortunately, these courses aren't as accessible for some RDS Members/ Officials, due to the nature of their primary employment. Some RDS Members willing to undertake Union learning are at a detriment of having to either use holiday leave from work or take unpaid leave, this can be off-putting. Wholetime personnel have the ability to use Trade Union Leave, allowing them to be released from duty, thus not impacting on their pay.

Conference instructs the Executive Council to explore different options to make these vital courses accessible for our RDS Members and Officials, whether this is in the form of alternative delivery (evening/weekend courses, on and offline), modular e-Learning packages or regional sessions.

CAMBRIDGESHIRE

70. WORKING TIME REGULATIONS (WTR) GUIDANCE

Conference notes that some Grey Book staff often have multiple contracts.

Conference also notes that with the increases in the cost of living, the issue of working time and rest periods needs to be understood more than ever. To fully protect the health, safety and welfare of Fire Brigades Union (FBU) Members health and safety representatives need a thorough understanding of the WTR and how they interact with Grey Book duty shift systems.

Conference instructs that the Executive Council produce a WTR guidance document for FBU representatives to use in local negotiations and consultations, to ensure compliance and protect the long-term health of our Members.

ESSEX

71. INTERNAL UNION DISCIPLINE (IUD)

Conference notes that the Fire Brigades Union (FBU) Rule Book contains rules covering IUD. However, unlike the All Different All Equal policy FBU Officials receive no training or guidance on how to carry out an IUD investigation, and there are no specific timescales in which to complete the processes. This has the potential to have an impact on all parties involved with regard to workloads and stress.

Conference therefore instructs the Executive Council to;

- produce a guidance document including expected timescales for any Officials who may be required to carry out an IUD investigation
- develop a training course via FBU education specific to IUD investigation.

This work to be completed before Conference 2024.

TYNE & WEAR

EQUALITY AND FAIRNESS AT WORK

72. CHALLENGING BULLYING HARASSMENT AND DISCRIMINATION WITHIN THE FIRE BRIGADES UNION (FBU)

Conference notes that the FBU is known for challenging bullying, harassment and discrimination in the fire and rescue service, however there have been reports of inconsistencies with how these issues have been dealt with within our own Union.

Conference instructs the Executive Council (EC) to commission an independent review into the FBU on how complaints and concerns raised have been handled. This must be carried out by an external body and any reps and Members who provide information to the review should be allowed to do so anonymously if they choose to.

Conference instructs the EC to complete this work prior to Conference 2024.

LONDON

73. SEXUAL HARASSMENT, SEX DISCRIMINATION AND MISOGYNY

Conference recognises that instances of sexual harassment, sex discrimination and misogyny are still a reality faced by far too many women in our society.

While appalling, it is not surprising that these unwanted behaviours can also manifest within the structures of the Fire Brigades Union (FBU), and where they go unrecognised, unchallenged and unreported, the result leaves victims marginalised, ashamed and unheard.

Conference calls on all Officials to lead by example, to call out unequal and discriminatory treatment and to recognise the impact that the failure to do so has on our internal democracy, the diversity of our Officials and our ability to protect our Members.

Therefore, Conference instructs the Executive Council to;

- commission, support and set the terms of reference for an independent review into sexual harassment, sex discrimination and misogyny within the structures of the FBU, with the full intent of adopting any recommendations made
- ensure the full participation of the FBU National Women's Committee
- ensure that this review is carried out by Conference 2024.

SCOTLAND

AMENDMENT

1st bullet point, **replace** “adopting” with “utilising”

HEREFORD & WORCESTER

74. A FOURTH EQUALITY SECTION – NEURODIVERSITY, DISABILITIES & DIFFERENCES (ND&D)

The Fire Brigades Union is committed to equality. We campaign against all discrimination by gender, race or ethnicity, sexuality, age, disability, religion, and beliefs.

Conference notes that we currently have three hardworking equality sections, dedicated to helping us in our efforts to achieve equality.

Conference recognises that our Members who are neurodiverse, disabled or with differences could be receiving better, more specific representation.

Disabilities whilst not always visible are present in all Sections, ranks, roles and workplaces across our Union and industry.

Through our education program, we are now promoting and raising awareness surrounding dyslexia & neurodiversity. This is a start, but this is not enough.

Currently, we do not have a section dedicated to tackling specific issues for these Members; a safe space where their concerns would be understood and relatable.

Conference instructs the Executive Council to form a working group to facilitate the creation of a new Section. One dedicated to supporting and providing a voice to our Members who are neurodiverse, disabled or with differences.

NOTTINGHAMSHIRE

75. MINORITY GROUPS ENGAGEMENT

Conference is concerned that we are noticing an increase in UK Fire and Rescue Services (FRSs) choosing to consult minority groups, through equality networks or organisations supported by the National Fire Chiefs Council, rather than through our equality sections.

The Joint Protocol for Good Industrial Relations in the Fire and Rescue Service makes it clear that managers and trade union representatives must work together for the benefit of the service, its employees and local communities. The Fire Brigades Union must be included in consultation or negotiation, this cannot be ignored. Our equality section representatives and fairness at work structures cannot be pushed aside, they must not be silenced and cannot be replaced by such networks.

Conference demands that a letter is produced by the Executive Council and sent to all UK FRSs, outlining the necessity for consultation with equality section representatives within their fire and rescue service, through formal, meaningful, and proactive structures. This letter to be sent within 6 months of the close of Conference 2023.

NOTTINGHAMSHIRE

76. INDEPENDENT FIRE BRIGADES UNION (FBU) CULTURE REVIEW

Conference notes that Nazir Afzal OBE conducted the Independent Culture Review of London Fire Brigade that revealed a culture of racism, homophobia, sexism, misogyny and discriminatory practice to those neurodiverse. He called for other large organisations to conduct a similar review.

Conference notes historically that the FBU has led on equality issues and we run the risk of falling behind.

Conference calls for the Executive Council to commission an Independent Culture Review of the FBU, to ensure the safety and protection of FBU Members.

B&EMM

77. ALL DIFFERENT ALL EQUAL (ADAE) INVESTIGATORS

Conference calls for a change in the ADAE policy to allow for any ADAE qualified Member to conduct ADAE investigations.

Only Officials can currently conduct ADAE investigations. This means that previously trained Members can no longer be utilised. Allowing these Members to complete ADAE investigations would provide much needed capacity in ADAE investigations and expedite the processes.

BEDFORDSHIRE

78. REVIEW OF ALL DIFFERENT ALL EQUAL POLICY (ADAE)

Conference notes the vital importance of the ADAE policy.

To ensure that the ADAE policy is fit for purpose both now, and in the future, Conference instructs the Executive Council to complete a full review of the ADAE policy involving all sectional and regional committees in this review, to put before Conference 2024.

CLEVELAND

79. MISOGYNY IN THE FIRE AND RESCUE SERVICE

Conference notes that Conference 2022 resoundingly carried the National Women's Committee (NWC) resolution on Misogyny, the resolution set out that:

Conference instructs the Executive Council to;

- *support the campaign to make misogyny a hate crime*
- *publicly condemn misogynistic behaviours seen in our workplaces and the wider world*
- *encourage Members to challenge and report instances of misogyny or sexism in the workplace, home or elsewhere*
- *be vocal to employers on what constitutes misogynistic behaviour, where it exists in our workplaces, how it must be quashed and how victims must be heard and supported to justice*
- *introduce mandatory sexual harassment training for all FBU Officials.*

The Membership has not been adequately updated on ongoing work to ensure this resolution is enacted, particularly on mandatory sexual harassment training for all Officials.

Conference instructs the Executive Council to distribute communications to the Membership, within three months, of work done to date and with a clear timeframe of further work to be undertaken to ensure the NWC resolution is addressed.

WEST MIDLANDS

LEGAL

80. EQUALITY FOR MAINTAINING FITNESS IN THE FIRE AND RESCUE SERVICE

Conference is reminded of the following resolution from the National Retained Committee from 2018, which was carried and therefore policy of the Union:

Conference notes the content of the Firefighter Fitness Best Practice Guide produced by the NJC. Conference is alarmed at the lack of provision of fitness training equipment or fitness training time available to Retained Duty System firefighters across the UK. Conference agrees that Retained Duty System firefighters have the same requirements as wholetime firefighters on the issue of firefighter fitness and that the same safety standards should apply to both equally.

Therefore this Conference instructs the Executive Council, at the earliest opportunity to try to negotiate a number of paid hours per week for Retained Duty System firefighters to carry out fitness training in order to maintain their fitness to the required standard, these hours must be in addition to the already agreed hours for training, development and maintenance duties.

Conference is also reminded of the requirements under the Grey Book, which sets out guidance on firefighters' health and safety at work for local fire services to follow, maintaining the principle of a fit and healthy workforce while providing an efficient and effective fire service.

Conference is disappointed that some five years later a significant number of fire and rescue services do not provide paid positive hours for thousands of Retained/On Call firefighters up and down the United Kingdom nor provide parity to RDS firefighters.

Conference instructs the Executive Council to commence collective legal action against any fire and rescue service where this is the case, under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 or any other relevant legislation that is deemed appropriate by our legal team.

CHESHIRE

ORGANISING AND MEMBERSHIP

81. BRANCH OFFICIALS HANDBOOK

Conference notes the excellent Fire Brigades Union educational pathway that has expanded over the years, giving Officials the opportunity to learn and progress through various roles within the structures of our Union.

Conference also notes the important role that the Branch Officials Handbook plays in this process.

Conference will also recall Resolution 79 'Branch Officials Handbook' moved by Durham and Darlington at Conference 2019 and passed with the support of the Executive Council (EC).

This resolution agreed that the current Branch Officials Handbook was out of date and therefore unfit for purpose and called on the EC to update or replace the present handbook, with this work to be completed by Conference 2020.

To date this work is yet to be completed.

Conference instructs the EC to provide all necessary resources, and to work with regional committees, to ensure that this work is completed no later than Conference 2024.

SCOTLAND

82. STRUCTURES OF THE FIRE BRIGADES UNION

Conference notes the two recent consultative ballots which have taken place in relation to firefighter pay.

Conference understands the need to employ technology to consult and communicate with Members, it must not be allowed to replace the structures of our Union.

Conference demands that in all future matters requiring full Membership consultation that the Executive Council first consult and reach agreement by majority vote with regional committees;

- the appropriate means by which to conduct any proposed full Membership consultation
- the appropriate time frame within which to conduct that proposed full Membership consultation.

MERSEYSIDE

83. EXECUTIVE COUNCIL (EC) MEMBER FOR WOMEN

Conference is deeply concerned by the consequences of the removal of the EC Member for Women in 2012.

Conference believes that it is having a profound impact on our women Members and the National Women's Committee.

Conference has made this judgement based on various reports back from our women reps and Members including the following;

- women reps reporting an increase in sexism and misogyny within the fire service and the Fire Brigades Union (FBU)
- a high turnover of national, regional and brigade women reps
- a decrease in organising activities and work output because of reduced resources.

Conference notes that the FBU was held in high regard within the movement for pioneering reserved seats on its EC that included women. These were decision making seats at the highest level of the Union which were put in place to increase the representation of our underrepresented Members and to support representative democracy.

Conference fully supports representative democracy.

Conference is committed to redressing the disadvantages and oppression faced by women in the fire and rescue service and believes that to do this women must have reserved seats in FBU decision making committees.

Conference instructs the EC to undertake a review to address this matter which must be completed by September 2023.

NATIONAL WOMEN'S COMMITTEE

84. NATIONAL ORGANISING STRATEGY

Conference notes that at Conference 2022, Greater Manchester submitted a successful resolution regarding the organising approach of our Union.

Amongst other items, the resolution instructed that following any necessary rule changes;

- *each region appoints an Official responsible for organising within the region*
- *the National Officer responsible for organising should convene a national committee consisting of the aforementioned Regional Officials to critique the current organising strategy within the FBU, and endeavour to create a new strategy based on an 'industrial organising approach' and set out its targets and campaigns for the coming year*
- *the organising committee should meet quarterly and each region should submit an organising report to the relevant committees following EC business meetings*
- *the Regional Official responsible for organising should ensure the organising strategy is implemented and the expected work carried out alongside the Brigade Organisers.*

However, today, organising is still done on a relatively ad-hoc basis. Whilst the Fair Pay or Fire Strike campaign undoubtedly made us work in a uniform way across the brigades, a similar approach has still not been seen on a day-to-day basis.

Conference instructs the Executive Council to consult brigade organisers and the responsible National Officer within three months of close of Conference 2023 to develop a strategy to assist in organising at the 'grassroots level' and to bring the substance of Greater Manchester's 2022 resolution to fruition.

The strategy will be distributed and available for implementation by November 2023.

STAFFORDSHIRE

85. NATIONAL ORGANISING STRATEGY

Conference commends brigade organisers for their tireless work in communicating to our Members. They often organise not only branch reps, but also assist sectional reps, health and safety reps, and others, to set up lines of communication with our Members and activists.

Conference wishes as many Members as possible to hear about the work the Union does and to be inspired to be more active. This requires solid lines of communication in every region and section of the Union.

Conference instructs the Executive Council, in conjunction with Head Office communications department, to provide a template and the relevant support for every region and Section to produce a twice-yearly bulletin for our Members to inform them of what is happening within our Union, to celebrate and inform about the work of the Union and to maximise the ability of Organisers to reach all Members and drive forward the Union's aims.

WEST MIDLANDS

86. FIRE BRIGADES UNION (FBU) DISABILITY SECTION

Conference is aware that the FBU currently has six sections representing Members from various walks of life, from LGBT+ to Officers section and Control to name a few. One section of the workforce that is currently not included but does have an ever increasing number of people is that of the disabled community.

Disability can be categorised into two sections, physical and mental. Approximately 14.6 million people in the UK are registered disabled, that's 22% of the population (source Office of National Statistics). Neurodiversity makes up a large section of that figure, with statistics showing up to 15% of the UK population are Neurodiverse (Source Attention Deficient Hyperactivity Disorder Aware), with many more being undiagnosed. That equates to 1 in 7 adults in the UK (Source Acas diversity in the workplace 2016). Using that example ratio, it may be that in a fire and rescue service that employs 1,000 personnel, at least 142 could be Neurodiverse.

It is understood that certain professions attract more neurodivergent people than others, and the fire and rescue service is one of those due to the dynamic nature of our job (Source ADDitude: Inside the ADHD Mind). It is perceived as a very hands-on job, which can attract neurodivergent people who generally may avoid jobs with lots of written tasks for example.

The current approach to disability within the fire and rescue service is very sporadic, with different fire and rescue services taking different approaches. Although, legally under the Equality Act 2010, an employer must support the employee and consider reasonable adjustments, this again is very different across different fire and rescue services. A more standardised approach is needed to help our Members who live with these conditions by supporting their welfare and development.

Conference instructs the Executive Council to explore establishing a new FBU section to represent and support Members of the FBU with disabilities.

NORTH WALES

87. DISABILITY IN THE FIRE & RESCUE SERVICE

Conference notes that the Fire Brigades Union (FBU) has a proud history and commitment to ensuring every Member is treated equally and stands firmly against discrimination and inequality.

Conference is concerned that those Members who have disabilities remain underrepresented and do not have the support of a section to turn to.

Members with disabilities, particularly those with hidden disabilities such as neurodiversity and chronic mental ill health are particularly vulnerable. This is primarily due to heavy-handed capability processes and lack of will on behalf of the employer to accept the legislation for identifying disabilities set out in the Equality Act 2010.

Conference instructs the Executive Council to survey and map the FBU Membership to identify those Members with disabilities.

Conference also instructs that before Conference 2024 the Executive Council ensures a section is founded for Members with disabilities and identifies relevant rule changes to be made to ensure the section is recognised equally within the Rule Book.

GREATER MANCHESTER

INTERNAL ADMINISTRATION

88. RECORD OF DECISIONS

Fire Brigades Union (FBU) Officials attend Conference as delegates to represent their Members by submitting and voting on proposed resolutions which, when carried, become policies of the Union.

Such policies, as agreed by Conference (commencing Conference 2024) remain in place for a period of 20 years or until they are superseded by subsequent Conference decisions.

Conference instructs the Executive Council to compile a list of the previous year's Record of Decisions and circulate it to all brigade Officials one calendar month prior to the start of each forthcoming Conference.

This list will indicate which policies have been enacted in full, which policies have been partly enacted, which policies have been enacted with changes made, and which policies have not been enacted.

This will come into being for FBU Conference 2024.

SUFFOLK

89. RESOLUTION CLARITY

Conference applauds the ongoing achievements and commitment of this Union and its Officials.

Conference recognises the demanding workload placed on the Executive Council (EC) but also notes the need for clarity with regards to the progression of resolutions passed by Conference.

In order to keep Members informed and avoid duplicate resolutions Conference instructs the EC to produce a report no later than the 31 January each year detailing any resolutions which required specific action but have not been progressed by the anticipated time scales, giving an explanation and proposed revised dates for completion.

SOUTH YORKSHIRE

90. RESPONSE TO NEWS STORIES

Conference notes that following a news story which surfaced on the ITV news channel about complaints concerning Dorset and Wiltshire Fire and Rescue Service, many local Officials were inundated with questions from Members of the Union and the public.

It was clear that a statement from the Union was necessary. In the absence of any clear guidance from Head Office local reps in conjunction with the National Women's Committee put together a statement and submitted it to the Executive Council (EC) for approval. As of 2 March 2023 no statement had been released and the news had moved on.

When news stories break about the fire service, the Union or its Members, it is vital to be able to respond in a timely manner.

Conference instructs the EC to put procedures in place to enable a timely response to any news story about the fire service, the Union or its Members, including input and agreement from the relevant section or sections.

DEVON AND SOMERSET

91. UPDATE BEST PRACTICE DOCUMENT ON DOMESTIC ABUSE AND SEXUAL VIOLENCE.

Conference recognises that the impact of domestic abuse and sexual violence is as real and damaging now as it was in 2015 when Conference passed resolution 57 'Best Practice Document on Domestic Abuse and Sexual Violence' calling for the Executive Council (EC) to endorse the best practice document to provide Fire Brigades Union Officials with the necessary tools to implement policies within individual fire and rescue services.

Many fire and rescue services still have no policies on this subject, and those that do often have policies that are outdated and insufficient.

Conference instructs the EC to work with all relevant sections to update the current best practice document on Domestic Abuse and Sexual Violence to include changes in the law such as the Domestic Abuse Act 2021 and the overarching framework of the Violence Against Women and Girls (VAWG).

DEVON AND SOMERSET

92. REDUCE PAPER USE AT FIRE BRIGADES UNION (FBU) CONFERENCE

Conference recalls the remarks made by the Chair of Standing Orders Committee at previous Conferences about the enormous amounts of paper that is used during Conference.

Conference believes it is our collective responsibility to reduce this in order to support the preservation of our natural environment and all those that inhabit it.

Conference instructs the Executive Council to consider all necessary steps and options to support this resolution including the use of our email system, tablets for Conference and live document sharing in order to ensure a significant reduction in the use of paper is achieved by the FBU when facilitating Conference.

Any final outcomes in ways to achieve this should be utilised across our Union at other meetings and events wherever this is possible.

DERBYSHIRE

93. CONFERENCE DATES

Conference recognises the huge amount of planning and work that goes in to setting up the Conference of the Fire Brigades Union (FBU) on the dates that it has been arranged over many years.

Conference requests that through the Executive Council (EC) and Standing Orders Committee (SOC) that the specific dates for FBU Conference are varied in order to give flexibility to anyone that attends Conference with regard to set dates or commitments that they may have on certain dates of a year, every year.

Conference believes that by varying the dates as deemed appropriate by the EC and SOC, that this will alleviate pressures on those attending Conference who may have commitments at the same time or on the same dates every year.

DERBYSHIRE

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1	Subsistence Allowance	DERBYSHIRE
2	Campaign to Secure Correct Continual Professional Development Payment for Members (CPD)	NATIONAL RETAINED COMMITTEE
3	Development Firefighter Pay Progression	NORTHERN IRELAND
4	Retaining Fee	NORTHERN IRELAND
5	Unsocial Hours Payment	NORTHERN IRELAND
6	24 Hour Voluntary Shifts	LANCASHIRE
7	Broadening of the Firefighter Role	MERSEYSIDE
8	Pay in the Fire and Rescue Service	CHESHIRE
9	Continual Professional Development (CPD)	WARWICKSHIRE
10	Non-Contractual Work	WARWICKSHIRE
11	Responding to Incidents – at Members own cost	OFFICERS NATIONAL COMMITTEE
12	Expansion of our role/ Non-Contractual work	SHROPSHIRE
13	Marauding Terrorist Attack (MTA) Remuneration	STAFFORDSHIRE
14	Pay for Skills	STAFFORDSHIRE
15	Driving allowance	BEDFORDSHIRE
16	Trade Union Release Agreements for Fire Brigades Union Officials	BEDFORDSHIRE
17	Pay Settlement Date to be changed from July to November	WEST YORKSHIRE
18	Recognition for Firefighter (Control) as Frontline and Operational	WEST YORKSHIRE
19	Improvement of Provisions under Section 4, Part D of the Scheme of Conditions of Service Sixth Edition 2004 (Updated 2009) (Grey Book)	CLEVELAND
20	Bereavement Leave	CLEVELAND
21	Marauding Terrorist Attack (MTA) Role	WITHDRAWN
22	Survey of Driver Levels	WEST MIDLANDS
23	Pay Progression	NORTH WALES
24	Marauding Terrorist Attack (MTA) Pay Negotiations Support	HUMBERSIDE
25	Bridging the Gap for Firefighter (Control) Members	HUMBERSIDE
26	Fire Control Pay Parity	HEREFORD AND WORCESTER
27	Urban Search and Rescue (USAR) Funding Cuts	HEREFORD AND WORCESTER
28	Maternity Pay	NATIONAL WOMEN'S COMMITTEE
29	Bereavement Benefits (Remedial) Order 2023	KENT
30	Disclosure and Barring Service Checks	SHROPSHIRE

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32	Pensionable Pay	WEST YORKSHIRE

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33	Flame Retardants	LONDON
34	Cancer Screening	LONDON
35	Inadequate and Dangerous Crewing Campaign	NATIONAL RETAINED COMMITTEE
36	Inadequate Decontamination and Welfare Facilities in the Workplace	NATIONAL RETAINED COMMITTEE
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38	Challenge to National Operational Guidance on BA Wearers	DURHAM
39	Fire Grounds are for Firefighters	SOUTH YORKSHIRE
40	Provision of Information Technology (IT) Equipment for Brigade Health and Safety Reps	LANCASHIRE
41	Health Monitoring of Firefighters (Control)	CONTROL STAFF NATIONAL COMMITTEE
42	Mental Health Related Emergency Call Handling	CONTROL STAFF NATIONAL COMMITTEE
43	Racially Diverse Counselling Support	B&EMM
44	Facilities for Health and Safety Officials	CAMBRIDGESHIRE
45	Crew Deficient Mobilising	CAMBRIDGESHIRE
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47	DECON – Control Measures for Personal or Provided Vehicles.	OFFICERS NATIONAL COMMITTEE
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49	DECON Survey	ESSEX
50	DECON National Database	TYNE & WEAR
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52	Breathing Apparatus Safety Levels	LINCOLNSHIRE
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56	Gaining Entry to Medical Emergencies	HUMBERSIDE
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59	Urban Search and Rescue (USAR): No More Cuts	BUCKINGHAMSHIRE
60	The Strikes (Minimum Service Levels) Bill – an attack on worker and human rights	CHESHIRE

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61	Redistribution of Fire Brigades Union (FBU) Technology and Reducing E-Waste	SUFFOLK
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64	Labour and Minimum Services Legislation	ESSEX
65	Refugee Support	LINCOLNSHIRE

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67	Counselling Training for Reps/Officials	DURHAM
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69	Union Learning Courses for the Retained Duty System (RDS)	CAMBRIDGESHIRE
70	Working Time Regulations (WTR) Guidance	ESSEX
71	Internal Union Discipline (IUD)	TYNE & WEAR

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73	Sexual Harassment, Sex Discrimination and Misogyny	SCOTLAND
74	A fourth equality section – Neurodiversity, Disabilities & Differences (ND&D)	NOTTINGHAMSHIRE
75	Minority Groups Engagement	NOTTINGHAMSHIRE
76	Independent Fire Brigades Union (FBU) Culture Review	B&EEM
77	All Different All Equal (ADAE) Investigators	BEDFORDSHIRE
78	Review of All Different All Equal Policy (ADAE)	CLEVELAND
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80	Equality for Maintaining Fitness in the Fire and Rescue Service	CHESHIRE

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93	Conference Dates	DERBYSHIRE

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. There is a facility to allow resolutions which have been rejected to be amended in a timely manner for reconsideration by the Standing Orders Committee.
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.

NOTES

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