

Executive council's report 2015

88th conference
12-15 May 2015



Fire Brigades Union

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THE FIRE BRIGADES UNION

FOUNDED 1918

Affiliated to the Trades Union Congress
and trades councils

Executive council's report to the 88th conference 2015

President:	Alan McLean
Vice-president:	Ian Murray
General secretary:	Matt Wrack
Assistant general secretary:	Andy Dark
Treasurer:	Dave Limer
National officers:	John McGhee
	Sean Starbuck
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ALAN McLEAN
President



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General secretary



ANDY DARK
Assistant general secretary



DAVE LIMER
Treasurer and region 6 EC



JIM BARBOUR
Vice-president until Oct 2014
and region 2 EC



JOHN MCGHEE
National officer



SEAN STARBUCK
National officer



PAUL WOOLSTENHOLMES
National officer



DAVE GREEN
National officer

Executive council members



RODDY ROBERTSON
Region 1



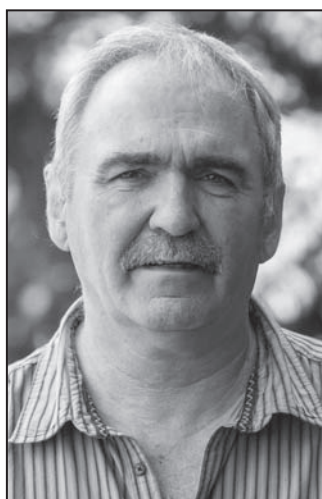
JIM QUINN
Region 2 from Dec 2014



ANDY NOBLE
Region 3



IAN MURRAY
Region 4 and vice-president
from Oct 2014



KEVIN BROWN
Region 5



ROSE JONES
Region 7 until May 2014



BARRY DOWNEY
Region 7 from May 2014



GRANT MAYOS
Region 8



KEITH HANDSCOMB
Region 9

Executive council members (continued)



IAN LEAHAIR
Region 10



JIM PARROTT
Region 11



KARL HORAN
Region 12 until July 2013



RICKY MATTHEWS
Region 12 from Sept 2013



TAM MCFARLANE
Region 13



SHARON RILEY
Control members



TAM MITCHELL
Retained members



JOHN ARNOLD
Officer members

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President's introduction

Defend and strengthen the role of firefighters in our society

The Fire Brigades Union has faced a tumultuous period in our history over the last two years, but one which our members have passed with flying colours.

Since our last executive council report, the union has organised more than 50 periods of industrial action, stretching from one hour to four days in defence of firefighters' pensions. Our members have stood strong and remained united in the face of government lies, victimisation and threats.

When members rallied at Westminster in February, I was proud to chair what was a fantastic gathering. Members from all over the UK were resolute in their determination to carry on the pensions fight, to continue our fight because they know that justice is on our side. The arguments we have made on pensions – that the scheme is unworkable, that firefighters cannot be expected to work to 60 because of the arduous nature of the job – and the basic unfairness of the pension changes, have stood the test of time.

The Westminster government has pored over our case and not found a weakness. Its own Williams report has confirmed our view that the vast majority of firefighters cannot work safely until 60. Governments in Northern Ireland, and to a lesser extent in Scotland and Wales, recognised that our arguments add up and made proposals to mitigate the new scheme.

The FBU has used every available weapon in our arsenal – our industrial muscle, our political campaigning and our legal advisors. We have called on outside experts, but we have also utilised the expertise of our officials. As president I have been delighted by the way the whole union has conducted itself. And we are clear – we are not finished yet.

Our conference this year will take place just days after one of the most important general elections in living memory. We know that the Tory-Lib Dem coalition government has wrought havoc on the fire and rescue service over the last five years.

The coalition government imposed 30% cuts on the fire and rescue service, stripping us of over 5,000 frontline firefighter jobs, hitting wholetime, retained and control firefighters. Every section of our membership, from new recruits to middle managers, has been hit.

The FBU cannot accept austerity cuts to our service. Our members are rightly proud of the work they do and the communities they serve. The public value firefighters highly. We are the best defenders of our fire and rescue service – the FBU will never go quietly when our profession is at stake.

The executive council is acutely aware of the threats on the horizon for firefighters and for the fire and rescue service. Another Tory government will try to privatise our service, either by a frontal attack or through devious means, such as mutualisation. They will try to slash firefighters' conditions of service to make their privatising plans attractive to profiteers. They will try to make it difficult for us to take industrial action. The FBU will meet any such threats with fierce resistance.

We know from the pensions campaign that politics matter. Our parliamentary group of Labour MPs has done sterling work standing up for firefighters at Westminster. FBU officials have strengthened their links with representatives in the devolved assemblies. We have had a series of pledges from Labour leaders – on pensions, floods, as well as the structure and governance of the service – which we will hold them to if they form the next government.

The FBU will continue with our irreplaceable work. Our priorities will be set by our members, voted on at every level of the union and carried out by our elected representatives. We have a democratic union, which needs every member to participate, so the union remains a force to be reckoned with.

We can defend and strengthen the role of firefighters in our society. The FBU is proud to carry out that role.

Alan McLean



Section

**National
Joint Council**

A1 Introduction

2013

The union appointed the following representatives to the National Joint Council for 2013:

- Bro M Wrack (employees' side joint secretary)
- Bro A Dark
- Bro A McLean
- Bro J Barbour
- Bro R Robertson
- Bro G Mayos
- Sis S Riley
- Bro J Ford (until February 2013)
- Bro J Arnold (from February 2013)
- Bro T Mitchell
- Bro D Limer
- Bro I Leahair
- Bro T McFarlane
- Bro K Handscomb
- Bro K Horan (until July 2013).

The National Joint Council met on the following dates in 2013:

- 28 February
- 4 June.

2014

The union appointed the following representatives to the National Joint Council for 2014:

- Bro M Wrack (employees' side joint secretary)
- Bro A Dark
- Bro A McLean
- Bro J Barbour (until October 2014)
- Bro I Murray (from October 2014)
- Bro R Robertson
- Bro G Mayos

Sis S Riley
Bro J Arnold
Bro T Mitchell
Bro D Limer
Bro I Leahair
Bro T McFarlane
Bro K Handscomb
Bro R Matthews.

The National Joint Council met on the following dates in 2014:

4 June
15 October.

A2 Middle Managers Negotiating Body (MMNB)

The FBU delegates to the MMNB at the close of 2013 were:-

Bro A McLean
Bro M Wrack
Bro A Dark
Bro J Barbour
Bro R Robertson
Bro G Mayos
Bro K Handscomb
Bro I Leahair
Bro J Arnold
Sis S Riley
Bro M Pottinger
Bro M Higgins
Bro J Denvir.

The MMNB met on the following dates in 2013:-

28 February
4 June.

The FBU delegates to the MMNB at the close of 2014 were:-

Bro A McLean
Bro M Wrack
Bro A Dark
Bro J Barbour
Bro R Robertson
Bro G Mayos
Bro K Handscomb
Bro I Leahair
Bro J Arnold
Sis S Riley
Bro M Pottinger
Bro M Higgins
Bro S Amos.

The MMNB met on the following dates in 2014:-

4 June
15 October.

A3 Report of the independent chair of the NJC/MMNB

NJC circular number 10/2013 reported the appointment of Professor Linda Dickens as the new independent chair of the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). Separate reports of the independent chair were published for 2013 and 2014.

Circular NJC/10/13

24 September 2013

Dear Sir/Madam

INDEPENDENT CHAIR OF THE NATIONAL JOINT COUNCIL AND MIDDLE MANAGERS NEGOTIATING BODY

1. We write to inform you that the NJC has appointed Professor Linda Dickens as the new Independent Chair of both the National Joint Council and the Middle Managers Negotiating Body. The appointment, which will be a three year appointment, takes effect from 25th September.
2. Linda Dickens, Emeritus Professor of Industrial Relations at Warwick University, received an MBE for services to employment relations. She is a Chartered Fellow of the Chartered Institute of Personnel and Development. Other current appointments are:
 - Independent Member of the Council, Advisory Conciliation and Arbitration Service
 - Central Arbitration Committee, Deputy Chairman
 - Employment disputes Arbitrator and Mediator. Member of Advisory Conciliation and Arbitration Service Panel
 - Independent adjudicator, West Midlands Police
 - Standing Arbitrator, GCHQ
 - Member of the Independent Review of Police Federation of England and Wales
 - Chair, Public Health Staff Commission.
3. Her previous appointments include acting as a Specialist Adviser to the House of Commons Select Committee on Employment as well as Chair of the Local Government Pay Commission.
4. Whilst writing, we would wish to take this opportunity to thank Professor Monojit Chatterji who stands down today as Independent Chair of both the NJC and MMNB having served the maximum two terms of office set out in the constitution.

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Annual report of the independent chair 2012-2013 – Prof Monojit Chatterji

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC), including the Middle Managers Negotiating Body (MMNB), is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire Services Act 2004. The NJC handles issues that affect all NJC employees. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station to area manager.

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

The parties to the negotiation are the Employers' Side comprising representatives of the Local Government Group, Welsh Local Government Association, Scottish Fire and Rescue Service Board and the Northern Ireland Fire and Rescue Service

SECTION A — NATIONAL JOINT COUNCIL

Board. The Employees' Side comprises representatives of the Fire Brigades Union and, for the MMNB, the Fire Brigades Union and the Fire Officers Association.

An Independent Chair oversees the work of the National Joint Council and the Middle Managers Negotiating Body and is supported by two Vice-Chairs. Vice-Chair appointments alternate between the Sides on an annual basis. In 2012/13 the Vice-Chair of the NJC was held by the Employers' Side and the Vice-Chair of the Middle Managers Negotiating Body by the Employees' Side.

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

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2012/13 is attached to this report.

Introduction

1. This Annual Report of the Independent Chair covers the period from 1 October 2012 to 30 September 2013.

What do we do?

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

Meeting dates in 2012-2013

3. Since my last report the National Joint Council met on the following dates and considered a number of issues:
4 October 2012
28 February 2013
4 June 2013.

The Middle Managers Negotiating Body also met on each of the dates above.

Issues under consideration (2010/11)

4. The National Joint Council and, as appropriate, the Middle Managers Negotiating Body considered a number of issues over the course of the year. The main focus was on:

Independent Chair Appointments – NJC, MMNB, Resolution Advisory Panel and the Technical Advisory Panels
5. The Independent Chair of the MMNB and NJC is permitted to hold up to two three-year terms of office. This year was the third year of my second term of office as Independent Chair of the National Joint Council and the Middle Managers Negotiating Body. Accordingly, I shall be stepping down as independent Chair in September 2013.
6. Professor William Brown has been is Independent Chair of the NJC's Resolution Advisory Panel since September 2010.
7. Steve Hodder was appointed Independent Chair of the Technical Advisory Panel in November 2012.

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations – Grey Book and settlement

8. Following the introduction of these Regulations many thousands of Employment Tribunal cases were lodged by retained duty system firefighters (supported by their trade union) across the UK.
9. Since then test cases drawn from Kent and Berkshire fire and rescue services have been subject to the Employment Tribunal, Employment Appeal Tribunal, Court of Appeal and House of Lords processes returning finally at the request of the House of Lords to the original Employment Tribunal again for re-consideration and determination.
10. Following that further determination the Tribunal indicated that it believed the parties should endeavour to reach a negotiated settlement, which the LGE, on behalf of fire authorities and the FBU consequently did.
11. In order to overcome the difficulty with fire authorities and unions being unable to exchange individuals' data, an independent third party was commissioned to implement the agreement e.g. issue compensation offers, receive acceptances.

12. This has been an extremely complex and difficult situation to administer and the Joint Secretariat has worked closely with fire authorities, union members and the independent organisation to progress matters.
13. The NJC has also reached agreement to extend the terms of the agreement to wholetime employees who were employed on the retained duty system during the reference period (1 July 2000 to 30 June 2010), subject to an individual meeting the over-arching eligibility criteria and where such an individual remained employed by the same Fire and Rescue Authority (FRA), with no break in continuity. In common with the terms of the original agreement, this will not apply to an ex-employee unless he/she had previously entered an Employment Tribunal claim.
14. Despite several complications, I am pleased that this matter is now drawing to a successful conclusion.

Sick Leave – taking of annual leave

15. The Employees' Side of the NJC put forward a claim in relation to the entitlement to carry over annual leave during or following periods of long term ill-health.
16. In response the Employers' Side has said that it is content to agree amendments to the relevant provisions in the Grey Book subject to clarity around change that is actually required by legislation. In the interim joint guidance has been agreed and issued to fire authorities.

Pay 2013

17. Considerable discussion took place at Joint Secretariat level and within the NJC in order to inform both Sides positions.
18. I am pleased that a mutually acceptable resolution was identified and agreement reached on the following terms:
 - A pay award of 1.0% applied to all pay points with effect from 1 July 2013.
 - An increase of 1.0% to Continual Professional Development payments.

Pay, terms and conditions

19. The NJC reaffirmed its commitment to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession.
20. Discussions have taken place over the course of the year and both sides are committed to improving the fire and rescue service across the UK. However, both sides of the NJC recognise:
 - the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed rolemaps
 - the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future. Consideration will include issues covered in the recently published independent review – Facing the Future – which was commissioned by DCLG, as well as matters of interest to Scotland, Wales and Northern Ireland.
21. Accordingly the NJC has decided not to conclude this work in June as originally intended but rather to continue with this piece of work in the wider context set out above.

Mileage rates

22. Agreement has been reached to replace the current approach to essential and casual user mileage rates with a simple link to approved HMRC rates. This change will be phased in between 1 July 2013 and 1 April 2014. A one-off lump sum payment will be paid to employees on 1 April 2014 who are essential users as at the date of the agreement and remain so with that fire authority as at 1 April 2014.

Changes to the Employers' Side: Scottish Fire and Rescue Service (SFRS)

23. On 1 April 2013 the eight Scottish fire and rescue services became a single service, the Scottish Fire and Rescue Service (SFRS).
24. National Joint Council and Middle Managers Negotiating Body members noted that following a request from SFRS the Employers' Side had agreed that SFRS should become a stakeholder body on the Employers' Side of the NJC.
25. In addition, as a consequence of the changes affecting the fire service in Scotland, the Convention of Scottish Local Authorities is no longer a stakeholder body on the Employers' Side of the NJC.
26. The necessary changes to the constitution of the Employers' Side have been made. The change of arrangements on the Employers' Side did not require amendment to the constitution of the NJC.

SECTION A — NATIONAL JOINT COUNCIL

Employers' Secretary

27. Simon Pannell took up the role of Employers' Secretary in February 2013.

Circulars

28. A number of circulars have been issued since my last report:

Technical Advisory Panel, Mid and West Wales – Outcome of this Technical Advisory Panel meeting (NJC/9/12)

Report of the Independent Chair – Report of the Independent Chair 2011/12 (NJC/10/12)

Technical Advisory Panel – Appointment of the Independent Expert (NJC/11/12)

Technical Advisory Panel, Mid and West Wales – Outcome of this Technical Advisory Panel meeting (NJC/1/13)

Employers' Side changes – Scottish Fire and Rescue Service/change of Employers' Side Secretary (NJC/2/13)

Sick leave/taking of annual leave –Joint guidance (NJC/3/13)

Part-time Workers Regulations – Extension of the agreement (NJC/4/13)

NJC meeting – June 2013 – Outcomes of the meeting (NJC/5/13)

Pay 2013 – Revised rates of pay (NJC/6/13)

CPD payments – Revised rates (NJC/7/13)

Car mileage rates – Phasing arrangements (NJC/8/13)

Recall to work arrangements – Strategic framework agreements to facilitate and assist detailed discussion at local level in the event of strike action relating to the pensions dispute (NJC/9/13).

General Joint Secretariat Activity

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

30. On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings. This was not necessary this year.

31. The Joint Secretariat normally meets formally once a month to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.

32. The Joint Secretariat leads discussion in National Joint Council working parties which inform negotiations and respective Side positions, as appropriate.

33. The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards.

34. In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.

35. When jointly requested to do so, the Joint Secretariat can also work with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement.

36. The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.

Joint Secretariat – Local Conciliation

37. In circumstances where discussion has been exhausted without agreement on an issue or issues at local level the Joint Secretariat, when requested by both parties to do so, can provide a conciliation process in order to assist the parties in identifying a mutually agreeable outcome.

38. The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.

39. Over the last year various fire and rescue services have referred a total of fifteen issues to the Joint Secretariat for formal conciliation.

Resolution Advisory Panel (RAP)

40. The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can

explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement.

41. The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met once during 2012/13. Its recommendation was accepted by both local parties.

Technical Advisory Panel (TAP)

42. The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level complies with the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.
43. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met once during 2012/13. Its recommendation was accepted by both parties.

Conclusion

44. There are several aspects to the role of Independent Chair. Those utilised this year in particular have been:
- the chairing of all NJC and MMNB meetings that have taken place
 - consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings
 - ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided
 - facilitating discussion between the parties on the Employees' Side
 - provision of this annual report
45. It has been a privilege and a pleasure to serve these bodies as Independent Chair. I am very grateful to all members for their consideration and cooperation. In particular I wish to thank the Joint Secretariat (past and present) for their hard work which made my job as Independent Chair so much less burdensome.
46. Much has been achieved during my tenure as Independent Chair – perhaps most importantly the Industrial Relations Protocol and an agreed basis for determining membership of the newly formed MMNB.
47. I am very confident that under its distinguished new Independent Chair the NJC and MMNB will continue to thrive and set ever higher standards of Industrial Relations. I wish all of you well for the future.

PROFESSOR MONOJIT CHATTERJI
INDEPENDENT CHAIR

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2012 TO 30 SEPTEMBER 2013

Employers' Side

Local Government Association

Cllr D Allan
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr K Meeson
Cllr N Murphy
Cllr S Murphy
Cllr S Timoney

Convention of Scottish Local Authorities

Cllr M Bridgman (to 3/13)
Cllr S Carle (to 3/13)
Cllr J Lowe (to 3/13)
Cllr P Valentine (to 3/13)

Scottish Fire and Rescue Service

Mr J Campbell (from 4/13)
Mr P Watters (from 4/13)

Welsh Local Government Association

Cllr P Cannon

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr J Arnold (from 10/12)
Mr J Barbour
Mr A Dark
Mr J Ford (to 10/12)
Mr K Handscomb
Mr K Horan
Mr I Leahair
Mr D Limer
Mr G Mayos
Mr T McFarlane
Mr A McLean
Mr T Mitchell
Ms S Riley
Mr R Robertson
Mr M Wrack

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2012 TO 30 SEPTEMBER 2013

Employers' Side

Local Government Association

Cllr D Allan
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr K Meeson
Cllr N Murphy
Cllr S Murphy
Cllr S Timoney

Convention of Scottish Local Authorities

Cllr M Bridgman (to 3/13)
Cllr S Carle (to 3/13)
Cllr J Lowe (to 3/13)
Cllr P Valentine (to 3/13)

Scottish Fire and Rescue Service

Mr J Campbell (from 4/13)
Mr P Watters (from 4/13)

Welsh Local Government Association

Cllr P Cannon

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr J Arnold
Mr J Barbour
Mr A Dark
Mr J Denvir
Mr J Ford (to 10/12)
Mr K Handscomb
Mr M Higgins (from 10/12)
Mr I Leahair
Mr G Mayos
Mr A McLean
Mr M Pottinger
Ms S Riley
Mr R Robertson
Mr M Wrack

Fire Officers Association

Mr G Morgan

Annual report of the independent chair 2013-2014 – Prof Linda Dickens**Background**

The National Joint Council for Local Authority Fire and Rescue Services (NJC), including the Middle Managers Negotiating Body (MMNB), is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire Services Act 2004. The NJC handles issues that affect all employees from firefighter to area manager. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station manager to area manager.

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

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

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

For this year Mr Alan McLean served as Vice Chair of the NJC and Cllr Maurice Heaster as Vice Chair of the Middle Managers Negotiating Body.

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

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2013/14 is attached to this report.

Introduction

1. I was appointed to the position of Independent Chair with effect from 25th September 2013 to replace Professor Monojit Chatterji whose second and final term of office finished at the end of September 2013. This Annual Report of the Independent Chair covers the period from 1 October 2013 to 30 September 2014.

What do we do?

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

Meeting dates in 2013-2014

3. The National Joint Council met on 4th June 2014. A number of issues were considered and reports from the outgoing Independent Chair and from the Treasurer for the year to 31 March 2014 were approved. The Middle Managers Negotiating Body also met on that date. Traffic disruption caused by the opening of parliament on that day unfortunately resulted in the late running of the meetings and I would like to thank everyone for their forbearance.

A meeting scheduled for February 2014 was not held, it being thought that there was insufficient joint business to require a meeting at that time.

Issues under consideration

4. Issues under consideration by the National Joint Council and, as appropriate, the Middle Managers Negotiating Body, on which there were written and oral reports from the Joint Secretaries to the June meetings, included:
 - the 2014 pay award process;
 - ongoing work relating to the pay and terms and conditions framework (see paragraph 5 below);
 - fitness issues, where agreement was reached in principle in March 2014, subject to agreement on the final point;

- progress regarding implementation of the settlement agreement relating to part-time workers;
 - sections of the Grey Book concerned with maternity, childcare and dependency, which will be affected by legislative change; and
 - sections relevant to health, safety and welfare.
5. You will be aware that the NJC has committed to working jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession.' This will include the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed rolemaps; and the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future. Consideration will include issues covered in the recently published independent review - Facing the Future – which was commissioned by DCLG, as well as matters of interest to Scotland, Wales and Northern Ireland. This matter has been considered at a number of joint lead members' meetings and meetings of the Joint Secretariat. A survey of fire authorities has also been undertaken to inform those discussions. I expect a report to be made to the next meeting of the NJC with the intention of establishing a number of work streams to take this work forward.

Circulars

6. A number of circulars have been issued since the last report of the Independent Chair:
- | | |
|-----------|---|
| NJC/10/13 | Independent Chair of the NJC and MMNB |
| NJC/1/14 | Pay 2014 |
| NJC/2/14 | Grey Book Section 4 |
| NJC/3/14 | Pay Settlement 2014 |
| NJC/4/14 | Continuous Professional Development Payments 2014 |

General Joint Secretariat Activity

7. Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.
8. On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings. This happened twice this year.
9. The Joint Secretariat normally meets formally once a month to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently raise those concerns with the local management or union side as appropriate.
10. The Joint Secretariat leads discussion in National Joint Council working parties which inform negotiations and respective Side positions, as appropriate.
11. The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards.
12. In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.
13. When jointly requested to do so, the Joint Secretariat can also work with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement.
14. The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.

Joint Secretariat – Local Conciliation

15. In circumstances where discussion has been exhausted without agreement on an issue or issues at local level, the Joint Secretariat, when requested by both parties to do so, can provide a conciliatory process in order to assist the parties in identifying a mutually agreeable outcome.
16. The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.
17. Over the last year nine fire and rescue services have referred a total of nineteen issues to the Joint Secretariat for formal conciliation.

Resolution Advisory Panel (RAP)

18. The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement. The current Independent Chair of the RAP is Professor William Brown.
19. The NJC's Resolution Advisory Panel which is comprised of an Independent Chair and the Joint Secretaries was not required to meet during 2013/14.

Technical Advisory Panel (TAP)

20. The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level complies with the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible, the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement. The current Independent Chair of the TAP is Mr Steve Hodder.
21. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2013/14.

General and Conclusion

22. There are several aspects to the role of Independent Chair. This year it has involved
 - the chairing of NJC and MMNB meetings
 - consideration, with the Joint Secretaries, of items due for discussion through the NJC and MMNB at those meetings
 - ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided
 - provision of this annual report.
23. In early November following my appointment I had a working lunch with the Joint Secretaries, Mr Matt Wrack and Mr Simon Pannell, together with Mr Andy Dark of the FBU and Ms Gill Gittins and Ms Sarah Messenger of LGA. I was fortunate to have also the opportunity to visit the Scottish Fire and Rescue Service for a day in late November 2013, together with the two Assistant Joint Secretaries. These occasions were most valuable in furthering my understanding of the work of the Fire and Rescue Service and of issues of relevance to the work of the NJC and MMNB. The visit to the SFRWS at the Clydesmill Training Campus, Cambuslang involved informative discussions with CO Hay and the Strategic Leadership Team, with union representatives and with firefighters, including a meeting with retained firefighters, as well as a short tour of some of the training facility. I would like to formally record my thanks to all those who gave of their time for this.
24. There is an ongoing dispute between the FBU and the government concerning pensions, and lawful industrial action has been taken. This dispute inevitably forms part of the wider context within which the NJC has operated over the past year.
25. In August 2014, the DCLG announced it was setting up an 'Independent Review of the conditions of service for operational staff in the fire and rescue service and the processes by which they are determined'. The review is led by Mr Adrian Thomas, serviced by DCLG. The terms of reference for the review appear to embrace the work of the NJC and MMNB, although I understand there was no prior notification to the Joint Secretaries. I have not been contacted but of course will be willing to assist the inquiry if thought appropriate.
26. I look forward to serving the NJC and MMNB as Independent Chair in the upcoming year.

PROFESSOR LINDA DICKENS MBE
Independent Chair

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2013 TO 30 SEPTEMBER 2014

Employers' Side

Local Government Association

Cllr D Allan
Cllr J Bell
Cllr M Heaster
Cllr J Hilton
Cllr J Joyce
Cllr R Knox (from Sept 2014)
Cllr M Malin (from Sept 2014)
Cllr K Meeson (to Sept 2014)
Cllr S Murphy
Cllr S Timoney
Cllr D Topping (to Sept 2014)
Cllr L Van den Hende

Scottish Fire and Rescue Service

Mr J Campbell
Mr P Watters

Welsh Local Government Association

Cllr P Cannon

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr J Arnold
Mr J Barbour
Mr A Dark
Mr K Handscomb
Mr I Leahair
Mr D Limer
Mr R Matthews
Mr G Mayos
Mr T McFarlane
Mr A McLean
Mr T Mitchell
Ms S Riley
Mr R Robertson
Mr M Wrack

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2013 TO 30 SEPTEMBER 2014

Employers' Side

Local Government Association

Cllr D Allan
Cllr J Bell
Cllr M Heaster
Cllr J Hilton
Cllr J Joyce
Cllr R Knox (from Sept 2014)
Cllr M Malin (from Sept 2014)
Cllr K Meeson (to Sept 2014)
Cllr S Murphy
Cllr S Timoney
Cllr D Topping (to Sept 2014)
Cllr L Van den Hende

Scottish Fire and Rescue Service

Mr J Campbell (from 4/13)
Mr P Watters (from 4/13)

Welsh Local Government Association

Cllr P Cannon

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr S Amos (from June 2014)
Mr J Arnold
Mr J Barbour
Mr A Dark
Mr J Denvir (to Oct 2013)
Mr K Handscomb
Mr M Higgins
Mr I Leahair
Mr G Mayos
Mr A McLean
Mr M Pottinger
Ms S Riley
Mr R Robertson
Mr M Wrack

Fire Officers Association

Mr G Morgan

A4 Pay including mileage rates and CPD

Circular NJC/06/13

6 June 2013

Dear Sir/Madam

PAY SETTLEMENT: 2013

1. The NJC has agreed an increase of 1% with effect from 1 July 2013. The following appendices contain the revised rates of pay.

Appendix A **Pay rates for firefighting roles**

Appendix B **Pay rates for the retained duty system**

Appendix C **Pay rates for control specific roles**

Appendix D **Pay rates for non-operational staff and junior firefighters**

2. In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).
3. The NJC has agreed that Continual Professional Development payments have also been increased by 1.0%. Please see separate NJC circular for the increased payments. (NJC/7/13 refers).

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Appendix A – Firefighting Roles – Pay Rates from 1st July 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	21,583	9.86	14.79
Development	22,481	10.27	15.41
Competent	28,766	13.14	19.71
Crew Manager			
Development	30,574	13.96	20.94
Competent	31,892	14.56	21.84
Watch Manager			
Development	32,582	14.88	22.32
Competent A	33,487	15.29	22.94
Competent B	35,664	16.29	24.44
Station Manager			
Development	37,096	16.94	25.41
Competent A	38,209	17.45	26.18
Competent B	40,915	18.68	28.02
Group Manager			
Development	42,723	19.51	Not Applicable
Competent A	44,005	20.09	Not Applicable
Competent B	47,361	21.63	Not Applicable
Area Manager			
Development	50,156	22.90	Not Applicable
Competent A	51,660	23.59	Not Applicable
Competent B	55,018	25.12	Not Applicable

Appendix B – Firefighting Roles – Pay Rates from 1st July 2013 (Retained Duty System)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,158	1,079	9.86	3.78
Development	2,248	1,124	10.27	3.78
Competent	2,877	1,438	13.14	3.78
Crew Manager				
Development	3,057	1,529	13.96	3.78
Competent	3,189	1,595	14.56	3.78
Watch Manager				
Development	3,258	1,629	14.88	3.78
Competent A	3,349	1,674	15.29	3.78
Competent B	3,566	1,783	16.29	3.78
Station Manager				
Development	3,710	1,855	16.94	3.78
Competent A	3,821	1,911	17.45	3.78
Competent B	4,092	2,046	18.68	3.78
Group Manager				
Development	4,272	2,136	19.51	3.78
Competent A	4,400	2,200	20.09	3.78
Competent B	4,736	2,368	21.63	3.78
Area Manager				
Development	5,016	2,508	22.90	3.78
Competent A	5,166	2,583	23.59	3.78
Competent B	5,502	2,751	25.12	3.78

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

Appendix C – Specific Roles – Pay Rates from 1st July 2013

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	20,504	9.36	14.04
Development	21,357	9.75	14.63
Competent	27,328	12.48	18.72
Crew Manager (Control)			
Development	29,045	13.26	19.89
Competent	30,297	13.83	20.75
Watch Manager (Control)			
Development	30,953	14.13	21.20
Competent A	31,813	14.53	21.80
Competent B	33,881	15.47	23.21
Station Manager (Control)			
Development	35,241	16.09	24.14
Competent A	36,299	16.57	24.86
Competent B	38,869	17.75	26.63
Group Manager (Control)			
Development	40,587	18.53	Not Applicable
Competent A	41,805	19.09	Not Applicable
Competent B	44,993	20.54	Not Applicable

Appendix D – Non-operational Staff – Pay Rates from 1st July 2013

	£ per annum
Fire Control Operator equivalent	
During first six months	18,381
After six months and during 2nd year	19,195
During 3rd year	20,108
During 4th year	21,097
During 5th year	22,977
Leading Fire Control Operator equivalent	24,606
Senior Fire Control Operator equivalent	
During 1st year in rank	25,238
During 2nd year in rank	26,194

Junior Firefighters – Pay Rates from 1st July 2013

	£ per annum
Aged 16	9,984
Aged 17	10,729
Aged 18	21,583

Circular NJC/07/13**6 June 2013***Dear Sir/Madam***CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS 2013: PAYMENTS BY AUTHORITY**

1. The NJC has agreed an increase of 1% on the above payments effective from the 1 July 2013.
2. Appendix A attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £314 pa with effect from 1 July 2013. For those on the retained duty system the figure will be £79 pa with the same effective date.
4. The attached table excludes the Scottish Fire and Rescue Service as negotiations are taking place following the introduction of this single service in April 2013.

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Appendix A – Continual Professional Development (CPD) Payments from 1st July 2013

Fire Authority	CPD (£)
Avon	704
Bedfordshire & Luton	621
Buckinghamshire	537
Cambridgeshire	548
Cheshire	710
Cleveland	905
Cornwall	285
Cumbria	493
Derbyshire	733
Devon and Somerset	523
Dorset	616
Durham and Darlington	800
East Sussex	518
Essex	563
Gloucestershire	354
Greater Manchester	857
Hampshire	612
Hereford & Worcester	643
Hertfordshire	684
Humberside	669
Isle of Wight	305
Kent	602
Lancashire	670
Leicestershire	627
Lincolnshire	366

Fire Authority	CPD (£)
London	873
Merseyside	665
Mid and West Wales	586
Norfolk	577
Northern Ireland	600
Northamptonshire	630
Northumberland	766
North Wales	592
North Yorkshire	438
Nottinghamshire	876
Oxfordshire	650
Royal Berkshire	653
Shropshire	644
South Wales	616
South Yorkshire	959
Staffordshire	659
Suffolk	375
Surrey	676
Tyne & Wear	925
Warwickshire	551
West Midlands	892
West Sussex	488
West Yorkshire	816
Wiltshire	659

Circular NJC/08/13**6 June 2013**

Dear Sir/Madam

CAR MILEAGE RATES

1. Authorities will be aware from circular NJC/5/13 issued on 4th June that the NJC has agreed to alter its approach to car mileage rates putting in place a phased introduction of a simple link to HMRC approved rates.
2. Details of this phased introduction for essential and casual users, based upon the current HMRC approved rates, are shown below.

Essential users

3. The rates below will apply to essential users:

EXISTING ESSENTIAL USERS - Changes identified in *italics*

	451-999cc	1000-1199cc	1200-1450cc
Currently	36.9	40.9	50.5
Over 8,500 miles	13.7	14.4	16.4
With effect from 1/7/13	36.9	40.9	47
Over 8,500 miles	13.7	14.4	16.4
With effect from 1/4/14	45	45	45
Over 10,000 miles	25	25	25

4. A sum of £100 will be paid to employees who were covered by the 1200-1450cc category on 4th June 2013 and remain so, with that FRS, as at 1st April 2014.

5. *With effect from 1st July 2013 an individual who is moving on to essential user status; newly recruited; or has not claimed mileage (casual or essential) in the last 2 years will be placed on the HMRC approved rates, currently 45p per mile (25p after 10,000).*
6. *With effect from 1st April 2014 HMRC approved mileage rates will apply to all essential users.*

Casual users

7. The rates below will apply to casual users:

EXISTING CASUAL USERS – Changes identified in italics

	451-999cc	1000-1199cc	1200-1450cc
Currently	46.9	52.2	65.0
Over 8,500	13.7	14.4	16.4
1/7/13	45	50	55
Over 8,500	13.7	14.4	16.4
1/4/14	45	45	45
Over 10,000	25	25	25

8. *With effect from 1st July 2013 an individual who is moving on to casual user status; newly recruited; or has not claimed mileage (casual or essential) in the last 2 years will be placed on the HMRC approved rates, currently 45p per mile (25p after 10,000).*
9. *With effect from 1st April 2014 HMRC approved mileage rates will apply to all casual users.*

Scheme of Conditions of Service Grey Book

10. As a consequence, with effect from 1st April 2014 paragraph 6 of Section 4 Part E shall be amended as follows (changes shown in italics):
6. *Employees who are required to use their own cars for the efficient performance of their duties shall, for authorised journeys, be paid the mileage rates approved by Her Majesty's Revenue and Customs. The ~~and~~ lump sum allowances for essential users are set out in circulars issued by the NJC. The fire and rescue authority may determine whether the use is casual or essential and the cubic capacity of car considered appropriate, the latter subject to the following:*
- (1) *Where an authority authorises the use of a car in excess of 1450cc then the allowance payable shall be for the category 1200 to 1450cc.*
- (2) *The 451 to 999cc allowance shall apply only where an employee actually uses a car in that category.*
- (3) *Where an essential user on the flexible duty system actually uses a car in excess of 1199cc then the allowance payable shall be for the category 1200 to 1450cc.*
11. *In the interim the phasing arrangements set out above will apply.*

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Circular NJC/01/14

4 June 2014

Dear Sir/Madam,

PAY 2014

1. *Authorities will be aware that the annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (NJC) is 1 July 2014.*
2. *At today's meetings of the National Joint Council and the Middle Managers Negotiating Body the Employees' Side Secretary presented the following claim:*

'FBU members have suffered falling real living standards for some time. This follows the introduction of a pay freeze by Fire Service Employers and subsequent years of pay restraint.

At the same time other costs have continued to rise substantially, creating increasing hardship for our members. This includes costs specifically arising out of their work within the Fire and Rescue Service. Pension costs for employees in the Fire Service schemes are already among the most expensive in the UK and this has been worsened as a result of three years of contribution increases.

These matters need to be addressed. The FBU therefore seeks a pay rise for 2014 which addresses the issue of falling living standards and rising costs. We also seek a clear commitment from the Employers to address this issue for the long-term in discussions over coming years.'

3. *The Employers' Side responded as follows:*

'The National Employers have considered the matter of a pay award for 2014.

In doing so they have been mindful of the Employees' Side claim, and a desire to provide a pay increase for all NJC employees, balanced against matters such as affordability.

The National Employers have today agreed to offer an across the board increase of 1.0%. We believe this is the best offer possible and at the limit of what fire authorities can manage financially. Therefore we have to advise you that this is a final offer.

We would hope that agreement can be reached quickly so that a pay award can be actioned.'

4. *The Employees' Side Secretary replied that the Employees' Side will now consult its respective members before responding to the offer.*
5. *Respective Sides will be notified of the timetable in due course.*

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Circular NJC/03/14

7 August 2014

Dear Sir/Madam

PAY SETTLEMENT: 2014

1. The NJC has agreed an increase of 1% with effect from 1 July 2014. The following appendices contain the revised rates of pay.
Appendix A Pay rates for firefighting roles
Appendix B Pay rates for the retained duty system
Appendix C Pay rates for control specific roles
Appendix D Pay rates for non-operational staff and junior firefighters
2. In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).
3. The NJC has agreed that Continual Professional Development payments have also been increased by 1.0%. Please see separate NJC circular for the increased payments. (NJC/4/14 refers).

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Appendix A – Firefighting Roles – Pay Rates from 1st July 2014

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	21,799	9.95	14.93
Development	22,706	10.37	15.56
Competent	29,054	13.27	19.91
Crew Manager			
Development	30,880	14.10	21.15
Competent	32,211	14.71	22.07
Watch Manager			
Development	32,908	15.03	22.55
Competent A	33,822	15.44	23.16
Competent B	36,021	16.45	24.68
Station Manager			
Development	37,467	17.11	25.67
Competent A	38,591	17.62	26.43
Competent B	41,324	18.87	28.31
Group Manager			
Development	43,150	19.70	Not Applicable
Competent A	44,445	20.29	Not Applicable
Competent B	47,835	21.84	Not Applicable
Area Manager			
Development	50,658	23.13	Not Applicable
Competent A	52,177	23.83	Not Applicable
Competent B	55,568	25.37	Not Applicable

Appendix B – Firefighting Roles – Pay Rates from 1st July 2014 (Retained Duty System)

	(1) £ per annum	(2) £ per annum	(3) £ per Hour	(4) £ per occasion
Firefighter				
Trainee	2,180	1,090	9.95	3.82
Development	2,271	1,135	10.37	3.82
Competent	2,905	1,453	13.27	3.82
Crew Manager				
Development	3,088	1,544	14.10	3.82
Competent	3,221	1,611	14.71	3.82
Watch Manager				
Development	3,291	1,645	15.03	3.82
Competent A	3,382	1,691	15.44	3.82
Competent B	3,602	1,801	16.45	3.82
Station Manager				
Development	3,747	1,873	17.11	3.82
Competent A	3,859	1,930	17.62	3.82
Competent B	4,132	2,066	18.87	3.82
Group Manager				
Development	4,315	2,158	19.70	3.82
Competent A	4,445	2,222	20.29	3.82
Competent B	4,784	2,392	21.84	3.82
Area Manager				
Development	5,066	2,533	23.13	3.82
Competent A	5,218	2,609	23.83	3.82
Competent B	5,557	2,778	25.37	3.82

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

Appendix C – Control Specific Roles – Pay Rates from 1st July 2014

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	20,709	9.46	14.19
Development	21,571	9.85	14.78
Competent	27,601	12.60	18.90
Crew Manager (Control)			
Development	29,336	13.40	20.10
Competent	30,600	13.97	20.96
Watch Manager (Control)			
Development	31,263	14.28	21.42
Competent A	32,131	14.67	22.01
Competent B	34,220	15.63	23.45
Station Manager (Control)			
Development	35,594	16.25	24.38
Competent A	36,661	16.74	25.11
Competent B	39,258	17.93	26.90
Group Manager (Control)			
Development	40,993	18.72	Not Applicable
Competent A	42,223	19.28	Not Applicable
Competent B	45,443	20.75	Not Applicable

Appendix D – Non-operational Staff – Pay Rates from 1st July 2014

	£ per annum
Fire Control Operator equivalent	
During first six months	18,565
After six months and during 2nd year	19,387
During 3rd year	20,309
During 4th year	21,308
During 5th year	23,207
Leading Fire Control Operator equivalent	24,852
Senior Fire Control Operator equivalent	
During 1st year in rank	25,490
During 2nd year in rank	26,456

Junior Firefighters – Pay Rates from 1st July 2014

	£ per annum
Aged 16	10,084
Aged 17	10,836
Aged 18	21,799

Circular NJC/04/14**7 August 2014***Dear Sir/Madam***CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS 2014: PAYMENTS BY AUTHORITY**

1. The NJC has agreed an increase of 1% on the above payments effective from the 1 July 2014.
2. Appendix A attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £317 pa with effect from 1 July 2014. For those on the retained duty system the figure will be £80 pa with the same effective date.
4. The attached table excludes the Scottish Fire and Rescue Service as negotiations continue to take place following the introduction of this single service.

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

Appendix A – Continual Professional Development (CPD) Payments from 1st July 2014

Fire Authority	CPD (£)
Avon	711
Bedfordshire & Luton	627
Buckinghamshire	542
Cambridgeshire	553
Cheshire	717
Cleveland	914
Cornwall	288
Cumbria	498
Derbyshire	740
Devon and Somerset	528
Dorset	622
Durham and Darlington	808
East Sussex	523
Essex	569
Gloucestershire	358
Greater Manchester	866
Hampshire	618
Hereford & Worcester	649
Hertfordshire	691
Humberside	676
Isle of Wight	308
Kent	608
Lancashire	677
Leicestershire	633
Lincolnshire	370

Fire Authority	CPD (£)
London	882
Merseyside	672
Mid and West Wales	592
Norfolk	583
Northern Ireland	606
Northamptonshire	636
Northumberland	774
North Wales	598
North Yorkshire	442
Nottinghamshire	885
Oxfordshire	657
Royal Berkshire	660
Shropshire	650
South Wales	622
South Yorkshire	969
Staffordshire	666
Suffolk	379
Surrey	683
Tyne & Wear	934
Warwickshire	557
West Midlands	901
West Sussex	493
West Yorkshire	824
Wiltshire	666

A5 Part-time workers (RDS) – tax payment

Compensation payments for Part-Time Workers Regulations claims should have been subject to tax and national insurance deductions. Complications would arise should fire authorities decide to appeal against this HMRC decision.

In June 2014, a collective agreement was agreed with the local employers:

The NJC for Local Authority Fire and Rescue Services has reached the following collective agreement:

1. The following term will with effect from the date of this agreement form part of the terms and conditions of employment of employees who receive or have received a Compensation Payment from a Fire Authority under one of the Settlement Agreements attached at Annex A (Settlement Agreements).
2. The employee agrees that if, as a result of any Fire Authority's appeal of the tax treatment of the Compensation Payment paid to the employee under a Settlement Agreement (attached at Annex A) or otherwise he/she becomes entitled to a payment on account of income tax or national insurance from HMRC in respect of the Compensation Payment then the employee authorises and directs HMRC to pay such amounts of income tax and national insurance to his/her employing Fire Authority.
3. In the event that HMRC do not accept the employee's authorisation to pay such amounts of income tax and national insurance to his/her employing Fire Authority as set out at (2) above, and he/she receives a payment on account of income tax or national insurance from HMRC in respect of the Compensation Payment, then his/her employing Fire Authority shall be entitled, subject to the following conditions, to deduct a sum equal to that payment from the employee's salary (after the deduction of income tax and national insurance contributions).

The conditions are that:

- (i) no such deduction shall be made from the employee's salary unless the Fire Authority notifies the employee in writing of the fact that it proposes to make a deduction from the employee's salary in that regard, and of the amount of the proposed deduction;

- (ii) no such notification shall be valid, and no consequent deduction shall be made, unless the employee has actually received the payment from HMRC as at the date the notification is made;
- (iii) no less than 56 days shall elapse between the notification of the proposed deduction by the Fire Authority and the making of the deduction from the employee's salary; and
- (iv) after the making of the deduction by the Fire Authority in respect of the payment from HMRC, the amount left in the possession of the employee in consequence of the making of the Compensation Payment shall be not less than the amount specified in the offer which was accepted by the employee.

A6 Time off to accompany to ante-natal appointments

Circular NJC/05/14

30 September 2014

Dear Sir/Madam

TIME OFF TO ACCOMPANY TO ANTE-NATAL APPOINTMENTS

1. The information below provides authorities with a number of amendments to the Scheme of Conditions of Service (Grey Book) arising from legislative change.
2. The Employment Rights Act 1996 (ERA) has been amended by the Children and Families Act 2014 to introduce a right to time off to accompany someone to an ante-natal appointment. The Act suggests that an employer should require a declaration from employees who wish to do so. The right will apply from **1 October 2014**. The required amendments to Section 4, part D, of the Scheme of Conditions of Service (Grey Book) are shown below.
3. Inclusion of a new paragraph 13:
 13. Where an employee has a qualifying relationship with the pregnant woman, or the expected child, he/she is entitled to unpaid time off of up to six and a half hours on no more than two occasions to accompany the pregnant woman to an ante-natal appointment. The fire and rescue authority may request a signed declaration from the employee to verify the application. This provision applies to:
 - (i) the husband or civil partner of the pregnant woman;
 - (ii) the partner, including same sex partners, who live with the woman;
 - (iii) the father of the expected child;
 - (iv) a parent of the expected child by virtue of section 42 or 43 of the Human Fertilisation and Embryology Act 2008 (HFEA) (same sex partner treated as parent in case of assisted reproduction); or
 - (v) a potential applicant for a parental order under section 54 of HFEA in respect of the expected child (surrogacy cases).
4. The pre-existing paragraph 13 has been renumbered as paragraph 14 and amended as follows:

~~13~~14. Fire and rescue authorities may wish to give sympathetic consideration, subject to the exigencies of the service, to reasonable time off for partners to attend ante natal relaxation and parentcraft classes.
5. Subsequent paragraph numbers (15 to 41) in Section 4, part D, have all increased by one as a consequence of inclusion of the new paragraph 13.
6. Further to paragraph 3 above, fire authorities will wish to notify all personnel of these changes and to modify existing guidance and/or procedures so that the process is clear to employees, including that of provision of a declaration which may be required and is referred to in the new paragraph 13. This will additionally ensure that any application can be processed speedily. In accordance with the legislation that declaration must include the following information:
 - that the employee has a qualifying relationship with a pregnant woman or her expected child;
 - the purpose of taking time off is to accompany a woman to an ante-natal appointment;
 - the appointment has been made on the advice of a registered medical practitioner, registered midwife or registered nurse; and

- *the date and time of the appointment.*
7. *Further amendments to Section 4, part D, of the Scheme of Conditions of Service (Grey Book) will be required to comply with legislation from 2015 and a circular on these amendments will follow shortly.*

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

A7 Technical Advisory Panel (TAP)

At the end of 2012, Steve Hodder was appointed chair of TAP and continued in the role throughout 2013 and 2014.

The panel met on 29 January 2013 to consider a referral from Mid and West Wales Fire and Rescue Service. The FRS proposed a self-rostering crewing system, which local reps could not reach agreement on. The TAP was unable to assist the parties in reaching agreement. The chair's findings and recommendations were circulated in circular NJC/1/13.

During 2014 the panel received a referral from the FBU in South Yorkshire regarding South Yorkshire FRS's proposal for a close proximity crewing system. A panel meeting was arranged to deal with this referral on 9 December 2014. Due to industrial action over pensions this meeting was postponed and carried over to 2015.

There were no other referrals to the TAP during 2013-14.

A8 Resolution Advisory Panel (RAP)

The NJC Resolution Advisory Panel (RAP), under the continued chair of Professor William Brown, met once during 2013-14 to consider a referral from Merseyside.

Both parties, Merseyside FRS and the FBU, agreed to refer the issue of changes to shift start and finish times.

Following the panel meeting on 19 August 2013, the chair made recommendations which were accepted by both sides as a way of working towards an agreement.

There were no further referrals during 2013-2014.

A9 National joint secretaries' assistance/conciliation

During 2013-2014 the national joint secretaries continued to give advice and guidance to their respective local parties which assisted in ensuring that a large number of issues were resolved locally without the need for formal referral to TAP, RAP or for third party assistance.

Over 20% of fire and rescue services referred issues to the joint secretaries for formal conciliation during 2013-14. These referrals are of a confidential nature and are therefore not reported by circular or other means.

The national joint secretaries assisted a number of other brigades during 2013-14 by providing joint sessions on the industrial relations protocol and remain available to do so if and when there are requests for this input.

A10 Sick leave – taking of annual leave

Circular NJC/03/13

13 May 2013

Dear Sir/Madam

SICK LEAVE – TAKING OF ANNUAL LEAVE

Background

1. Authorities are aware from circular NJC/10/11 that the Employees' Side of the NJC brought forward a claim in connection with the above matter and the Stringer and Pereda European Court of Justice rulings.
2. In response, the Employers' Side has said that it is clearly content to amend the provisions of the Grey Book to reflect statutory changes, however, these are still awaited. There have, however, been a number of case law developments in this area in which the UK courts and tribunals and the European Court of Justice have interpreted the provisions of the Working Time Regulations and the Working Time Directive as they have applied to particular sets of facts, working practices and collective agreements applying in workplaces in the UK and across Europe.
3. The case law has presented some conflicting views and some decisions which are difficult to interpret clearly. The government has recognised the need for further clarity in this area and to make amendments to the Working Time Regulations to comply with the decisions of the European Court of Justice. It has therefore consulted on proposed changes to the Working Time Regulations in its Modern Workplaces consultation. These legislative changes have not yet been finalised, but when they are they should bring much needed clarity to the statutory regime as it applies to the taking and carry over of annual leave. We expect these changes to be finalised in the near future, which will provide a firm basis on which to make changes to the provisions set out in the Grey Book. In the meantime, the NJC has provided this interim guidance on measures to comply with the case law. The guidance will remain extant, subject to further developments in case law.

The Case Law

4. The right to be able to carry leave forward if it has not been taken due to sick leave comes from the European Court of Justice's interpretation of the Working Time Directive which provides for four weeks leave. For clarity, it does not apply to any additional leave provided through domestic implementation (currently an additional 1.6 weeks, capped at 28 days.) neither does it apply to additional contractual leave.
5. The case law has established four key points:
 - Where an employee's pre-arranged period of annual leave under the Working Time Directive (i.e. four weeks), coincides with a period of sickness the employee should have the opportunity to take a period of leave, equivalent to that which had been lost, at a future point (Pereda v Madrid Movilidad).
 - Where in any particular leave year, an employee is prevented from taking the annual leave provided for by the Working Time Directive (four weeks) as a result of prolonged sickness absence, the employee can carry forward this leave to another leave year (HM Revenue and Customs v Stringer).
 - However, leave cannot be carried forward indefinitely and the employer can place reasonable limits on the length of time the employee can take any leave carried forward (KHS v Schulte).
 - An employee who is on sick leave does not have to request to take or carry over Working Time Directive leave to obtain the right to have it carried over into the next leave year (NHS v Larner).
6. Although statutory changes have not yet been made, it is clear that some of the interpretations in case law exceed some current provisions in the Grey Book.

Interim Guidance

7. As this is a fluid situation with case law developing and the response to the Modern Workplaces consultation pending, it is not possible to update the Grey Book to reflect statutory changes and yet there is a need for employers to acknowledge changes in case law.
8. We have therefore developed this interim guidance on issues of the carry over of and payment for annual leave following sickness absence. This interim guidance provides no contractual entitlement and the Grey Book will be amended as appropriate once the statutory position is clarified.
9. The paragraphs in the Grey Book which are affected are set out below with the proposed application.

Grey Book

10. Section 4, Part C, Paragraph 7 states:

‘Leave not taken during the leave year shall be forfeited except that the employee may, at the discretion of the fire and rescue authority, take all or part of the outstanding leave by 31st March of the following year.’

In addition, the NJC issued guidance in 2002 as a consequence of the ‘Kigass Aero Components Ltd v Brown EAT’ case. In common with this guidance it was intended to be an interim position subject to the eventual resolution of issues similar to those covered in this circular. Whilst some of the guidance has been overtaken over the course of time the principle that employees should not have to return to work to take their leave remains the position.

- *Interim application*

The position in respect of contractual leave is unchanged. However, this may not resolve all issues in connection with carry over of leave.

Therefore, until such time as the Grey Book is amended to reflect the statutory changes, in the event of an employee being unable to take their Working Time Directive annual leave in the appropriate leave year as a result of long-term sickness absence, they are able to carry forward the untaken portion of their Working Time Directive leave (up to 4 weeks).

There is no definitive ruling on how long Working Time Directive leave can be carried forward for. Ultimately, it could be that limiting carry over to the next leave year is appropriate. However, currently, given there is a ruling which has decided that an employer’s limit on a carry over period of fifteen months from the end of the leave year in which it was accrued definitely complies with the Directive then we would suggest that in the event of carry over, the period by which any Working Time Directive leave carried over in such circumstances must be taken ends fifteen months from the end of the leave year in which it accrued.

In summary, the Grey Book provides that an employee may, at the discretion of the FRA, carry over all or part of any untaken contractual leave to the next leave year, to be taken before 31 March. However, the Working Time Directive provides an overriding right to carry over the balance of the four weeks’ Working Time Directive leave not taken due to sickness in the current leave year to the next leave year. Any such carried over leave must be taken within fifteen months of the end of the leave year in which it accrued (or be paid in lieu on termination – see below).

- *An example*

If someone is carrying over five weeks’ contractual leave and has taken at least four weeks’ leave before 31st March of the next leave year, the right to carry over four weeks’ Working Time Directive leave will also have been met. The employee would have no right at a later point to take the remaining week’s leave that they had carried over but not taken.

If he/she has only taken three weeks by 31st March he/she would be able to take one week’s leave after this date and within the fifteen month maximum carry over period.

11. Section 4, Part C, Paragraph 10 states:

‘Payments in lieu of any leave accrued but not taken in the current leave year shall be made in cases of termination of employment. In the case of death this amount shall be paid into the employee’s estate.’

- *Interim application*

A payment in lieu on termination will also be made for any untaken Working Time Directive leave that has been carried over from the previous leave year(s) subject to the fifteen month carry over period in accordance with the interim guidance above.

Conclusion

12. It is recognised that the above sets out an interim position until such time as the statutory position is clear, at which point:

- (a) *as a minimum, the provisions contained in the Grey Book will be updated to reflect the statutory position;*
- (b) *the elements of the claim that may exceed that new statutory position will be considered.*

13. *An FRA will wish to consider if its current arrangements comply with case law, and if that is not the case, to put in place appropriate changes mindful that there may be a need to adjust the current position for some employees e.g. to ensure that an affected employee has been given the correct opportunity to carry forward Working Time Directive leave.*

Yours faithfully

SIMON PANNELL
MATT WRACK
Joint Secretaries

A11 Recall to duty arrangements

Circular NJC/09/13

4 September 2013

Dear Sir/Madam,

FBU TRADE DISPUTE

1. You will be aware of the outcome of the FBU's ballot for strike action in respect of the trade dispute between the FBU and the Governments of England, Scotland and Wales.
2. The NJC invests considerable time and effort into maintaining and improving industrial relations, jointly supporting a positive approach to resolving and managing difficulties and disagreements both at national and local level.
3. Therefore the NJC Joint Secretariat together with appropriate parties in England, Scotland and Wales have explored the possibility of providing a protocol, by agreement, in respect of a major incident during any periods of strike action relating to this dispute.
4. We write to advise you that strategic framework agreements to facilitate and assist detailed discussion at local level have now been agreed.

Appendix 1 relates to England.

Appendix 2 relates to Scotland.

Appendix 3 relates to Wales.

5. Northern Ireland is not covered by the current strike action ballot. Should a ballot take place similar discussions will be held in respect of the position in Northern Ireland.
6. We therefore encourage the local parties to meet urgently to discuss implementation.

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

APPENDIX 1

AGREEMENT BETWEEN FBU, DCLG AND THE NATIONAL EMPLOYERS UPON RESPONSES TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION ("the Agreement")

1. This Agreement arises from discussions between the Chief Fire and Rescue Adviser in England, the National Employers (the Representative National Organisation of Employers for Local Authorities Fire and Rescue Services) and the Fire Brigades Union (FBU). It confirms the circumstances in which striking fire personnel respond to any major incident (defined at Annex B) anywhere in England where strike action is taking place and during periods of strike action.
2. Fire and rescue authorities have statutory responsibilities to put in place business continuity arrangements to ensure they can respond to emergencies. This means it is essential that, as far as is possible, fire and rescue authorities through their Chief Fire Officers put, and keep, arrangements in place which will allow available people and equipment resources to respond to incidents in a safe and co-ordinated way. Accordingly, the Chief Fire Officer will determine the resources necessary to attend incidents.
3. For major incidents, in accordance with this agreement, the Chief Officer will make arrangements to achieve this via discussion through normal negotiating machinery and Health and Safety committees. FBU officials will be ready to respond to an approach by Chief Fire Officers and will assist in drawing up a practical procedural note that allows the implementation of the principles within this agreement. Annex A to this memorandum sets out the agreed framework for achieving reasonably satisfactory levels of cover. Chief Fire Officers will ensure there is sufficient trade union facilities time to allow such discussions to take place. All Fire and Rescue Authorities are expected to make arrangements to implement this Agreement.

SECTION A — NATIONAL JOINT COUNCIL

4. It is agreed that there must be established locally agreed arrangements, which would implement the principles within the agreement to best ensure a co-ordinated professional approach.
5. FBU exempts from strike action firefighters and operational managers who would be willing, under the conditions of this Agreement, to respond to major incidents when such incidents occur. Return to duty as outlined in this agreement shall be voluntary and striking fire-fighters shall be given reasonable access to fire stations and other workplaces during strike action to facilitate this agreement. This is to be achieved through the mobilisation arrangements agreed locally.
6. The following will apply:
 - Any person on strike that does respond to major incidents in accordance with Annex A will be enabled to do so using the normal range of appliances and resources available to the fire and rescue service.
 - The mobilisation method will be agreed locally.
7. Fire and rescue authorities will allow striking fire-fighters to have reasonable access to stations and other workplaces and to establish a robust means of direct communication between them and the emergency fire control centres. This will ensure that they are able to respond in good time and with immediate access to personal protective equipment and other equipment (including RPE Respiratory Protective Equipment.) This will also allow notifications of incidents and turnout arrangements to be as effective as possible for both initial and make-up responses.
8. It should be noted that any responses will be on a voluntary basis. Neither FBU nor fire and rescue authorities will require or compel any personnel to volunteer to attend a major incident. It is agreed that in respect of pay, pension, insurance, liability and other employment issues, members of the fire and rescue service who return to duty in these circumstances will be treated for all purposes as being on duty.
9. It is recognised by all parties that all striking personnel will have continuity of service and in accordance with the pensions scheme regulations:
 - a. continued membership of their respective pension scheme; and
 - b. the ability to purchase back pensionable service relating to strike action.
10. FBU will ensure that in each fire and rescue service there are officials who are aware of and willing to contribute to introducing local arrangements along the above lines. This shall not alter the FBU call to their members to take strike action pursuant to the ballot mandate.
11. Fire and rescue authorities will ensure implementation of these arrangements as a matter of urgency and notify the Chief Fire and Rescue Adviser by e-mail, copied to the National Employers, to confirm that has happened.
12. Fire and rescue authorities shall then notify the Chief Fire and Rescue Adviser by e-mail as soon as they have reasonably satisfactory arrangements in place, copied to the National Employers.
13. It is agreed that this Agreement and all steps taken and arrangements made under this Agreement will not affect the continuing nature of the FBU industrial action as strike action in accordance with the FBU ballot mandate dated (x) of which notice has been given to the employers.

Signed by Matt Wrack on behalf of the Fire Brigades Union

Signed by Pat Watters on behalf of the Scottish Fire and Rescue Service

Signed by Simon Pannell on behalf of the National Employers

4 September 2013

Annex A

RESPONSE TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION

Introduction

1. By virtue of the Agreement the FBU will support an initial response from striking fire-fighters to deal with a major incident as defined in Annex B. The FBU has also agreed that further support may be able to be given, also on a voluntary basis, by other striking members in the same fire and rescue authorities and that mutual support through cross-border assistance from the initial response teams in other fire and rescue authorities will be possible through these arrangements.
2. The FBU will not discourage its members from attending such incidents.

Operational Arrangements**Initial Attendance**

3. This will need to be sufficient to provide an effective response (albeit a lower level than normal) recognising all previously agreed safe systems of work.
4. The response will be based on the pre-determined attendance in a service's current operational plans for a major incident using normal crewing levels.

Make Ups for major incidents

5. In recognising that this guaranteed level of initial response is unlikely to be sufficient to sustain extended operations, the following arrangements for further assistance will apply:
 - (1) Mutual Aid from adjacent fire and rescue authorities may be called upon up to the level guaranteed for the initial attendance.
 - (2) Additional striking fire-fighters voluntarily responding to their stations.
 - (3) A general recall to duty for the specific incident. Attendance would still be voluntary in accordance with the Scheme of Conditions of Service.

Arrangements

6. Chief Fire Officers will need to agree with their local FBU officials the exact arrangements for putting those procedures into place in the light of local circumstances. However, in doing so they must have regard to the following points:
 - The arrangements will only apply to major incidents as defined by this agreement.
 - Once implemented the arrangements will apply only for the duration of the incident, or incidents as appropriate
 - Fire and rescue authority personnel will be under the command of operational managers at all times during the incident.
 - Individuals who are not NJC for Local Authority Fire and Rescue Services, Scheme of Conditions of Service (NJC for LAFRS) operational firefighters or members of the armed forces, or other members of the Ministry of Defence, who are in attendance at incidents ,will be withdrawn from the incident ground where it is practicable and safe to do so at the earliest opportunity
 - NJC for LAFRS firefighters will only be deployed in BA teams which comprise of NJC for LAFRS firefighters from their own fire and rescue service; and will be deployed under the control of a BA entry control officer who is a NJC for LAFRS employee from their own fire and rescue service.
 - Robust guaranteed arrangements must be put in place to alert immediately the striking staff who are providing the initial response and to allow them positively to communicate with the controllers providing the initial message. These arrangements will be the responsibility of the fire and rescue authority.
 - In order to facilitate the ability of firefighters to be able to comply with the major incident agreement, fire and rescue authorities will allow reasonable access to fire stations and other workplaces to striking firefighters at all times.
 - Firefighters responding subsequently to the initial response should report to a nominated place of duty and not to the incident itself.
 - Fire and rescue authorities will ensure that normal practices are adhered to with regard to relief arrangements.
 - Fire and rescue authorities will ensure the transportation of personnel back to their station/other workplace.
 - Arrangements should be governed by the following overriding principles.
 - Will provide a guaranteed initial response.
 - Will provide safe systems of work
 - Will provide a response in an organised and professional manner

Stand down

7. At the end of the incident appliances will be returned to their original station and be made ready for a subsequent incident.

Annex B

RESPONSE TO MAJOR INCIDENTS FOR THE DURATION OF PERIODS OF STRIKE ACTION

For the purposes of this agreement, major incident is as defined in each fire and rescue service's current operational plans. For the avoidance of doubt, examples are shown below:

- a. the initial treatment, rescue and transport of a large number of casualties;
- b. the involvement either directly or indirectly of large numbers of people who are at risk of death or serious injury;
- c. the need for the large scale combined resources of two or more of the emergency services one of which includes the fire and rescue service as primary responder under the principal piece of fire services legislation
- d. the mobilisation and organisation of the emergency services and supporting organisations, eg local authority, to cater for the threat of death, or serious injury to a large number of people.

and no incident shall be regarded as a major incident unless it would have been regarded as such irrespective of the FBU strike action.

APPENDIX 2

AGREEMENT BETWEEN THE FIRE BRIGADES UNION, THE NATIONAL EMPLOYERS AND THE SCOTTISH FIRE AND RESCUE SERVICE UPON RESPONSES TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION ("the Agreement")

1. This Agreement arises from discussion between the National Employers (the Representative National Organisation of Employers for Local Authorities Fire and Rescue Services), the Fire Brigades Union (FBU) and the Scottish Fire and Rescue Service. It confirms the circumstances in which striking fire personnel respond to any major incident (defined at Annex B) anywhere in Scotland where strike action is taking place and during periods of strike action.
2. The Scottish Fire and Rescue Service has statutory responsibilities to put in place business continuity arrangements to ensure it can respond to emergencies. This means it is essential that, as far as is possible, the Scottish Fire and Rescue Service through its Chief Officer puts, and keeps, arrangements in place which will allow available people and equipment resources to respond to incidents in a safe and co-ordinated way. Accordingly, the Chief Officer will determine the resources necessary to attend incidents.
3. For major incidents, in accordance with this agreement, the Chief Officer will make arrangements to achieve this via discussion through normal negotiating machinery and Health and Safety committee. FBU officials will be ready to respond to an approach by the Chief Officer and will assist in drawing up a practical procedural note that allows the implementation of the principles within this agreement. Annex A to this memorandum sets out the agreed framework for achieving reasonably satisfactory levels of cover. The Chief Officer will ensure there is sufficient trade union facilities time to allow such discussions to take place. The Scottish Fire and Rescue Service will make arrangements to implement this Agreement.
4. It is agreed that there must be established locally agreed arrangements, which would implement the principles within the agreement to best ensure a co-ordinated professional approach.
5. FBU exempts from strike action firefighters and operational managers who would be willing, under the conditions of this Agreement, to respond to major incidents when such incidents occur. Return to duty as outlined in this agreement shall be voluntary and striking fire-fighters shall be given reasonable access to fire stations and other workplaces during strike action to facilitate this agreement. This is to be achieved through the mobilisation arrangements agreed locally.
6. The following will apply:
 - Any person on strike that does respond to major incidents in accordance with Annex A will be enabled to do so using the normal range of appliances and resources available to the fire and rescue service.
 - The mobilisation method will be agreed locally.
7. The Scottish Fire and Rescue Service will allow striking fire-fighters to have reasonable access to stations and other workplaces and to establish a robust means of direct communication between them and the emergency fire control centres. This will ensure that they are able to respond in good time and with immediate access to personal protective equipment and other equipment (including RPE Respiratory Protective Equipment.) This will also allow notifications of incidents and turnout arrangements to be as effective as possible for both initial and make-up responses.

8. It should be noted that any responses will be on a voluntary basis. Neither FBU nor the Scottish Fire and Rescue Service will require or compel any personnel to volunteer to attend a major incident. It is agreed that in respect of pay, pension, insurance, liability and other employment issues, members of the fire and rescue service who return to duty in these circumstances will be treated for all purposes as being on duty.
9. It is recognised by all parties that all striking personnel will have continuity of service and in accordance with the pensions scheme regulations:
 - a. continued membership of their respective pension scheme; and
 - b. the ability to purchase back pensionable service relating to strike action.
10. FBU will ensure that there are officials who are aware of and willing to contribute to introducing local arrangements along the above lines. This shall not alter the FBU call to their members to take strike action pursuant to the ballot mandate.
11. The Scottish Fire and Rescue Service will ensure implementation of these arrangements as a matter of urgency and contact the National Employers, when that has happened.
12. The Scottish Fire and Rescue Service shall then advise the National Employers by e-mail as soon as they have reasonably satisfactory arrangements in place.
13. It is agreed that this Agreement and all steps taken and arrangements made under this Agreement will not affect the continuing nature of the FBU industrial action as strike action in accordance with the FBU ballot mandate dated 29 August 2013 of which notice has been given to the employers.

Signed by Matt Wrack on behalf of the Fire Brigades Union

Signed by Pat Watters on behalf of the Scottish Fire and Rescue Service

Signed by Simon Pannell on behalf of the National Employers

4 September 2013

Annex A

RESPONSE TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION

Introduction

1. By virtue of the Agreement the FBU will support an initial response from striking fire-fighters to deal with a major incident as defined in Annex B. The FBU has also agreed that further support may be able to be given, also on a voluntary basis, by other striking members in the Scottish Fire and Rescue Service and that mutual support through cross-border assistance from the initial response teams in other fire and rescue authorities will be possible through these arrangements.
2. The FBU will not discourage its members from attending such incidents.

Operational Arrangements

Initial Attendance

3. This will need to be sufficient to provide an effective response (albeit a lower level than normal) recognising all previously agreed safe systems of work.
4. The response will be based on the pre-determined attendance in a service's current operational plans for a major incident using normal crewing levels.

Make Ups for major incidents

5. In recognising that this guaranteed level of initial response is unlikely to be sufficient to sustain extended operations, the following arrangements for further assistance will apply:
 - (1) Mutual Aid from adjacent fire and rescue authorities may be called upon up to the level guaranteed for the initial attendance.
 - (2) Additional striking fire-fighters voluntarily responding to their stations.
 - (3) A general recall to duty for the specific incident. Attendance would still be voluntary in accordance with the Scheme of Conditions of Service.

Arrangements

6. The Chief Officer will need to agree with FBU officials the exact arrangements for putting those procedures into place in the light of local circumstances. However, in doing so they must have regard to the following points:
- The arrangements will only apply to major incidents as defined by this agreement.
 - Once implemented the arrangements will apply only for the duration of the incident, or incidents as appropriate
 - Scottish Fire and Rescue Service personnel will be under the command of operational managers at all times during the incident.
 - Individuals who are not NJC for Local Authority Fire and Rescue Services, Scheme of Conditions of Service (NJC for LAFRS), operational firefighters or members of the armed forces, or other members of the Ministry of Defence, who are in attendance at incidents will be withdrawn from the incident ground where it is practicable and safe to do so at the earliest opportunity
 - NJC for LAFRS firefighters will only be deployed in BA teams which comprise of NJC for LAFRS firefighters from their own fire and rescue service; and will be deployed under the control of a BA entry control officer who is a NJC for LAFRS employee from their own fire and rescue service.
 - Robust guaranteed arrangements must be put in place to alert immediately the striking staff who are providing the initial response and to allow them positively to communicate with the controllers providing the initial message. These arrangements will be the responsibility of the Scottish Fire and Rescue Service.
 - In order to facilitate the ability of firefighters to be able to comply with the major incident agreement, the Scottish Fire and Rescue Service will allow reasonable access to fire stations and other workplaces to striking firefighters at all times.
 - Firefighters responding subsequently to the initial response should report to a nominated place of duty and not to the incident itself.
 - The Scottish Fire and Rescue Service will ensure that normal practices are adhered to with regard to relief arrangements.
 - The Scottish Fire and Rescue Service will ensure the transportation of personnel back to their station/other workplace.
 - Arrangements should be governed by the following overriding principles.
 - Will provide a guaranteed initial response.
 - Will provide safe systems of work
 - Will provide a response in an organised and professional manner

Stand down

At the end of the incident appliances will be returned to their original station and be made ready for a subsequent incident.

Annex B

RESPONSE TO MAJOR INCIDENTS FOR THE DURATION OF PERIODS OF STRIKE ACTION

For the purposes of this agreement, major incident is as defined in the Scottish Fire and Rescue Service current operational plans. For the avoidance of doubt, examples are shown below:

- a. the initial treatment, rescue and transport of a large number of casualties;
- b. the involvement either directly or indirectly of large numbers of people who are at risk of death or serious injury;
- c. the need for the large scale combined resources of two or more of the emergency services one of which includes the fire and rescue service as primary responder under the principal piece of fire services legislation
- d. the mobilisation and organisation of the emergency services and supporting organisations, eg local authority, to cater for the threat of death, or serious injury to a large number of people.

and no incident shall be regarded as a major incident unless it would have been regarded as such irrespective of the FBU strike action.

APPENDIX 3**AGREEMENT BETWEEN THE FIRE BRIGADES UNION, THE NATIONAL EMPLOYERS AND WELSH GOVERNMENT UPON RESPONSES TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION (“the Agreement”)**

1. This Agreement arises from discussion between the National Employers (the Representative National Organisation of Employers for Local Authorities Fire and Rescue Services), the Fire Brigades Union and Welsh Government. It confirms the circumstances in which striking fire personnel respond to any major incident (defined at Annex B) anywhere in Wales where strike action is taking place and during periods of strike action.
2. Fire and rescue authorities have statutory responsibilities to put in place business continuity arrangements to ensure they can respond to emergencies. This means it is essential that, as far as is possible, fire and rescue authorities through their Chief Fire Officers put, and keep, arrangements in place which will allow available people and equipment resources to respond to incidents in a safe and co-ordinated way. Accordingly the Chief Fire Officer will determine the resources necessary to attend incidents.
3. For major incidents, in accordance with this agreement, the Chief Fire Officer will make arrangements to achieve this via discussion through normal negotiating machinery and Health and Safety committees. FBU officials will be ready to respond to an approach by Chief Fire Officers and will assist in drawing up a practical procedural note that allows the implementation of the principles within this agreement. Annex A to this memorandum sets out the agreed framework for achieving reasonably satisfactory levels of cover. Chief Fire Officers will ensure there is sufficient trade union facilities time to allow such discussions to take place. All Fire and Rescue Authorities are expected to make arrangements to implement this Agreement.
4. It is agreed that there must be established locally agreed arrangements, which would implement the principles within the agreement to best ensure a co-ordinated professional approach.
5. FBU exempts from strike action firefighters and operational managers who would be willing, under the conditions of this Agreement, to respond to major incidents when such incidents occur. Return to duty as outlined in this agreement shall be voluntary and striking fire-fighters shall be given reasonable access to fire stations and other workplaces during strike action to facilitate this agreement. This is to be achieved through the mobilisation arrangements agreed locally.
6. The following will apply:
 - Any person on strike that does respond to major incidents in accordance with Annex A will be enabled to do so using the normal range of appliances and resources available to the fire and rescue service.
 - The mobilisation method will be agreed locally.
7. Fire and rescue authorities will allow striking fire-fighters to have reasonable access to stations and other workplaces and to establish a robust means of direct communication between them and the emergency fire control centres. This will ensure that they are able to respond in good time and with immediate access to personal protective equipment and other equipment (including RPE Respiratory Protective Equipment.) This will also allow notifications of incidents and turnout arrangements to be as effective as possible for both initial and make-up responses.
8. It should be noted that any responses will be on a voluntary basis. Neither FBU nor fire and rescue authorities will require or compel any personnel to volunteer to attend a major incident. It is agreed that in respect of pay, pension, insurance, liability and other employment issues, members of the fire and rescue service who return to duty in these circumstances will be treated for all purposes as being on duty.
9. It is recognised by all parties that all striking personnel will have continuity of service and in accordance with the pensions scheme regulations:
 - a. continued membership of their respective pension scheme; and
 - b. the ability to purchase back pensionable service relating to strike action.
10. FBU will ensure that in each fire and rescue service there are officials who are aware of and willing to contribute to introducing local arrangements along the above lines. This shall not alter the FBU call to their members to take strike action pursuant to the ballot mandate.
11. Fire and rescue authorities will ensure implementation of these arrangements as a matter of urgency and notify the Chief Fire and Rescue Adviser and Inspector for Wales by e-mail, copied to the National Employers, to confirm that has happened.

SECTION A — NATIONAL JOINT COUNCIL

12. Fire and rescue authorities shall then notify the Chief Fire and Rescue Adviser and Inspector for Wales by e-mail as soon as they have reasonably satisfactory arrangements in place, copied to the National Employers.
13. It is agreed that this Agreement and all steps taken and arrangements made under this Agreement will not affect the continuing nature of the FBU industrial action as strike action in accordance with the FBU ballot mandate dated 29 August 2013 of which notice has been given to the employers.

Signed by Matt Wrack on behalf of the Fire Brigades Union

Signed by Pat Watters on behalf of the Scottish Fire and Rescue Service

Signed by Simon Pannell on behalf of the National Employers

4 September 2013

Annex A

RESPONSE TO MAJOR INCIDENTS DURING PERIODS OF STRIKE ACTION

Introduction

1. By virtue of the Agreement the FBU will support an initial response from striking fire-fighters to deal with a major incident as defined in Annex B. The FBU has also agreed that further support may be able to be given, also on a voluntary basis, by other striking members in the same fire and rescue authorities and that mutual support through cross-border assistance from the initial response teams in other fire and rescue authorities will be possible through these arrangements.
2. The FBU will not discourage its members from attending such incidents.

Operational Arrangements

Initial Attendance

3. This will need to be sufficient to provide an effective response (albeit a lower level than normal) recognising all previously agreed safe systems of work.
4. The response will be based on the pre-determined attendance in a service's current operational plans for a major incident using normal crewing levels.

Make Ups for major incidents

5. In recognising that this guaranteed level of initial response is unlikely to be sufficient to sustain extended operations, the following arrangements for further assistance will apply:
 - (1) Mutual Aid from adjacent fire and rescue authorities may be called upon up to the level guaranteed for the initial attendance.
 - (2) Additional striking fire-fighters voluntarily responding to their stations.
 - (3) A general recall to duty for the specific incident. Attendance would still be voluntary in accordance with the Scheme of Conditions of Service.

Arrangements

6. Chief Fire Officers will need to agree with their local FBU officials the exact arrangements for putting those procedures into place in the light of local circumstances. However, in doing so they must have regard to the following points:
 - The arrangements will only apply to major incidents as defined by this agreement.
 - Once implemented the arrangements will apply only for the duration of the incident, or incidents as appropriate
 - Fire and rescue authority personnel will be under the command of operational managers at all times during the incident.
 - Individuals who are not NJC for Local Authority Fire and Rescue Services, Scheme of Conditions of Service (NJC for LAFRS) operational firefighters or members of the armed forces, or other members of the Ministry of Defence, who are in attendance at incidents, will be withdrawn from the incident ground where it is practicable and safe to do so at the earliest opportunity
 - NJC for LAFRS firefighters will only be deployed in BA teams which comprise of NJC for LAFRS firefighters from

their own fire and rescue service; and will be deployed under the control of a BA entry control officer who is a NJC for LAFRS employee from their own fire and rescue service.

- Robust guaranteed arrangements must be put in place to alert immediately the striking staff who are providing the initial response and to allow them positively to communicate with the controllers providing the initial message. These arrangements will be the responsibility of the fire and rescue authority.
- In order to facilitate the ability of firefighters to be able to comply with the major incident agreement, fire and rescue authorities will allow reasonable access to fire stations and other workplaces to striking firefighters at all times.
- Firefighters responding subsequently to the initial response should report to a nominated place of duty and not to the incident itself.
- Fire and rescue authorities will ensure that normal practices are adhered to with regard to relief arrangements.
- Fire and rescue authorities will ensure the transportation of personnel back to their station/other workplace.
- Arrangements should be governed by the following overriding principles.
 - Will provide a guaranteed initial response.
 - Will provide safe systems of work
 - Will provide a response in an organised and professional manner

Stand down

At the end of the incident appliances will be returned to their original station and be made ready for a subsequent incident.

Annex B

RESPONSE TO MAJOR INCIDENTS FOR THE DURATION OF PERIODS OF STRIKE ACTION

For the purposes of this agreement, major incident is as defined in each fire and rescue service's current operational plans. For the avoidance of doubt, examples are shown below:

- a. the initial treatment, rescue and transport of a large number of casualties;
- b. the involvement either directly or indirectly of large numbers of people who are at risk of death or serious injury;
- c. the need for the large scale combined resources of two or more of the emergency services one of which includes the fire and rescue service as primary responder under the principal piece of fire services legislation
- d. the mobilisation and organisation of the emergency services and supporting organisations, eg local authority, to cater for the threat of death, or serious injury to a large number of people.

and no incident shall be regarded as a major incident unless it would have been regarded as such irrespective of the FBU strike action.

A12 NJC pay, terms and conditions – workstreams

Circular NJC/06/14

22 October 2014

Dear Sir/Madam

PAY, TERMS AND CONDITIONS

Background

1. *Authorities will already be aware of the existing joint commitment within the NJC:*

“Both Sides commit to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession.”

2. *Both sides of the NJC also recognise this would include:*

- *"the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed rolemaps"*
 - *"the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future. Consideration will include issues covered in the independent review – Facing the Future – which was commissioned by DCLG, as well as matters of interest to Scotland, Wales and Northern Ireland."*
3. *This matter has previously been considered at a number of joint lead members' meetings and meetings of the Joint Secretariat. A survey of fire authorities has also been undertaken to inform those discussions.*

Current position

4. *At the National Joint Council meeting held on 15 October 2014 agreement was reached to take this work forward through a number of joint work streams. These are listed below together with examples of the types of issues they may consider.*
- (1) *Environmental challenges – e.g. flooding, inland water safety, snow, wild fires*
 - (2) *Emergency medical response – e.g. co-responding, falls, on-site trauma care, provision of community training*
 - (3) *Multi agency emergency response – e.g. MTFA, joint working, any issues falling out of JESIP*
 - (4) *Youth and other social engagement work – e.g. arson reduction, working with risk of offending youth groups*
 - (5) *Inspections and enforcement – e.g. schools, illegal homes, crown properties, expansion of unregulated business use, related fire safety advice*
5. *The examples are not intended to be an exhaustive list of the areas of interest for each work stream.*
6. *A copy of the terms of reference is attached for information.*

Next steps

7. *The work streams will be largely technical in nature and consideration is currently being given to appropriate membership and advisers.*
8. *In accordance with the terms of reference, each work stream will develop a scoping document at its first meeting, which is expected to be within the next month. This will include anticipated volume of work, frequency of meetings and timescale for completion.*
9. *Each work stream will produce an initial update for joint lead member consideration in January 2015. This will inform NJC discussions at its next meeting in February at which it is anticipated that an over-arching timescale for completion will be identified.*
10. *On completion the separate themes will be pulled together through the Joint Secretaries to provide an over-arching conclusion for consideration by the NJC.*

DCLG commissioned review

11. *At the same meeting the NJC and MMNB noted that DCLG had announced in August 2014 that it had commissioned a review of terms and conditions in response to comments in the report by Sir Ken Knight "Facing the Future" published in May 2013.*
12. *The NJC noted that DCLG had appointed an independent Chair, Adrian Thomas, to undertake the DCLG review and that its Review would be conducted in England only in contrast to the NJC Pay Terms and Conditions Review above which is UK-wide.*
13. *The NJC agreed that:*
- 1. *"The on-going work of the NJC in respect of pay, terms and conditions shall proceed irrespective of the DCLG review".*

Yours faithfully

SIMON PANNELL

MATT WRACK

Joint Secretaries

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE & RESCUE SERVICES

PAY, TERMS AND CONDITIONS

Terms of reference

Identified work streams

The following work streams have been identified and agreed. The examples given are not intended to be an exhaustive list of the areas of interest for each work stream

- i. Environmental challenges – e.g. flooding, inland water safety, snow, wild fires
- ii. Emergency medical response – e.g. co-responding, falls, on-site trauma care, provision of community training
- iii. Multi agency emergency response – e.g. MTFA, joint working, any issues falling out of JESIP
- iv. Youth and other social engagement work – e.g. arson reduction, working with risk of offending youth groups
- v. Inspections and enforcement – e.g. schools, illegal homes, crown properties, expansion of unregulated business use, related fire safety advice

The work streams should consider activities which could be undertaken by FRSs in general and whether such activity is within the currently agreed role maps or whether amendment would be required.

Structure and process

- There will be 3 members per side (plus the Secretariat). This would not preclude attendance by advisers for specific issues should it be necessary.
- Each work stream will develop a scoping document at its first meeting including anticipated volume of work, frequency of meetings and timescale for completion
- The subject matter for each work stream will determine the appropriate timescale, but it is anticipated that between 3 and 6 meetings might be needed for each work stream.
- Any issues that either side has about the rate of progress on any individual work stream will be discussed through the joint secretaries.
- Each work stream will produce an initial update report for a joint lead members meeting in January 2015. This will inform the NJC's discussions in February at which it is anticipated that an over-arching timescale for completion will be identified.
- On completion the separate themes will be pulled together through the Joint Secretaries to provide an over-arching conclusion to be considered initially by joint lead members.

Each side is involved in the work streams on a “no commitment” basis with regard to any outcomes.



Section

Fire and rescue service policy

B1 Introduction

Fire and rescue service policy is a matter devolved to the respective government bodies in Scotland, Wales and Northern Ireland. In relation to English fire and rescue services, government policy remains the responsibility of the Department for Communities and Local Government (DCLG). During 2013 the DCLG minister was Brandon Lewis MP. This remained the position until July 2014 when Mr Lewis was replaced by Penny Mordaunt MP.

B2 FRS policy – government responsibility – England

Responsibility for the fire and rescue service for England lies with the Department for Communities and Local Government (DCLG). The secretary of state is the Rt Hon Eric Pickles MP. The parliamentary under secretary of state, often referred to as the fire minister for England, was Brandon Lewis MP throughout 2013 until July 2014, when Penny Mordaunt MP was appointed to the post as part of a government reshuffle.

B3 FRS policy – government responsibility – Northern Ireland

Fire and rescue policy in Northern Ireland is a fully devolved matter and is the responsibility of the Department of Health, Social Services and Public Safety (DHSSPS).

The fire and rescue service effectively makes up the public safety element of this, the largest local government department, which accounts for approximately 40% of the Northern Ireland Assembly budget. Approximately 1.5% of this budget goes to the Northern Ireland Fire and Rescue Service.

Currently, the minister responsible for DHSSPS is Jim Wells MLA.

SECTION B — FIRE AND RESCUE SERVICE POLICY

As a minister, Mr Wells forms part of the Stormont executive, in effect the local Northern Ireland cabinet. The five largest local political parties are represented at this level: DUP, Sinn Féin, Ulster Unionists, SDLP and the Alliance Party.

The minister reports to the Assembly, which in addition to the above political parties also includes a number of smaller parties and independents.

There is also a scrutiny committee – the health committee. All the main parties are represented on this by their designated health spokespersons. The FBU has been able to utilise this unique and useful aspect of devolved government on a number of occasions.

Funding comes directly from the Department of Finance. The executive also has an important role here.

The Fire Brigades Union continues to enjoy involvement at all levels across the political spectrum. There have been a number of issues in 2013-14 which have been dealt with or are ongoing at government level which are of import to the FBU. The main issues of concern during 2013-14 were:

- Pensions – a very successful pensions campaign giving members in Northern Ireland a retirement age of 55 in the new 2015 scheme;
- Funding – budget cuts for the financial year 2015-16.

Throughout 2013-14, FBU officials and members have met politicians from all parties on a number of different issues. We have sent delegations to Westminster and Stormont to lobby against cuts in funding, pensions and have also held meetings locally to discuss specific fire service matters.

B4 FRS policy – government responsibility – Wales

FBU Welsh region has again been heavily involved with the Welsh Assembly Government (WAG). Officials have participated fully in Welsh government forums, WAG consultation exercises and negotiations on a wide range of issues.

The Domestic Fire (Wales) Measure Working Group – completion

The Domestic Fire (Wales) Measure Working Group, which was set up during October 2012 following the passing of the Legislative Competency Order (LCO) through the Welsh Assembly Government, continued its work during 2013 with FBU participation. As previously reported, the working group considered technical standards for the installation and maintenance of fire suppression systems in properties covered by the measure. The work of this forum is now completed.

Background and timeline

February 2011: The Domestic Fire Safety (Wales) Measure 2011 ('the measure'), introduced by Ann Jones AM, is passed by National Assembly.

January 2012: The system of Building Control is devolved to Welsh ministers.

March – June 2013: Consultation on proposals to implement the measure through the Building Regulations.

July 2013: Ministerial statement announces staged implementation for sprinkler requirement.

October 2013: Domestic Fire Safety Regulations 2013 passed by National Assembly and signed by the minister.

January 2014: Minister announces funding for pilot sprinkler installation programme.

Flooding – a statutory duty

Wales has once again suffered major flooding incidents in recent times. Previous discussions at Fire and Rescue Consultative Forum (FRCF) meetings and a further letter and FBU report to the minister responsible for fire have yet

to convince the Welsh government to put flood response on a statutory footing – as Scotland and Northern Ireland have done.

The FBU wrote to the minister yet again in 2013 making the case for flood response to become a statutory duty in Wales. We expressed concerns over the increasing number of flooding incidents attended, especially large incidents which significantly drain FRAs' allocated budgets. We used the example of road traffic collisions as something which was recognised that FRAs had increasingly responded to, and which eventually became a statutory duty. We explained that we felt that flooding should be dealt with in the same manner. We reiterated the salient points raised within the Pitt review and Exercise Watermark, and felt that flood response should now be recognised as a core activity within FRSs in Wales.

Within their responses at FRCF meetings, Welsh government officials stated that a statutory duty did not necessarily guarantee funding, and that the appropriate FRSs might gain support from the Emergency Financial Assistance Scheme (EFAS). Civil servants went on to say that it was an operational issue which lay with the FRAs and would ask for their views.

The FRAs have acknowledged the moral obligation upon them to attend flooding incidents and that without it being a statutory duty it could put the FRA in a difficult position if health and safety issues occurred. The FBU of course contends that these health and safety issues are already clearly present at such incidents.

There was also concern that if budgets were to become more constrained in future years, non-statutory duties could potentially be affected, whilst the moral obligation to attend flooding incidents would still apply. Although the FRAs were not critical of funding received to date from WAG for water rescue, personnel still need to be adequately trained, and supplied with adequate PPE to respond to such incidents which results in ongoing training and equipment costs for the FRAs.

It should be noted that with such extreme weather phenomena becoming more prevalent and increasing the burden on our already stretched membership, flood response is constantly on our agenda. With a new minister in post, this issue will be raised again with the Welsh government over the coming months.

The fire and rescue national framework document (Wales)

In its report to 2013 FBU conference, the Welsh region made reference to the Welsh Assembly Government's consultation on the fire and rescue national framework (Wales) for 2012 onwards, and Welsh region's response to this consultation.

The current national framework has now been in place since April 2012. At the time of publication a timetable for review was agreed, given the open-ended nature of the document. It was decided that a review of the framework's currency would be undertaken every 18 months and a review was scheduled for September 2013. However, it was agreed this would be delayed whilst awaiting the publication of the Commission on Public Service Governance and Delivery Report, and the government's response to this.

A timetable has now been developed to enable a new framework to be introduced by December 2015. Key milestones will include the development of the draft framework by spring 2015 with consultation taking place during the summer. It is intended that the new national framework will provide clarity on the Welsh government's expectations and requirements of FRAs in Wales. The need to revise the national framework has inevitably been heightened by several strategic challenges to the service, and to the public sector in general.

The Fire Project Board met for the first time on 22 September 2013. The three chief fire officers are attending meetings with observer status only. Welsh government civil servants outlined to the FBU the purpose and structure of the project board which will manage delivery of the new framework.

The FBU raised our concerns about the constitution of the board, which civil servants again confirmed involves the three CFOs and the Welsh government. In the opinion of the Welsh government, the Fire Project Board approach was an opportunity to shape a new national framework and the FRAs in Wales. Although the framework was a Welsh government document and the Welsh Assembly Government was already clear on some of its outcomes, Welsh government officials stated that the FRAs' involvement would provide a collective view and shape the framework to achieve the best possible outcomes. We were advised that the detail of the national framework would be achieved

SECTION B — FIRE AND RESCUE SERVICE POLICY

through various workstreams, and that full details of these workstreams would emerge in the coming months. To shape this work, the Welsh government has proposed a set of headline objectives for inclusion in the framework:

- Continually and sustainably reducing risk and enhancing safety of citizens and communities.
- Responding swiftly and effectively to incidents.
- Being clearly and publicly accountable for delivery and funding, manifesting the highest standards of governance.
- Maintaining downward pressure on costs and taking all opportunities to realise efficiencies.
- Working effectively with partners to improve efficiency and citizen and community well-being.
- Valuing and developing the workforce to the highest standards.

The framework review will be undertaken using a project management approach. The executive council will be advised of progress in this area, and any FBU responses circulated.

The Fire and Rescue Consultative Forum (FRCF)

The Fire and Rescue Consultative Forum meeting of 6 October 2014 was the first meeting of this forum since the recent cabinet reshuffle, which saw Leighton Andrews AM (now minister for public services) replace Lesley Griffiths AM as the minister with the responsibility for fire in Wales.

FRCF terms of reference

The current terms of reference were last updated in 2011. Members of the forum agreed the new terms of reference, which have been revised to take account of the appointment of the new minister for public services, Leighton Andrews AM, and a change to the frequency of the meetings from quarterly to three times a year to coincide with the FRA CFOs' and chairs' meetings with the minister. The new terms of reference are:

1. The remit of the forum is to provide a forum for senior officials to discuss issues of mutual concern and interest in advance of the minister's meetings with FRA chief fire officers and chairs.
2. The forum will continue to have an important role in taking forward the current and future iterations of the national framework for Wales.
3. The forum will provide advice to the minister for public services on any aspect which it feels affects the effectiveness of FRAs and the safety of Welsh communities.
4. Deliberation of any such issues will be by agreement of the chair.
5. Changes to the remit of the forum will be agreed by the minister for public services.
6. The forum may establish specific task and finish groups to take activity forward or look to use existing bodies where these already exist. Membership and terms of reference of task and finish groups, which may include external representatives and organisations co-opted for their specific expertise, will be agreed by the forum, with Welsh government officials acting as chair and secretariat. Progress on activity which is dealt with externally of the forum will be reported at each meeting and the final report and recommendations will be agreed by the full forum membership prior to submission to the minister for public services.

Membership of the FRCF as detailed is as agreed by the minister for public services of the Welsh government. The standing membership of the forum is:

- Community safety division deputy director, Welsh government (chair)
- Chief fire and rescue adviser to Welsh government
- Chief fire officer, South Wales FRA
- Chief fire officer, Mid and West Wales FRA
- Chief fire officer, North Wales FRA
- Welsh Local Government Association official
- Fire Brigades Union executive council member, Welsh region.

Substitute representatives will not be allowed and it is the secretariat's intention to arrange meetings sufficiently in advance to enable members to prioritise their diaries accordingly. Other representative bodies and departments within

Welsh government, which the forum feels will add to policy deliberations, will contribute on an ad hoc basis and may be co-opted with the chair's agreement to facilitate the deliberation of specific agenda items. Part of the consultative forum's remit is to inform the minister for public services of any issues affecting the FRAs in Wales.

Welsh government budget provision 2015-2016

The Welsh government announced its draft budget on 30 September 2014, to be considered by the National Assembly for Wales, which was invited to agree a final budget in December.

The draft budget included a proposed cut of almost 50 per cent to the fire and rescue national framework budget expenditure line, which funds a small proportion of the fire and rescue authorities' fire safety work.

The three FRSs in Wales and, in particular, the Fire Brigades Union have condemned this decision. We have stated publicly that FRSs, and indeed our members working in fire safety, appear to have become victims of their own success. The FRAs' preventative work has reduced accidental and deliberate fires, and the grant funding for this work is now being cut. In addition, the FBU is concerned that this decision may lead to job cuts within FRS fire safety departments across Wales.

The Welsh government has stated that this budget reduction has been proposed in the context of an increasing shift towards prevention and fire safety as part of the core business of the service. Fire safety is of course a statutory duty, and it is not the Welsh government's general practice to provide long-term specific grants to enable public bodies to discharge such duties.

It further claims that this decision also reflects long-running and significant under-claiming of the grant; and the need for the Welsh government to find some £200m of savings overall in 2015-16. The Welsh government will consider, with FRAs, arrangements for targeting and focusing on the most effective interventions for the grant for 2015-16.

The FBU in Wales will continue to oppose all Welsh government budget cuts affecting FRSs and our members.

B5 FRS policy – government responsibility – Scotland

Fire and rescue service policy in Scotland is a fully devolved matter and is the responsibility of the Community Safety and Legal Affairs Department, which sits within the Justice Department. The minister for community safety and legal affairs is Paul Wheelhouse MSP who succeeded Rosanna Cunningham MSP in November 2014. The Scottish FBU regional officials met regularly with the former minister and continue to meet with the current minister.

The legislation applicable to the FRS in Scotland is:

- Police and Fire Reform (Scotland) Act 2012
- Fire (Scotland) Act 2005
- The Fire (Additional Function) (Scotland) Order 2005
- The Fire Safety (Scotland) Regulations 2006
- Civil Contingencies Act 2004.

The Scottish Fire and Rescue Service (SFRS) Board

Prior to the SFRS being established on 1 April 2013, the Scottish government appointed a board to oversee and scrutinise all aspects of SFRS activity. The board consists of a chair, Pat Watters (formerly the president of the Convention of Scottish Local Authorities and a delegate to the NJC), and 11 other members. The board members are subject to a code of conduct which is based on The Ethical Standards in Public Life (Scotland) Act 2000. The board has also established a number of subcommittees, of which the three most relevant to the FBU are: the Staffing Committee, which hears any appeal on dismissal, the Service Transformation Committee (STC) and the Employee Partnership Forum (EPF).

Service Transformation Committee

The Service Transformation Committee provides oversight and direction on the development and achievement of the Scottish Fire and Rescue Service transformation programme and benefits realisation plan.

SECTION B — FIRE AND RESCUE SERVICE POLICY

The role of the committee also includes agreeing an acceptable risk profile and thresholds for the programme, ensuring resilience in the scale and rate of adoption of change across the service, and ensuring delivery within agreed costs and time-related boundaries, as well as providing direction on priorities. The FBU has a reserved seat on the STC and attends regularly.

Work is ongoing to negotiate the harmonisation of the previous eight services' locally agreed conditions of service in to the single service, with the FBU being at the forefront of these discussions on every workgroup which are all overseen by the STC.

Employee Partnership Forum

The stated role of the forum is:

'The Board of the Scottish Fire and Rescue Service, its management and recognised trade unions are committed to working together to address the challenges that lie ahead, constructively and positively.

'The Employee Partnership Forum supports this by providing a consultative and joint problem solving forum which will concern itself with issues relating to the whole organisation including strategic objectives and service delivery.'

The FBU currently chairs this forum.

SFRS strategic plan

As the SFRS continues to harmonise eight former services into an integrated single service, a key element was the publication in 2013 of the SFRS strategic plan. The plan was approved by Roseanna Cunningham MSP, the former minister for community safety and legal affairs, on 1 October 2013 and was laid before the Scottish Parliament by the Scottish Fire and Rescue Service under Section 41A(8)(b) of the Fire (Scotland) Act 2005 as amended by the Police and Fire Reform (Scotland) Act 2012 in October 2013.

Pensions

Another key responsibility for Scottish government is fire pensions – ensuring monthly funding for firefighters' pensions is paid on time and also overseeing the transfer of the administration from local authority pension departments to the Scottish Public Pensions Agency (SPPA), as part of the reform process.

The Scottish government has engaged positively with FBU national negotiators on pensions and offered improvements on the 2015 scheme. The three key improvements on offer are:

- A guarantee within the regulations for those members of the 2015 scheme aged 55 or more, who despite their best efforts are unable to achieve the required fitness standard, solely due to an age related decline in their fitness, shall be eligible for an immediate, authority-initiated unreduced pension.
- The ability for any member wishing to retire from the 2015 scheme at 55 will receive a 9% reduction in their pension, rather than the 22% reduction previously offered.
- The enhanced protection arrangements, as awarded to the police, which cover both age and length of service when calculating protection or tapered protection.

The Firefighters' Pension Scheme (Scotland) Regulations 2015 were laid before Parliament on 26 January 2015.

Other political engagement

The FBU attended both the Labour Party and SNP conferences in 2013 and 2014 to lobby both major parties and their politicians, particularly on the ongoing cuts to the SFRS budget. We continue to view political engagement with, and lobbying of, the Scottish government and other political parties as FBU priorities, as it affords us the opportunity to better defend our members' conditions and also to protect firefighters' and the public's safety.

B6 Marauding terrorist and firearms activity (MTFA)

During 2013 and 2014 the executive council has continued to implement the policy agreed at Conference 2013 in respect of MTFA. MTFA remains a non-contractual activity which some members have agreed to participate in on a voluntary basis. Members and officials have periodically reminded fire and rescue services of the voluntary status of their activity. MTFA is a core part of the focus of the NJC's multi-agency workstream which commenced its work at the end of 2014.

B7 Fire and rescue national framework for England

In June 2011 DCLG produced the current fire and rescue national framework for England, which is open-ended. Previous frameworks were revised every three years. In December 2014, an addendum was added to the national framework. The addendum was about provisions for a firefighter over the age of 55 failing fitness tests and the expectations of DCLG when such occurrences arose.

B8 BSI

There are a number of BSI committees dealing in the development of fire-related British Standards. Throughout 2013 and 2014 the FBU was represented on a number of these. In 2013 these were:

- FSH/014 Fire precautions in buildings
- FSH/016 Hazards to life from fire
- FSH/017 Fire brigade equipment
- FSH/021 Reaction to fire tests
- FSH/022 Fire resistance tests
- FSH/024 Fire safety engineering
- FSH/025 Smoke, heat control systems and components.

The most recently active of these has been FSH/024 Fire safety engineering, which is responsible for the development of the fire engineering range of British Standards – BS 7974 and its published documents.

During 2013 the FBU was closely involved in the FSH/024 subcommittee, which was re-writing PD 7974-5:2002 – *Application of fire safety engineering principles to the design of buildings. Fire service intervention*. One objective of the rewrite of this standard was to deliver better firefighter safety in the event of fire in a fire-engineered building.

In 2014, the FBU was represented on the following BSI committees:

- FSH/0 Strategic policy group
- FSH/014 Fire precautions in buildings
- FSH/016 Hazards to life from fire
- FSH/017 Fire brigade equipment
- FSH/021 Reaction to fire tests
- FSH/022 Fire resistance tests
- FSH/024 Fire safety engineering
- FSH/025 Smoke, heat control systems and components.

The most recently active of these has been:

- FSH/024 Fire safety engineering, responsible for the development of the fire engineering range of British Standards – BS 7974 and its published documents; and
- FSH/14 Fire precautions in buildings, responsible for the development of general building fire safety standards BS 9990, 9991 and 9999.

During 2014, the FBU has played a major role in the FSH/024 subcommittee which published a complete overhaul of PD 7974-5:2002 – *Application of fire safety engineering principles to the design of buildings. Fire service intervention*. The FBU was responsible for writing 85% of the new standard that will deliver better firefighter safety in the event of fire in a fire-engineered building.

The FBU plays a significant role in the FSH/014 subcommittee which is reviewing BS 9991:2011 – *Fire safety in the design, management and use of residential buildings*. The FBU is particularly involved in the way that this standard will address the fire safety of residential buildings occupied by vulnerable people.

B9 National Fire Sprinkler Network (NFSN)

The FBU continues to support the work of the network and sits on its executive committee. The FBU was involved in setting up the network with the former fire safety adviser being one of the founders.

The network exists to promote the efficacy of sprinklers and meets three times per year, where sprinkler advocates discuss topics relevant to sprinklers. The network also holds an annual Westminster seminar at which the FBU makes a presentation to around 85 delegates, including members of both Houses of Parliament.

Much good work has been achieved by the network by sharing information and good practice amongst fire and rescue services to promote the use of sprinklers in the domestic environment.

B10 Fire and Rescue Service Statistics User Group

The FBU continues to attend meetings of DCLG's Fire and Rescue Service Statistics User Group. This is a useful contact and information group, often providing pre-notification of issues, but also usefully ensuring that statistical information continues to be collected by DCLG and made accessible to users.

The union continues to have concerns with the resources given by DCLG for the collection, analysis and reporting of statistics.

B11 Workforce development

Skills for Fire & Rescue update

Skills for Fire & Rescue (SfFR) was launched in early 2014 as part of the Skills for Justice sector skills council to give a specific trading name for the fire and rescue sector.

Skills for Fire & Rescue's organisational structure is a fire and rescue sector national occupational committee (NOC). (A previous incarnation of this group was the Fire and Rescue Vocational Standards Group.) This body sets the strategy and agrees the work for SfFR to deliver. Beneath the NOC is the National Occupational Standards and Qualifications Working Group which designs and reviews national occupational standards and qualifications as determined by the NOC.

The NOC has representatives from the Chief Fire Officers Association (CFOA), local government employers, the Defence Fire Risk Management Organisation, Airport FRS, the Joint Oil and Industry Fire Forum, the Department for Communities and Local Government (DCLG) and the FBU. The Fire Officers' Association and the Retained Firefighters Union lost their seats by not attending for over three years (although an FOA rep attended the October 2014 meeting).

The FBU remains concerned that there is a strong disconnect between the work of SfFR and the local authority fire and rescue service employers. Whilst the skills councils are supposed to represent the requirements of employers, the October 2014 meeting was the first for over two years with a local government employers' representative. The FBU has raised concerns that the CFOA have been presenting themselves as the de facto employers and that Skills for Fire & Rescue has not fully understood the way fire and rescue authorities actually work. FBU representatives have regularly questioned this, especially when appointments to chair and lead groups have been discussed. This has resulted in the invitation to the local government employers' representation. The FBU will continue to monitor this issue.

National occupational standards (NOS) have to be reviewed at intervals, to meet the requirements of the UK Commission for Employment and Skills. In 2013 the Firefighter Operations in the Community, Control Operations and Emergency Fire Service Management NOS were reviewed, with minor changes and in 2014 Watch Manager NOS. The changes, in brief are noted here:

- Ff – FF4, 6 and 8: the knowledge and understanding of passive and active fire prevention and building construction (the built environment) is now explicit. Previously it was implied.
- CO – CO3 and 4: the role of establishing further information to assist the incident commander has been expanded/made more specific (such as looking up standard operating procedures/service policies relating to the incident type and passing on information to responding crews).
- WM – WM5: change of emphasis from ‘supporting’ the development of teams and individuals to having responsibility. Presently WM5 is not about a crew manager or watch manager being responsible. They are co-operating with the station manager or group manager to plan, deliver and assess – it is the station manager or group manager whose NOS includes the responsibility.

It is important to note that the disconnect meant that SfFR was instructed by the NOC (because the CFOA has a majority) to review national occupational standards, but that the local government employers had not requested the review. Thus these revised NOS have not been submitted to the National Joint Council (NJC) for negotiation and use. The FBU reiterated this at each stage, so that everyone understood and noted the situation. When/if the NOS are submitted to the NJC the agreed process means that the FBU will still be in a position to argue that they represent a change to the role (WM) and increased responsibility/knowledge (Ff, Ff(C), CM and WM). Until such time the revised NOS are not to be used for assessment of competence for pay purposes in the fire and rescue service. The NOS which are in the agreed role maps are – Firefighter (revised in 2009). All other roles’ national occupational standards are the original 2001 Integrated Personal Development System (IPDS) version and not any subsequent revision. This was reiterated by the FBU at each stage, so that the situation was understood and noted by all.

Fire Professional Framework (FPF)

In 2013 it became clear that the CFOA was running its own project, initially based on writing new NOS and competences for firefighters. This was dragged into the remit of SfFR, which had already been reviewing IPDS and looking to a rebranding. The result is the Fire Professional Framework (FPF). It has a number of strands:

Operational competence framework

The work on this was reported in the 2013 EC report. It began as a CFOA internal project and is a set of ‘core’ competences to enable a fire appliance to be crewed with suitably skilled staff.

The core competences are:

- respond to operational incidents requiring breathing apparatus
- extricate casualties from situations of entrapment
- operate fire service water pumps
- provide a first response to water based incidents
- working at height in fire and rescue.

Each of these areas has had NOS designed for use in delivering training and for assisting in assessing maintenance of competence. Hazardous materials (hazmats) and driving were in the original CFOA plan but have not been separately delivered, as the FF role map NOS FF 5 and 9 were deemed suitably clear already. These standards are called NOS in order to follow UK Commission for Employment and Skills rules and are written in a more specific and plain English style. They are not a replacement for the role map NOS but should be used to assess the role map. So, for example, BA assessment will provide evidence for competence in FF3 Search and Rescue, but will not be a full assessment of the role map unit. The FBU has stated that this is what FRSs should have been doing anyway – the role map NOS should have been applied locally with services providing interpretation to allow workplace assessment in their particular FRS. The use of these core NOS for training goes some way to addressing previous conference calls for national modular training standards, as long as they are used in the correct way.

The FBU has been monitoring the use of the core NOS, to ensure that FRSs don’t use them to dilute competence assessment and training, by ignoring the role map NOS. There was always a danger that FRS managers might attempt

SECTION B — FIRE AND RESCUE SERVICE POLICY

to move to a more basic assessment, sometimes being seen as representing these as the 'new' standards. Any FRS that attempts to use these to determine competence to remain 'on the run', must be told that this is not their purpose. The role map NOS are the only ones for use for competence assessment and for pay purposes. The core NOS can support workplace assessment, but not replace the role map standards. If a training need is identified then this must be dealt with by a development plan, in line with the principles of IPDS. Advice has been provided to local officials to support them where services are using the core NOS, such as to require that they identify how their assessments are covering the criteria in the role map NOS, by requesting their cross mapping documentation.

Other FPF strands are:

Organisational excellence

This is operational, self and peer assessment, run by the CFOA which has so far rejected FBU representation on the work stream, arguing it is a CFOA project. The FBU has raised this issue. The argument is simply that if it is under the umbrella of SfFR and the FPF then it cannot be restricted by one party in this way. This is being progressed.

Outstanding leadership

This is a project to identify how to develop future leaders. The FBU has a representative on the working group. The project, however, is currently on hold since the lead member has recently left the FRS. A replacement lead is being sourced.

Professional and sustainable workforce

The only work undertaken so far was a CFOA-driven survey of senior managers' views on supervisory management, which initially appeared to criticise staff. The FBU challenged this as displaying a lack of knowledge of the watch manager role by senior management. Following pressure by the FBU, the report was withdrawn at the National Occupational Committee. Further surveys of staff in the role are now planned.

Other SfFR work

Wildfire NOS have been written, which include the use of burning as a fire suppressant technique. The FBU has made the group aware that this is outside the role map. To date no qualifications have yet been created from these NOS.

A BAI qualification has been released. This is the first ever BA Instructor qualification.

A training staff standard has been agreed as the learning and development unit Facilitate Learning and Development in Groups. This is one of the adult training standards and is in general use across adult workplace teaching and training. There is a qualification for this standard, but the standard should be used to develop training staff without the requirement to achieve a qualification.

In Scotland the FBU has been consulted on the review of the sector's Scottish qualifications merit levels. This is simply a revision of the Firefighting Operations in the Community NVQ and its rating to reflect the fact that Edexcel, who rate the qualifications in England, do not rate them in Scotland where a completely different merit scale exists. This NVQ has been expanded by introducing an optional element which allows airport firefighters to achieve this qualification and has been set as a Level 7 qualification. The optional element means that where an airport firefighter cannot provide community fire service advice to their community, they can undertake an element based on safety aspects of their environment instead. This will not affect the NVQ available to local authority firefighters.

The FBU has raised in several forums the continuing need to provide support for brigades to ensure the correct application of role maps and NJC agreements. This is most notable in relation to the move from development to competent rates of pay, the use of maintenance of competence assessments and performance management (appraisals).

B12 Fire Sector Federation

The Fire Sector Federation (FSF) is an amalgamation of the Fire Sector Partnership and the Federation of British Fire Organisations (FOBFO). The FBU was a member of FOBFO and held a seat on the FOBFO executive council for a number of years. Following amalgamation, the FBU is now a member of the FSF and holds a seat on the executive of the FSF.

During 2014, the FSF absorbed two other fire sector groups, the STA/CFOA Timber Frame Working Group and the Fire Risk Assessment Competency Council.

The work of the FSF is divided into a number of workstreams, and during 2014 the FBU has been actively involved in a number of these:

- **Technical guidance workstream:** The purpose of this workstream is to assist those involved in fire safety to develop high quality fire safety technical guidance.
- **Enforcement workstream:** This workstream has revised the government's Procedural Guidance to Part B of the Building Regulations (applicable to England). It was expected that this guidance would be made available through DCLG early in 2015.
- **Competence and accreditation workstream:** Under this workstream, following work carried out in 2013, the FBU encouraged the FSF to create a Fire Risk Management Competency Council along similar lines to the Fire Risk Assessment Competency Council. An FRM Competency Council began meeting in 2014, chaired by the FBU.

B13 Operational guidance structures (England)

The FBU continues to sit on the Operational Guidance Group (OGG), a stakeholder body. Our representatives continue to consult and advise on operational guidance which arises from the OGG projects.

During 2014, discussions were taking place between DCLG and the LGA about the funding of the operational guidance structures when the current funding arrangements cease from April 2015.

The FBU has a number of concerns regarding the guidance being produced, including:

- the quality and consistency of the guidance;
- that employers may not understand the legal liabilities that they now share with the sector organisations which sit on the strategy board, which is changed from the time of the Central Fire Brigades Advisory Council (CFBAC) when liability was 'owned' by the government department;
- that the programme objective is to replace all current manuals, technical bulletins and other government publications, including existing guidance documents, but the scope of the work is not as broad in scope or subject matter as existing guidance;
- that the validity of this guidance is not so robust if it is not issued by a government department;
- that OGG intends to publish guidance in a style used by Wikipedia which will require a framework that it has not built yet. However, the FBU supports the principles of this Wikipedia style of guidance provision rather than hard-copy documentation;
- that OGG is ready to publish its first guidance (Environmental Protection) yet it has not made clear what existing guidance, if any, it accepts as robust and a foundation to build on until it has its framework in place.

B14 Fire Service College

The executive council continues to monitor the developments at the Fire Service College. The ownership of this key fire service facility passed to Capita in March 2013 following its privatisation by the coalition government.

B15 Mutuals and social enterprises in the fire and rescue service

The spectre of privatisation of the fire and rescue service has been around in various guises for some years now. Whilst the coalition government said publicly that there are no plans to privatise the service they are more than happy for piecemeal privatisation to take place – at the fire service college, in the provision of equipment and in training departments.

Social enterprises are seen as the ‘least worse’ alternative in the drive to establish a market-driven approach to an emergency service and this model has been extolled with great enthusiasm by Cleveland Fire Brigade (CFB) and their chief fire officer (CFO) in particular, aided and abetted by the fire authority.

In early 2011 rumours began circulating regarding CFB’s intention to explore the possibility of creating a ‘for-profit social enterprise company’. The only clue that this was even under consideration was a brief reference in its IRMP which stated the fire authority was intending to explore the adoption of alternative business models.

These rumours were confirmed when an article appeared in *The Guardian* (19 April 2011) on CFB’s intention to create a ‘John Lewis-style, employee-owned’ mutual. The CFO was quoted as saying:

‘There’s been doom and gloom for 12 months about the cuts that are coming but what we have been trying to do with this was stop that victim culture of “oh, woe is me”, roll our sleeves up and do something about it. The organisation has a real buzz about it now.’

The irony of this statement was not lost on members, particularly in light of the fact that, apart from a select few, none of them were aware they were being offered such an opportunity and certainly at this time no employee had been asked if they were even interested.

By early 2012 it became apparent that CFB had already established a community interest company (CIC) underpinned by a £200k grant provided by the Social Enterprise Investment Fund and that it was in the process of sourcing contracts for the business.

By July 2012 it became clear that CFB had secured the services of a number of consultants who were advising it on issues such as communications and engagement. They were also tasked with the preparation of a workshop to which trade unions would be invited, extolling the virtues of social enterprise. By August 2012 it was confirmed that one contract had been awarded to the CIC. At this point it was stated that the final decision on whether to progress the project lay with the fire authority. By the end of 2012 it became clear that the CIC had been awarded another grant for £95k, on this occasion from the Mutuals Support Programme.

Early in 2013 local officials entered into more formal dialogue with senior managers regarding the proposals. However, officials were clear from the outset that they were entering into those discussions on the basis that there was almost universal opposition from members, something managers should have known, indeed would have, if they had taken the trouble to ask their employees, as they are required to do.

The almost universal opposition had been largely confirmed when it came to light that the then fire minister Brandon Lewis had contacted the chair of the House of Commons Regulatory Reform Committee (RRC) requesting that he consider whether the RRC would enable the necessary legislative changes that would allow a mutual or CIC to take on the full gambit of fire service operational activity. It should be noted that the purpose of the RRC is to reduce the workload of Parliament by enabling what on the face of it are relatively trivial matters, to allow more time in the House of Commons to discuss matters of a more serious nature. The fact that the fire minister chose to attempt this method was seen by many as disingenuous given the seriousness of what changes he was actually suggesting. The fact he had attempted such a back-door route also confirmed the suspicions of those – including the FBU, many local councillors and Labour MPs in Cleveland – that it was done as part of a much wider agenda, one which could be the precursor to real privatisation. The level of concern was so high that even Conservative members of the RRC agreed the issue was far too important an issue for them to deal with.

In hindsight the underhand approach by Brandon Lewis to the RRC was a turning point in the campaign to oppose mutualisation, as it confirmed the worst fears of members regarding the government’s real intentions, if not CFB’s.

It crystallised members' opposition to the proposals, members who were equally angry with senior managers who had only recently chosen to consult with staff on their proposals more than a year after unveiling the whole project as an employee-led mutual.

Members expressed their opposition in no uncertain terms at a meeting attended by the general secretary and more than 250 members, which in a fire and rescue service the size of Cleveland is an incredible effort. In September 2013 members were also afforded the opportunity to demonstrate their feelings regarding what had now been badged as 'the mutualisation issue' in a YouGov survey organised by FBU head office. Again, the level of response to the survey was incredible. Ultimately 97% of members responding opposed any move towards the creation of a mutual FRS. Any right-minded individual would understand that this survey indicates that the CFB workforce is the very opposite of one interested in becoming part of an employee-owned, employee-led mutual organisation. The fact that some do not speaks volumes for their real intentions.

It was around this time that local officials sought support from the local borough councils, four of which together make up Cleveland. Meetings and presentations by officials took place in Hartlepool, Middlesbrough, Redcar and Cleveland, and Stockton councils. Officials were well received in all of the meetings and they gained broad support for the FBU position from Labour groups and some independent councillors. Redcar and Cleveland council went as far as passing a motion condemning 'Cleveland Fire Brigade privatisation'.

By this time political engagement with local Labour MPs Alex Cunningham, Andy McDonald, Tom Blenkinsop and Iain Wright had been ongoing for some time, and all of them had publicly supported the views of the FBU in opposition to the mutualisation agenda. They have contributed significantly to the campaign, often taking the issue to the Labour Party front bench and gaining their support, and they continue to monitor and discuss the situation, in particular through the work of the FBU parliamentary support group.

In February 2014 the incoming fire authority chair Brian Briggs (Labour) informed firefighters at a meeting of the fire authority that mutualisation would not take place if firefighters remained opposed to it. This same commitment had also been given during a radio phone-in, where both the CFO and the previous leader of the authority were invited to take questions, some of which were from Cleveland members.

However, given the very clear message from members it is difficult to give these statements any credence given that the work is ongoing.

Whilst the remainder of 2014 saw no significant developments, we are assured that work continues regarding the formulation of the business plan for the mutual FRS. The implementation of the business plan is highly dependent on the outcome of the 2015 general election. Both the major parties in England have given clear indications of their views on mutualisation in the FRS and any model that could lead to privatisation. Labour in particular has voiced its concerns and its opposition to privatisation. However, given the current Conservative agenda, it is inconceivable they would not enact the necessary legislative changes to enable an FRS to operate as a mutual, consequently exposing it to all of the dangers associated with operating in the open market.

In summary, this is a proposal that was sold to the press as an employee-owned initiative. In truth it has minimal support from employees. It was sold as an employee-led initiative, but our current understanding is that employees would have minimal decision-making powers while senior managers or appointed directors would retain all power. The purpose of any for-profit organisation is to create a financial surplus, which is at complete odds with the ethos of the FRS and something which is entirely unacceptable to members.

Serious questions remain unanswered. How can an authority proceed with such plans given they were instigated by the most benign statement within the authority's IRMP? How could the authority proceed if it is contrary to the wishes of the employees, especially when considering statements made by two separate fire authority chairs and the CFO? How can such a fundamental change in FRS provision be made without direct consultation with members of the public?

The FBU believes that senior managers are continuing to work on the business plan and that at some time in the future (if legislation permits) the fire authority executive will recommend a particular course of action. The full authority will then formally make a decision to press ahead or declare the project at an end.

Members and officials in Cleveland are to be commended for their resolute and determined opposition to the proposals.

B16 DCLG projects – Approved Document B, Fire Safety

In 2013, the English Department for Communities and Local Government (DCLG) continued work on a project to be undertaken by the Building Research Establishment (BRE) to consider the potential for a number of future changes to Approved Document B should it undergo a more fundamental review. The FBU is an active member of the steering group which is overlooking this research.

In 2013-14, the English Department for Communities and Local Government (DCLG) reviewed a number of matters contained in Approved Document B to the Building Regulations (Fire Safety) with a view to gathering evidence that would inform a future (as yet unspecified) amendment. These matters were:-

- periods of fire resistance
- maximum compartment sizes
- construction details – roof voids, cavity barriers and fire/smoke dampers
- fire protection of basements and basement car parks
- sprinkler provisions
- space separation
- means of escape for disabled people.

An opportunity has been identified for further work in 2015, in which the FBU may influence the provision of sprinklers in large warehouses to reduce the risk to firefighters in these buildings.

B17 UK Timber Frame Association/CFOA project

In 2010, a joint working group was set up between CFOA and the UK Timber Frame Association (UKTFA). The FBU is a member of this working group along with other interested parties including the Health and Safety Executive (HSE) and the Fire Protection Association (FPA).

The purpose of the working group is to improve the fire safety of timber frame buildings primarily during their construction phase when they are at greatest risk. However, the working group also intends to provide benefit for completed timber frame buildings.

The working group has continued its activity during 2013 with the UKTFA, publishing further fire safety guides for its members.

In 2014, the STA/CFOA Timber Frame Working Group became a workstream of the Fire Sector Federation.

B18 Primary authority schemes

In 2012, it was proposed that the Regulatory Enforcement and Sanctions (RES) Act 2008 would be extended to include the enforcement of the Regulatory Reform (Fire Safety) Order 2005. This would mean that businesses could enter into 'primary authority schemes' with fire authorities, and that while local fire authorities would inspect buildings locally, only the single primary authority could prosecute.

Primary authorities would give 'assured advice' to their 'partners', and businesses would pay their primary authority 'partner' on a cost recovery basis.

During 2013, the FBU was involved in the steering group that supervised the testing and roll-out of the process. There are a number of opportunities in the primary authority system, but there are also a number of areas of concern which the FBU has continued to pursue during 2014.

B19 RISCAuthority

*RISCAuthority** is an organisation within the Fire Protection Association that supports measures to reduce property loss through fire. *RISCAuthority* publishes a document called Approved Document B with insurer requirements that describes additional fire protection measures that may be installed into a building to reduce property loss (in addition to those provided for life safety).

The FBU was invited to contribute to a revision to the *RISCAuthority* document by describing some additional measures to enhance access and facilities for firefighters. By enhancing access and facilities for firefighters, firefighting becomes a little safer and property loss may be reduced.

*The name of the organisation derives from its aim of addressing risk insight strategy and control.

B20 Cost of Fire – Fire Sector Federation workstream

During 2012 the Fire Sector Federation (FSF) developed plans to establish a workstream called the Cost of Fire. The motivation for the project was that there had been concern that Cost of Fire reports might not be produced in the future by DCLG even though these reports were of value to the fire sector. The project's aim was to evaluate how the fire sector itself might fill the perceived gap.

To oversee the work a steering group was created chaired by FBU general secretary, Matt Wrack. Meetings of the workstream took place in 2013. However, as a result of changes in priorities from other members of the FSF, this important workstream was effectively closed down in 2014 without producing anything.

The FBU did not support the disbandment of the workstream as it leaves a vacuum of knowledge and information that would show the value of the fire service to communities, businesses and the economy.

The executive council is exploring how this work might be taken forward.

B21 Furniture regulations

In 2014, the Department for Business Innovation and Skills (BIS) announced a review of the Furniture And Furnishings (Fire) (Safety) Regulations 1988.

The FBU identified that the proposed change might be detrimental to the fire safety of upholstered furniture and alerted others in the fire sector. After a great deal of work, the consultation period on the proposed amendments was effectively suspended and by the end of 2014, it appeared as if BIS was minded to undertake a complete rethink of the proposal.

The FBU was a significant correcting force in the development of these regulations back in 1988 and the FBU has played a significant role in their protection in 2014.

B22 Extra care and supported living

During 2014 the FBU worked on fire safety in extra care and supported living in a number of ways. This was through the activities of the British Standards Institution committee FSH/14 (in particular the review of BS 9991), through the development of guidance for the provision of automatic fire detection in residential buildings for vulnerable people, and through involvement in a CFOA working group.

The CFOA working group has unclear objectives, but during 2015 the FBU intends to steer it in the direction of developing community fire safety advice specifically targeted at vulnerable people, and that is directly linked to the British Standards work and the work on fire detection systems.

B23 CFOA Business Engagement Forum

The CFOA Business Engagement Forum was created in response to the extension of primary authority schemes into the area of fire safety regulatory enforcement. The forum is largely a recreation of the Business and Community Safety Forum that was closed down by the DCLG fire minister Bob Neill soon after the 2010 general election.

The FBU was invited to take part in the new forum and continued to attend its meetings during 2013 and 2014. It is a valuable opportunity to observe the national approach to fire safety enforcement matters and to witness the impact of primary authority schemes.

B24 'Facing the Future' – report of the Knight review

On 17 May 2013, during the FBU Conference, Sir Ken Knight produced his report 'Facing the Future'. The FBU provided its response and comment on the review's findings throughout 2013 and 2014. The general secretary gave oral evidence to support our written submissions to the select committee hearing on 9 September 2013.

In November 2013, the executive council agreed and submitted its submission to the DCLG consultation on the findings of the Knight review.

Despite repeated assurances, the government did not publish a response to the consultation. In August 2014 the DCLG fire minister, Penny Mordaunt, announced a review of firefighters' conditions of service.

B25 DCLG review of firefighters' conditions of service

On 7 August 2014 the DCLG fire minister, Penny Mordaunt, announced a review of firefighters' conditions of service to be undertaken by Adrian Thomas.

The review did not commence until October 2014. FBU national officials met with Mr Thomas twice during 2014 with a view to further meetings in 2015. At the close of 2014, the FBU's submission to the review was in preparation.

Mr Thomas provided three surveys for completion to inform his work. There were surveys for fire and rescue authorities, fire and rescue services and for firefighters (all roles). The Fire Brigades Union advised members not to complete the survey because of the drafting of the questions.

In 2014 the executive council commissioned its own independent survey of firefighters' views using the services of YouGov. There were almost 10,000 responses which represents an excellent response rate for online surveys.



Section

TU and labour movement

C1 Introduction

During 2013 and 2014 the union continued to participate in the various campaigns and activities of the trade union and labour movement. The focus for international work is developed by the international committee of the executive council which has addressed issues directly affecting firefighters throughout the world as well as supporting and developing campaigns around wider international solidarity issues.

The parliamentary group continued to work closely with the union during 2013 and 2014 and the executive council wishes to place on record the union's thanks for this important area of work. The secretary of the parliamentary group for this period was John McDonnell MP. The chair was Kate Hoey MP.

The general secretary served as a member of the general council and the executive committee of the TUC throughout this period. During 2014, on behalf of the TUC general council, the general secretary took up the position of chair of the trades union councils' joint consultative committee (TUCJCC). This committee provides the liaison between trades councils and the TUC nationally.

C2 TUC 2013 and 2014

TUC 2013

The 145th annual Trades Union Congress was held on 8-11 September 2013 in Bournemouth.

FBU delegates were:

Matt Wrack
Alan McLean
Michael Nicholas
Sharon Riley
John Arnold
Tam McFarlane
Rose Jones
Karl Horan.

SECTION C — TU AND LABOUR MOVEMENT

The FBU submitted the following motions which were carried:

Cuts to the fire and rescue service

Congress notes the wide-ranging and malevolent attacks on public services and on public sector workers by this Tory-Liberal Democrat coalition government.

Congress condemns the unprecedented level of cuts imposed on the fire and rescue service, with central funding cuts of more than 7% in the next two years.

Congress notes that cuts have already led to 3,600 firefighter jobs lost since 2010, nearly 7% of firefighters across the UK. Austerity has already led to fire stations being earmarked for closure, fire engines removed and further threats of firefighter job cuts.

Congress notes the 7.5% cut to the fire and rescue service for 2015-16, with promises of further cuts to 2020 and beyond. These cuts will increasingly undermine and cause delays in the fire service's emergency response. This will put public safety at risk and cost lives, particularly in vulnerable communities.

Congress urges the government to abandon their austerity plans and invest in public services.

Congress also urges the Labour Party to clearly reject austerity and to properly fund public services. This would mean the immediate reversal of cuts in central government funding and the scrapping of the further cuts targeted for 2015-16 and set out in the recent spending review.

Congress supports the FBU's political and industrial campaign against cuts to the fire and rescue service.

Congress encourages affiliated unions to defend the fire and rescue service, as part of the general campaign against cuts in the public sector.

Solidarity with Greek workers

Congress notes the continued austerity programme carried out by the Greek government, backed by international financial institutions and other European governments. These attacks include sacking public sector workers, slashing salaries and pensions, worsening contracts of employment, cutting benefits and decimating public services.

Congress notes that workers, the unemployed, pensioners, the young and poor in Greece are at the sharp end of these attacks. But this austerity agenda is Europe-wide and affects us all.

Congress condemns the Greek government's actions bringing about the overnight closure of ERT (the Greek national broadcasting corporation) and applauds the Greek journalists and technicians, and the European Broadcasting Union, for their occupation of the building and the continued transmission of news and programmes to the Greek people.

Congress also calls on the Greek Health Ministry to end its appalling, degrading policy of forced HIV tests aimed at immigrant and marginal workers and the LGBT community, in the context of massive public health cuts.

Congress supports the Greece Solidarity Campaign. They organised a joint delegation with the FBU and other trade unionists to Greece in March 2013, as well as other solidarity activities.

Congress supports the Medical Aid for Greece appeal, launched in response to a call for support from Greek anti-austerity campaigners in association with health unions, health workers and community organisations in Greece.

Congress supports the labour movement resistance to these attacks and encourages all affiliates to forge direct links with workers and their representative organisations in Greece.

The FBU also supported composite motions on economic strategy and local government.

TUC 2014

The 146th annual Trades Union Congress was held in Liverpool on 7-10 September 2014.

FBU delegates to 2014 congress were:

Matt Wrack
Alan McLean
Ian Murray
Andy Noble
Tam McFarlane
Samantha Rye
Kevin Brown
Otis Graham.

The FBU submitted two motions:

Floods and climate change

The winter of 2013-2014 was the wettest on record with around 8,000 homes and 3,000 commercial properties flooded.

Congress applauds the tremendous work carried out by firefighters and paramedics, Environment Agency and other civil servants, water and other utility workers, local government and transport workers, and many others who provided support and assistance to those affected.

Congress notes that nearly 7,000 incidents and around 2,000 rescues were recorded by fire and rescue services across the UK, although this underestimates the true extent of emergency work carried out.

Congress also notes the hollow government promise that “money is no object” in flood recovery, particularly in the light of ongoing cuts and job losses to vital sectors engaged with flooding and other emergency work.

Congress further notes the growing risks of climate change, as set out by scientists and other professionals in the fifth IPCC report. Increased greenhouse gas emissions, arising largely from human activity in businesses, organisations and workplaces across the globe, are already affecting the climate.

Congress calls on the government to reverse all cuts to flood resilience, from flood defence to emergency response, and to implement the Pitt Review recommendations in full, including a statutory duty on the fire and rescue service to respond to major flooding. Congress calls on the Labour Party to actively support these measures.

Congress further calls on affiliates and union reps to integrate extreme weather and climate adaptation plans into collective bargaining.

Pensions

Congress believes that pensions are effectively deferred pay and that decent pension provision for all workers is at the heart of the welfare state, as well as a central aim for the trade union movement.

Congress notes the attacks made by this coalition government on all aspects of pension provision, including gerrymandering inflation uprating, attacks on public sector pensions and efforts to further undermine private sector pensions.

Congress believes that the state pension is not sufficient to meet the needs for retired working people, who have earned the right to a dignified retirement after a lifetime of work.

Congress further believes that an occupational pension remains a vital part of ensuring a decent standard of living during retirement.

Congress recognises that occupational pensions should reflect the nature of the work carried out in specific sectors and industries, and that no ‘one-size-fits-all’ arrangement is necessary for all schemes.

Congress calls on the next Westminster government to reverse the detrimental changes made to state and occupational pensions since 2010, and ensure that all workers receive the pensions they have paid for.

Congress calls on the Labour Party to produce a coherent pensions plan, including on occupational pensions, to ensure that workers do not have to pay more, work longer and still get less.

The motion on ‘Floods and climate change’ was carried with amendments and the motion on ‘Pensions’ was composited. The FBU moved the composite, which was carried.

In both years Congress delegates and visiting officials attended and spoke at several fringe meetings, including those organised by the Trade Union Coordinating Group (TUCG). General secretary Matt Wrack sat on the general council in 2013 and 2014.

Full details of congress, including the verbatim report of all FBU delegates’ contributions, can be found at www.tuc.org.uk

C3 ICTU biennial conference 2013

The FBU sent a delegation comprising Jim Barbour and Stephen Boyd to the Irish Congress of Trade Unions' 2013 biennial delegate conference, held on 2-5 July in Belfast City.

The conference was attended and addressed by a number of high-profile politicians.

The FBU delegation, as usual, played a full and integral part in the conference which, among many other issues, debated motions on the economy, equal opportunities and pensions.

The delegation participated in many of the fringe events which took place throughout the course of conference.

C4 ICTU biennial northern conference 2014

The FBU sent a delegation comprising Jim Barbour and Jim Quinn to the Irish Congress of Trade Unions' 2014 northern biennial delegate conference, held on 9-10 April in Derry City.

The conference was attended and addressed by a number of high-profile politicians.

The FBU delegation, as usual, played a full and integral part in the conference which, among many other issues, debated motions on the economy, equal opportunities and pensions.

The delegation participated in many of the fringe events which took place throughout the course of conference.

C5 STUC 2013 and 2014

2013

The STUC 116th annual congress was held in Perth Concert Hall on 16-18 April 2013. The FBU delegation was: Matt Wrack, Roddy Robertson, Alan Paterson, Paul Wilson and Denise Christie. Roddy Robertson was re-elected to the general council of the STUC.

The FBU submitted three motions. 'Protection of public services' and 'FBU Palestinian Project', were both carried. The motion 'Austerity measures' was composited.

Protection of public services

That this Congress notes the attempts by the UK Government to encourage the mutualisation of the Fire and Rescue Service in England and sees this as a means of privatising the service by the back door. Congress re-affirms its opposition to the privatisation of our public services and welcomes the Scottish Government's commitment to not implement a similar policy here and, therefore, calls on the STUC General Council to lobby for an extension of such a protection to all public services.

FBU Palestinian Project

That this Congress notes the ongoing efforts of the Fire Brigades Union to provide practical training for the Fire and Rescue Service within Palestine.

Congress welcomes the support of the Scottish Fire and Rescue Service in facilitating officers of the Palestinian Authority and Civil Defence Department as they receive training in developing skills and training for their humanitarian role.

Congress calls on the STUC General Council to continue its support for this project and to encourage the Scottish Government to continue its practical support with a view to further developing the links.

When the motion was being moved tribute was paid to Jim Malone, retired Scottish regional organiser, for his hard work and commitment to the project.

Composite A: The economy (covering resolution 1 and amendment, resolutions 4, 5, 6, 7, 8, 16 and amendment)

That this Congress notes that five years after the start of recession, the Scottish economy has not returned to anything near pre-recession levels of output and employment. Congress condemns the ongoing ideological fixation of the UK Government with austerity and views this as entirely the wrong method by which to get any economy stabilised and growing. Growth is significantly below the Government's 2010 forecasts. The labour market is increasingly characterised by part-time, temporary, low wage, insecure jobs. The private sector has not replaced the stable, decently remunerated work lost from the public sector. Shockingly, the majority of the cuts have yet to take place.

Most tellingly, austerity has failed on its own terms, as borrowing persists at levels way above 2010 forecasts and the stock of debt rises accordingly. This was an entirely predictable scenario that was indeed predicted by the STUC and many others.

Congress also believes that it is now essential that the Coalition Government implements a targeted, time limited stimulus to get people back to work, paying tax and helping to boost the public finances. There is no plausible alternative, if the economy and labour market is to recover in the near future. The desire for economic growth must, however, also be balanced with the need to ensure growth does not lead to increased levels of inequality, exactly the situation in the UK up to the point of recession.

Congress calls on the Coalition Government to find a better way of controlling and eventually eradicating the tax evasion and tax avoidance by multinational companies and others, who use the UK-controlled tax havens. About £50 billion is lost annually in tax avoidance, evasion and late payment, while the Robin Hood global financial transaction tax of 0.05% could raise £20-30 billion a year, both of which could substantially reduce the near £170 billion UK deficit.

Congress opposes the attacks on welfare provision and the 1% benefits cap driven through Westminster in January, and believes that these measures seek to demonise the working class, particularly those receiving any form of benefits.

Congress condemns the failure of politicians from mainstream parties, to oppose the myth that attacks on jobs, pay, terms and conditions and pensions are an economic necessity, rather than a political choice, and believes that co-ordinated action is necessary to win concessions from Governments at Westminster and Holyrood. Congress calls upon any future Labour Government to reverse the chronic attacks made by this Tory/Lib Dem Coalition on all facets of working people's lives.

Targeted assistance is also required, if serious inroads are to be made into youth unemployment, especially long-term unemployment. The failed work programme should be replaced with an alternative based on the successful Future Jobs Fund.

A credible growth strategy with decent wages, stabilisation of quality manufacturing jobs and regional equity at its core must be designed and implemented with the full participation of trade union representatives.

Congress calls for the development of a credible, popular alternative based on common ownership, investment in public services based on need, a manufacturing renaissance, and full and fulfilling employment as an urgent macroeconomic goal, greater industrial economic democracy, including workers' co-operatives, pension fund reform and proper investment in, and the reconstruction of, our industrial base. This requires a wide-ranging STUC-led campaign, building on the platform of There is a Better Way.

The prospect of a third recession since 2008, and the fact the wealthiest 1% has increased their share of national income, again demonstrates austerity is an ideological attack on the working class.

Congress calls on the STUC General Council to work with affiliates to:

- continue its high profile campaign against public service cuts and cuts to welfare benefits and step up its efforts to get the key messages out to members and the public that the cuts are unfair and will damage the economy;
- promote and maintain a political strategy against the cuts up to and including industrial action and co-joining with community based anti-cuts campaigns;
- support all affiliates, including PCS, who have 'live' industrial action mandates from their members;
- co-ordinate with the STUC any consideration of the practicalities of a General Strike and co-ordinate amongst affiliates an industrial action strategy, including a Scotland-wide one-day strike, aligned with any industrial action at a UK level as appropriate;

- campaign amongst affiliates and lobby politicians for progressive taxation in Scotland and stronger measures against tax avoidance and evasion;
- and campaign amongst affiliates and lobby politicians for a socially just and progressive welfare system, restoring the link between benefits and average wages, and paying working people a Living Wage.

Mover: General Council

Seconder: GMB Scotland

Supporters: Public and Commercial Services Union; Fire Brigades Union; Bakers, Food and Allied Workers' Union; Aberdeen TUC; North Lanarkshire TUC; National Union of Rail, Maritime and Transport Workers; Associated Society of Locomotive Engineers and Firemen

2014

The STUC 117th annual congress was held in Caird Hall, Dundee on 14-16 April 2014. The FBU delegation was: Alan McLean, Matt Wrack, Roddy Robertson, John Duffy and Alan Paterson. Roddy Robertson was re-elected to the general council of the STUC.

The FBU submitted a motion 'Austerity measures – VAT' which was carried.

Austerity measures – VAT

That this Congress calls upon the Scottish Government to make necessary representations to the Westminster Government and HMRC about the unfair taxation being placed upon the Scottish Fire & Rescue Service (SFRS) budget.

As with other areas of the public sector and Local Government in Scotland, members of the Fire Brigades Union are already experiencing the effects of ongoing cuts being made to service budgets. This has been further exacerbated by the fact that the SFRS no longer have the ability to reclaim VAT as before when under Local Government control. Now that the SFRS (and Police Scotland) are ultimately under the authority of Scottish Government, this VAT exemption has, therefore, been removed.

This additional burden is not only unnecessary and unfair, it impacts dramatically on both community and emergency worker safety.

C6 STUC black workers' conference 2013 and 2014

2013

The 17th annual STUC black workers' conference was held in Glasgow on Saturday 5 October 2013. The main focus of the conference was the impact of austerity on black and minority ethnic workers and communities.

Sami Chaudhry attended on behalf of the FBU and moved two motions that were passed by the conference:

Campaigning for workers' rights and safe workplaces in Bangladesh

That this Conference was totally appalled by the tragic events in Dhaka, Bangladesh on 24 April 2013. The Rana Plaza, an eight storey commercial building, crumbled and collapsed in the country's worst ever industrial accident. The total loss of life reached 1127 workers.

Conference calls on the STUC Black Workers' Committee to bring political pressure to bear, by whatever means possible, on the Bangladeshi Government, to ensure that all export processing workers have the right to join a trade union and that strict health and safety legislation is enacted and implemented immediately, to ensure that workers are protected and not exploited.

Conference also calls on the STUC Black Workers' Committee to put pressure on all UK companies that trade with Bangladesh, to ensure they sign the Bangladeshi safety accord and pay compensation and insist that workers are not subjected to illegal and dangerous working conditions and practices.

Conference finally calls upon the STUC Black Workers' Committee to establish links with the Bangladeshi trade union movement, to ensure that their representatives can gain access to, and the assistance of, relevant health and safety officials within our trade union movement.

Equality and diversity in the Scottish Fire and Rescue Service

That this Conference recognises the past efforts of the (former 8) Scottish Fire & Rescue Services, often in conjunction with FBU representatives of underrepresented groups, to address imbalances in the workforce and to encourage diversity in all areas of the Fire Service in Scotland.

Whilst many initiatives have proven to be beneficial, there clearly remains an unacceptable lack of diversity. This is evident in Fire Control Centres employing very few men, and operational staff being overwhelmingly male, both departments also having very few ethnic minorities and negligible numbers of 'out' LGBT. These workforce imbalances increase at management levels in the organisation.

Conference welcomes the commitment of the newly established Scottish Fire & Rescue Service to consolidate good practice and adopt proven initiatives from the 8 former Fire Services. Conference also welcomes the Scottish Services intention to utilise expert advice from the FBU Equalities Sections and interested parties, to assist in creating a workforce that is not only visibly diverse, but also genuinely reflects the varied and diverse communities across Scotland.

Conference believes that, through partnership working, open and transparent involvement of all parties and through fresh and innovative approaches, the Scottish Fire & Rescue Service can establish itself as a champion of diversity at all levels of the organisation, an exemplar of best practice and an employer of choice for all, irrespective of ethnic background, sexual persuasion, gender or religion.

Conference, therefore, instructs the STUC Black Workers' Committee to extend any assistance and cooperation requested by the Scottish Fire & Rescue Service (both Management and Union) in achieving the goals set by SFRS within its Equality and Diversity and Recruitment programmes.

Conference also requests that the Black and Ethnic Minority section of the FBU report the progress of the SFRS in delivering these ambitious goals to Conference regularly.

2014

There were no FBU delegates or motions to the STUC black workers' conference in 2014.

C7 STUC women's conference 2013 and 2014

2013

The 86th STUC annual women's conference took place on 11-12 November 2013 at the Caird Hall in Dundee. The FBU was represented by two delegates, Denise Christie and Sandra Brown. The following FBU emergency resolution was carried:

Emergency resolution 3 'Support for firefighters' industrial action'

That this Conference supports the Fire Brigades Union's decision as of 5 November 2013, to ballot its members in Scotland and Westminster for industrial action.

Conference also condemns the attack on firefighters' pensions and acknowledges the greater detrimental impact the increase in retirement age will have on women firefighters.

We, therefore, call upon the STUC Women's Committee and affiliates to send messages of solidarity and support regarding the recent industrial action, which FBU members have been compelled to undertake in England and Wales to defend a viable, workable and sustainable pension scheme for firefighters.

2014

The 87th STUC annual women's conference was held on 3-4 November 2014 in the Concert Hall, Perth. The FBU were again represented by delegates Denise Christie and Sandra Brown. There were two FBU motions and an FBU emergency resolution, which were all carried.

Rape awareness campaign

That this Conference is appalled to learn that the conviction rates for rape in Scotland are still very low and more needs to be done. Sandy Brindley, National Coordinator from Rape Crisis Scotland, said: 'We need to look at why so many rape convictions don't even reach court.'

Conference is aware of the many campaigns being organised across Scotland that deal with attitudes towards rape, such as the campaign 'This is not an Invitation to Rape Me', organised by Rape Crisis Scotland.

Over a number of years, various different pieces of research have been carried out, which have looked into professional and public attitudes towards rape, and the results show that a significant amount of people surveyed have little sympathy for the survivors of rape and, in fact, often blame them for the rape taking place.

Conference, therefore, calls upon the STUC Women's Committee to lobby the Scottish Government to organise a workplace campaign that directly tackles and challenges the common myths and perceptions of the reasons women get raped, with a view to improving public opinion and raising the conviction rates.

This campaign is to include all public service workplaces, including all workplaces within the Scottish Fire and Rescue Service.

The impact maternity leave has on women's pensions

That this Conference recognises that women are acting as shock absorbers for the cuts, bearing the brunt of the Westminster Government's detrimental pension reforms.

The Westminster Government has increased pension contributions rates for women firefighters to at least 14.2% by 2015 and up to 17%. That will mean extra contributions of between £2,000 and £7,000.

Women in the fire service are penalised for taking time out to bring up their children. The majority of women cannot afford to pay their pension contributions when their full pay is stopped.

The knock on effect will mean women firefighters will need to work longer to gain their full pension entitlement.

Women are not just being ignored by this Government, they are being attacked. Out of the billions of pounds that this Government is saving, the majority is coming directly from women.

Therefore, Conference calls upon the STUC Women's Committee to:

- lobby the Scottish Government on the detrimental impact the pension reforms have on women including women in the fire service;
- highlight the effect taking time out for maternity leave can impact on a woman's pension;
- support affiliated unions in their pension campaigns by highlighting the disproportionate effects it has on its women members; and
- campaign for 52 weeks full maternity pay to help women keep up their pension contributions.

Emergency resolution 3 'Support for FBU strike action'

That this Conference supports firefighters who are being forced to take four days strike action from 31 October to 4 November, 2014 as the Westminster Government imposes an unworkable, unachievable and unaffordable pension scheme.

The FBU were notified on 23 October 2014 that this new pension scheme would be imposed. This will have a greater detrimental impact on women firefighters who are already struggling to keep up pension contributions during maternity leave. This will then mean that many women will need to work past 60 years old to gain their full pension entitlement.

This STUC Women's Conference, therefore, requests that the STUC women's Committee sends a strong message of support and solidarity of all those firefighters who are striking.

C8 Wales TUC biennial conference 2014

Wales TUC conference is biennial since 2012. It was held in Llandudno at Venue Cymru on 20-22 May. Welsh region FBU delegates were: Grant Mayos (EC member), Cerith Griffiths (acting regional secretary), and Arwel Roberts (regional treasurer).

FBU Wales submitted two resolutions, both of which were carried unanimously.

1. Flooding – a fire & rescue service statutory duty

This conference recognises the impact of climate change, and the increased incidents of flooding that have had a devastating effect on communities across Wales in recent times.

Following the Pitt Review undertaken following the devastating floods of 2007, a recommendation proposed that: "The Government should urgently put in place a fully funded national capability for flood rescue, with Fire and Rescue Authorities playing a leading role, underpinned, as necessary, by a statutory duty." A statutory duty would ensure that

the fire & rescue service in Wales has the necessary assets, equipment and resources to deal with future incidents of large scale flooding as witnessed in recent years.

If the fire & rescue service in Wales are not required to provide or maintain the necessary resources by law, then an adequate response may not be available should the need arise in the future. The current economic climate may give Fire Authorities reason to withdraw such service if it's is not deemed a statutory requirement.

The Fire Brigades Union recognises the efforts made by the Welsh government in supplying some assets, but in the main our members are responding to flooding incidents with protective equipment designed for firefighting and not fit for purpose in relation to tackling major flooding incidents.

This conference calls on flood response to be made a statutory duty in Wales, following Scotland's and Northern Ireland's lead, and to ensure that sufficient resources are in place to deal with all future incidents of flooding.

2. Fire service cuts

This conference believes that budget cuts being imposed on Wales by the Westminster government are both damaging and unfair.

In recent times cuts to the fire & rescue service have included the closure or downgrading of fire stations, the removal of fire engines and fewer firefighters protecting communities. In addition there has also been a reduction in support staff and proposed mergers of emergency fire control rooms.

The Fire Brigades Union believes that further cuts will have a detrimental impact upon the fire & rescue service's ability to provide an adequate response, and it will also have a detrimental effect on the valuable educational work carried out by fire service personnel.

This conference calls on cuts to the fire & rescue service in Wales to be scrapped in order that communities across Wales can be protected against the wide and varied incidents that fire & rescue service personnel have to deal with.

Election to the Wales TUC general council.

Due to a change to Rule 3: Composition of the General Council at Wales TUC 2014, the Fire Brigades Union now has a seat on the general council of Wales TUC.

C9 TUC women's conference 2013 and 2014

2013

The 2013 TUC women's conference, entitled 'Mobilise and organise', took place at TUC Congress House on 13-15 March. The FBU delegation was: Kerry Baigent, Sam Rye, Sarah Gartland and Sally Harper.

FBU motions:

1. Equality in the fire and rescue service

Conference notes that many women working in the FRS find it deeply rewarding and enjoy good working relationships with their male counterparts, but for some women the experience has been horrendous and the FBU deals with many cases ranging from the poor management of maternity policies, ill-fitting personal protective equipment and lack of workplace facilities, right the way through to sexual harassment and discrimination claims.

Following the thematic review into equality carried out in 1999, joint initiatives between government, the FBU and the Chief Fire Officers Association proved essential as the fire service thrives on joint approach and scrutiny. Evidenced-based progress was being made by means of peer review and annual government monitoring. Conference is appalled that the Con/Dem government has scrapped the CLG's equality and diversity strategy.

This conference believes that by scrapping the equality and diversity strategy this sends out a clear message that equality in the UK fire and rescue service is unimportant to this government.

Therefore, this women's conference calls on the TUC women's committee to lobby government to develop an equality and diversity strategy that includes annual monitoring of the FRS individual equality plans.

2. Rape awareness

This women's conference is appalled to learn that the conviction rate for rape in England and Wales is only 6 percent, as reported by Yvette Cooper to the 2012 Labour Party conference.

Conference is aware of the many campaigns being organised across the UK that deal with attitudes towards rape, such as the campaign 'This is not an invitation to rape me' organised by Scottish Rape Crisis.

Over a number of years various different pieces of research have been carried out which have looked into professional and public attitudes towards rape and the results show that a significant amount of people surveyed have little sympathy for the survivors of rape and in fact often blame them for the rape taking place.

Conference therefore calls upon the TUC women's committee to organise a workplace campaign that directly tackles and challenges the common myths and perceptions of the reasons women get raped with a view to improving public opinion and raising the conviction rates.

Both motions were carried unanimously.

Sam Rye was elected onto the TUC women's committee.

2014

The 2014 TUC women's conference, entitled 'Stronger women stronger unions', took place at TUC Congress House on 12-14 March. The FBU delegation was: Kerry Baigent, Sam Rye, Helen Harrison and Sarah Gartland.

FBU motions:

1. Afghanistan

This women's conference is deeply concerned at the plans drafted by a working group for the Ministry of Justice in the Karzai administration, to reintroduce public stoning as punishment for adultery.

Conference is also aware that the Afghanistan government has never ratified a long awaited law setting penalties for rape, child marriage and 'Baad', the local term used for the giving of girls to resolve disputes.

In May 2013, the country's lower chamber also revised the country's electoral law, which removed the guarantee that at least a quarter of seats in each of 34 provincial councils be reserved for women.

Despite initial progress after the supposed fall of the Taliban, restrictions on women's education and freedoms are still endemic and widespread violence against women is accepted practice.

Conference therefore calls upon the TUC and all affiliated unions to:

- campaign vigorously, using any means at their disposal, to raise the plight of our sisters in Afghanistan;
- support sister organisations that are working against the oppression of women and girls in Afghanistan;
- lobby UK governments to ensure that they work hard against any practice in Afghanistan, proposed or otherwise, that serves to oppress the women of Afghanistan.

2. Unworkable firefighter pension scheme

Conference is appalled by attacks on public service pension schemes which include the imposition of an unworkable normal pension age of 60 and unaffordable contribution rates (experienced firefighters currently pay 12.9%) on a new scheme proposed for firefighters.

The government's own review, chaired by Dr Williams, looked into a normal pension age of 60 for firefighters and identified that 66% of current firefighters would fall below the required fitness level at age 55-60. Williams also asserted that the situation is worse for women firefighters.

It is accepted that firefighting is one of the most physically demanding and hazardous occupations and firefighters fear that they won't be able to maintain their fitness at the required level until age 60. Williams suggests significant numbers face the option of leaving or dismissal on capability grounds.

The CLG fire minister Brandon Lewis has confirmed that that anyone aged 55 forced to retire early rather than get sacked will have their pension reduced by 47.1%.

Conference calls upon the TUC women's committee and affiliates to lobby UK governments and MPs in support of the FBU's campaign to achieve an affordable and workable occupational pension scheme for firefighters.

Both motions were carried unanimously.

Sam Rye was re-elected onto the TUC women's committee.

C10 TUC LGBT conference 2013 and 2014

2013

The 2013 TUC LGBT conference took place on 27-28 June at Congress House. The FBU sent a delegation of four. Pat Carberry was elected by the conference to serve on the TUC LGBT committee for 2013-14.

The FBU submitted the following motion which was endorsed by the conference:

The Arab Spring: challenging homophobia and transphobia

Conference welcomes the moves towards democracy in a number of countries as a result of the Arab Spring. It is welcome to see the end of decades of dictatorship and authoritarian rule.

However, conference is alarmed that there are far too many examples of growing homophobia and transphobia in a number of countries. The movements of revolt have involved many progressive forces. Trade unionists have played a leading role in the fight for democracy. However there has also been a growth in religious fundamentalism, which has included homophobia and transphobia.

Whilst some countries may have constitutions that include talk about equal rights for all citizens, their constitutions also make Islam the official state religion. Conference supports those forces fighting for a secular state with extensive democratic freedom for all.

Conference calls on the TUC LGBT Committee to make solidarity through direct links with LGBT organisations across the Middle East and North Africa.

Conference calls on the TUC LGBT to communicate directly to the Foreign Office our concerns and demand that the Government makes a clear statement of its opposition to all abuse based on sexual orientation and gender.

2014

The 2014 TUC LGBT conference took place on 26-27 June at Congress House. The FBU sent a delegation of four. Pat Carberry was re-elected by the conference to serve on the TUC LGBT committee 2014-15.

The FBU submitted the following motion which was endorsed by the conference.

Government attacks on public service pensions, ignoring less favourable treatment

LGBT workers deplore the ongoing attacks by this government on public service pensions, whilst doing very little to address existing pensions discrimination. Whilst success has been achieved gaining legal recognition of same sex partnership with civil partnership and equal marriage, benefits and entitlements remain unequal. This is particularly apparent with regard to accrued rights for access to survivor pension benefits.

The government have neglected their obligations under legal mechanisms such as the Equality Act and have failed to identify and remove less favourable treatment in the introduction of new public service pension schemes.

Conference calls on the LGBT committee to investigate possible routes to challenge this deliberate omission by the government, with a view to advising the general council on any recommendations to address this injustice and reporting back to the TUC LGBT conference 2015.

C11 TUC black workers' conference 2013 and 2014

2013

Michael Nicholas, Mark Brown, Garrett Brooks and Dalton Powell were the FBU delegates to the 2013 TUC black workers conference which took place on April 12-14 at TUC Congress House, London. The FBU motion on 'BME representation in the workplace' was supported unanimously by the conference:

BME representation in the workplace

Current research and the 2011 Census underline the growing BME representation in the British workplace population. It is a workplace that continues to discriminate against and treat unfairly, BME workers. We are less likely to be recruited or selected, assessed fairly and promoted.

The figures and statistics for BME unemployed are shocking, especially in the 18-24 age group. The coalition Governments policies and austerity measures ensure that BME working experiences and opportunities will get worse.

Trade unions continue to be a source of support and representation for BME workers. Our membership of trade unions has consolidated despite the fall in overall numbers. We need TUC affiliates to lobby for a better representation of BME people in the workplace and for their working experience to improve.

Recent recruitment freezes, especially in the public sector, gives unions the opportunity to demand certain measures are put in place as and when recruitment takes place again.

We call upon TUC affiliates to:

- demand that centrally imposed employment targets are re-introduced;
- lobby for the full implementation of all Equality legislation;
- demand that all employers ensure fair employment opportunities to BME workers; and
- oppose any further dilution of equality legislation.

Michael Nicholas was once again elected onto the TUC race relations committee.

2014

Michael Nicholas, Otis Graham and Enrico Temple were the FBU delegates to the 2014 TUC black workers' conference which took place on 11-13 April at TUC Congress House. The FBU motion on the Independent Police Complaints Commission (IPCC) was amended by the RMT and supported unanimously:

Deaths in custody

The FBU believes the criminal justice system has failed the UK population and people of colour in particular.

More than 980 people died in police custody between 1990 and 2013. Only one case resulted in a successful conviction.

20% of these who died were African-Caribbean, although this group represents just 3% of the population.

The United Families and Friends Campaign (UFFC) fights for justice for those affected by deaths in police or psychiatric custody, prisons or detention centres, including Ian Tomlinson, Jean Charles De Menezes, David Emanuel (Smiley Culture) and Mark Duggan.

Their work helped bring about the replacement of the Police Complaints Authority (PCA) by the Independent Police Complaints Commission (IPCC) and provoked a review by the Attorney General of the role of the Crown Prosecution Service (CPS) in custodial deaths.

We must highlight the failures of the British criminal justice system and demand that such scandalous injustices are redressed.

We therefore ask conference to demand:

- An apology from the Government acknowledging the injustice of those who have died in custody
- A further review of the Crown Prosecution Service to ensure its procedures is more robust.
- Expediency and transparency during IPCC investigations into deaths in custody.

Michael Nicholas was once again re-elected onto the TUC race relations committee.

C12 International

The executive council's international committee continued to meet in 2013 and 2014. However, as reported previously there has been a reduction in the number of meetings scheduled for executive council subcommittees. Meetings were held on the following dates:

2013

6 June

2014

16 January

5 June.

The intention remains for the committee to continue to have an overview of the union's international relations and to set priorities for future work in this area. The committee is mindful that the priorities for the union are focused on national campaigns to defend the service and members' terms and conditions. Despite that, the union remains committed to supporting international solidarity and remains particularly active in the following areas:

- Greece Solidarity Campaign
- EPSU (European Federation of Public Service Unions) Firefighters Network
- Palestine Solidarity Campaign
- Justice for Colombia.

The union is actively working with EPSU to build links with worker organisations opposed to the austerity measures being imposed on workers across Europe. The FBU formed part of a delegation to Greece in March 2013 and spoke to firefighters who are faced with substantial cuts in wages and pensions, as once again those on the front line are being made to pay for a crisis they did not create.

Strong links have been built with representatives of Spanish firefighters who travelled across to the UK in October 2013 and took part in the FBU's march and rally.

Conference 2013 saw several resolutions with an international theme passed and these are listed below:

1. Resolution 28: Palestine
2. Resolution 31: Save Shaker Aamer
3. Emergency resolution 1: European Union
4. Emergency resolution 4: Defending our human rights.

The international committee has discussed these in detail and has actioned the following:

1. Resolution 28: It was felt we currently fulfil much of the criteria set out in the resolution.
2. Resolution 31: Letter sent to brigade secretaries.
3. Emergency resolution 1: The timetable from government on a referendum on the European Union has been unclear and confused over the past two years.
4. Emergency resolution 4: The FBU submitted a response to the consultation on the future of the human rights system.

The FBU attended the EPSU Firefighters Network meeting on May 28 2013 in Berlin. The meeting discussed the following issues:

- The involvement of Social Partners to the European Instruments of European Civil Protection
- FBU overview on firefighter pensions
- An update on the Cross-Sectoral Negotiations of the Working Time Directive and specific matters arising for fire and rescue services
- The development of gender policies for firefighters – specifically women trade union firefighter networks in Sweden
- Update on the European Project on Protective Firefighting Equipment.

The general secretary gave a presentation on the FBU pension campaign.

The network also looked at the growing emphasis given in the European Union to preventing and responding to natural and man-made disasters with the setting up of a European Commission Emergency Response Centre (ERC).

The FBU hosted the next meeting of the EPSU Firefighters Network at the Fire Service Training Centre in Glasgow. The meeting took place over two days (27-28 October 2014). The event attracted 37 delegates from across Europe and the following issues were discussed:

- European Union strategic framework on Health and Safety at Work 2014-2020
- European Union Working Time Directive and new developments
- Industrial action of firefighters in Europe: exchange of views on joint actions and collective bargaining.

Joint statements were adopted by the EPSU Firefighters Network on austerity and TTIP (Transatlantic Trade and Investment Partnership) and the impact on firefighting services.

The meeting concluded with a roundtable discussion on building an International Firefighters Network and the work of Public Services International. There was a presentation from Harold Schaitberger, general president of the International Association of Firefighters, representing more than 300,000 professional firefighters in the USA and Canada.

Details of the work of the EPSU Firefighters Network can be found at <http://www.epsu.org/r/315>

The FBU sent a delegation to the European Trade Union Confederation (ETUC) euro-demonstration 'Fighting for investments, quality jobs, equality' on Friday 4 April 2014 in Brussels. The FBU also sent a delegation to the ninth EPSU Congress in Toulouse on 20-23 May 2014.

Members of the international committee are:

Matt Wrack	General secretary
Alan McLean	President
Kevin Brown	EC member
Tam McFarlane	EC member
Barry Downey	EC member
Sharon Riley	EC member.

Secretary to the committee is national officer Dave Green.

C13 FBU parliamentary group

This report documents the work of the FBU parliamentary group in the two years to 31 December 2014. The group has grown in size over this period to now number 34 members, drawn exclusively from Labour MPs.

The group meets regularly in Parliament, approximately every six to eight weeks whilst the House is sitting, so the union can brief MPs on its current campaigns and discuss how MPs can best assist and raise these in Parliament. The work of the group is then taken forward on a daily basis with strategy planned in liaison with FBU head office. The union provides a written report to all group meetings and also provides regular updates at interim strategy meetings.

The FBU parliamentary group is a campaigning group and is not comprised of MPs who have any financial relationship with the union because of their membership but instead MPs who wish to work with the union and in the interests of its membership. Through the general secretary and elected officials, we set the agenda of issues for the group to campaign and work on.

The aim of the group is to ultimately change the direction of government policy and build up a body of knowledge and understanding among MPs which can effectively hold government to account and hopefully influence the direction of policy formation. Cuts, pay, pensions and privatisation – all these are issues that were consistently raised. Our priorities have been to expose the damage to the service from the cuts, explain the unfairness, impracticality and the hardship faced by the membership because of the effective pay-freeze and the changes to pensions, and build opposition to all forms of privatisation.

The group is chaired by Kate Hoey MP and John McDonnell MP acts as its secretary.

We continue to liaise with the opposition frontbench – shadow secretary of state for communities and local government Hilary Benn MP and shadow fire minister Lyn Brown – and also will continue to contact MPs beyond the Labour Party ranks who show interest in firefighters' issues, seeking to maximise cross-party support for FBU policies. The parliamentary group facilitates meetings as and when required by the union.

Throughout 2013 the union kept the parliamentary group aware of ongoing issues and we circulated detailed briefing material and press releases to group members – and where appropriate to other MPs – with updates on issues of importance to the FBU. These included:

- Cuts
- Pensions
- Williams Review response
- Knight Review response
- Privatisation plans
- London closures and cuts.

During the period this report covers the following issues have been consistently raised and discussed:

Cuts

Central funding to the fire and rescue service continues to be cut, with an unprecedented reduction of 8.8% planned for 2015-16. The union's own research and analysis has shown that over 5,000 frontline firefighter jobs have been cut during the five years of this government. More than a thousand jobs were cut in the year 2013-14, during which time 40,000 people were rescued by firefighters in the UK – over 100 rescues a day. On 26 March 2014 around 200 firefighters came to the House of Commons to hear speakers emphasise the importance of pressurising MPs before the general election. The campaigning work undertaken by firefighters at local level – citing the loss of stations, engines and staff – is vital, complementing and strengthening the pressure which the group can add in Parliament. Group members continued to draw attention to the scale and impact of these cuts and amplify their constituency concerns at Westminster, through questions and interventions.

The FBU's *Sounding the Alarm* report set out a vision for a fire and rescue service and makes an unanswerable case for investment, not cuts. This was distributed across Parliament to all MPs.

The parliamentary group sent representatives and messages of support to the union's Ring of Fire anti-cuts event when it came to London on Friday 26 September 2014.

Lyn Brown MP spoke at the Fire Sector Summit on 11 November 2014 and stated that a future Labour government would consider restructuring the service to deal with the financial constraints that will continue to be applied, at least in the short term. She said:

'If the annual reduction in government grant for this year and last year has been 7.5% and 7.6% respectively, then we know a further 8.8% is to be cut in 2015-16. Fire and rescue authorities face a real financial challenge. So while we have been clear that we will not be able to find additional resources in straightened financial times, what you will get under a Labour government is leadership, responsibility and partnership. You will get a strategic approach which understands that risk must underpin any change, and that supports fire and rescue services to develop a safe, cohesive, and sustainable development in the face of tighter public spending.'

The chancellor of the exchequer, George Osborne MP, gave his annual autumn statement to Parliament on 3 December 2014 and forecast further austerity, with most of the cuts – £30bn – yet to come. This was followed by the provisional local government finance settlement statement for 2015-16 on 18 December 2014 when communities and local government minister Kris Hopkins announced a cut of 1.8% to local authorities in England. Group members protested at the severity of the cuts to services.

Floods

The winter of 2013-14 was the wettest on record with over 7,800 homes and nearly 3,000 commercial properties flooded. Some 28 individual fire and rescue services supplied crews, high volume pumps, flood rescue tactical advisers and pumping appliances.

Across the UK over a three-month period nearly 7,000 incidents and 2,000 rescues were recorded, mostly in England. MPs from the worst affected constituencies secured adjournment debates on flooding issues.

At our meeting with shadow secretary of state for communities and local government Hilary Benn MP, the union reminded him that the promise of a statutory duty would prove a practical, positive and popular move. Group members supported Alan Meale MP's early day motion on the matter. Following meetings with Jon Cruddas MP, Lyn Brown MP and Hilary

Benn MP, we sent a letter on 22 October 2014 to Jon Cruddas to reinforce the case for a statutory duty to become a Labour Party policy commitment. Lyn Brown MP, in her speech to the Fire Sector Summit on 11 November 2014, stated:

‘We have all applauded the heroic efforts made by so many different services in tackling the floods we saw over the last winter, but it is time we recognised the concerns raised and the changes that have been asked for. Given that fire and rescue services are already carrying out flood and water rescue, and given the increased frequency of flooding we are now seeing, I believe that the time has now come to place this rescue activity alongside fighting fires and attending road traffic accidents as a statutory duty.

‘That is why today I can announce that a Labour government will make it a priority to introduce a statutory duty on the fire and rescue service to respond to flood incidents, with the express purpose of providing clarity and increasing safety.

‘This is something that Scotland has had since 2005 and Northern Ireland has benefited from since January 2012. It is absolutely right that England and Wales see parity with the rest of the UK on this issue, especially after the wettest winter on record and the growing threat of floods and climate change.’

Several group members took control of the Westminster Hall adjournment debate on local flood issues, secured by Conservative MP Steve Brine on 19 November 2014, to emphasise the need for a statutory duty.

Pensions

Of all the parliamentary work we have undertaken in recent history, the lobbying undertaken at all levels of the union, but especially by members contacting their local MPs, on early day motion 454 ‘Public service pensions’ has to be seen as the most high profile – and in many respects the most successful even if we ultimately lost the vote.

The statutory instrument No. 2848, enabling the Firefighters’ Pensions Scheme (England) Regulations 2014 to come into force on 1 April 2015, was laid before Parliament on 28 October 2014.

Statutory instruments (SIs) are a form of secondary, delegated legislation which can add detailed orders, rules or regulations or amend, update or enforce existing primary legislation. They are almost never defeated and rarely even debated. Nevertheless, we sought to secure a debate and maximise our opportunities to oppose the measure. Following lengthy discussions with parliamentary clerks and parliamentary procedure experts, it was confirmed that the process which the SI, subject to ‘negative procedure’, would follow would be agreed after discussion through ‘the usual channels’ and any debate and vote was at the discretion of the government.

The FBU parliamentary group immediately tabled a ‘prayer’ against the SI, which took the form of a special sort of early day motion (EDM) with particular wording. Having assembled considerable support before tabling, we were able to eventually leverage support from the opposition front bench and just shortly before we tabled it on behalf of the FBU parliamentary group, we received a phone call from Hilary Benn’s private office confirming that he was happy for his name to be used as the primary sponsor, with Lyn Brown at number two, followed by the officers of the parliamentary group and other additional names we had collected.

Following widespread lobbying and circulation of the prayer, a large number of Labour MPs quickly added their names, including Ed Miliband, who as leader of the opposition took prime position as main sponsor. At our request, the Labour whips then circulated an update and statement on the situation across the Parliamentary Labour Party, urging support for the prayer.

With such widespread support and led by the leader of the opposition, the government could not ignore the prayer. The Journal Office at the House of Commons advised that it would normally be referred to a delegated legislation committee (DLC) of 18 MPs. A committee of selection decides the composition of the DLC, although other MPs may attend and speak but not vote. However, the vote taken at the conclusion of this committee’s debate is only procedural, and even a ‘No’ vote would not stop the SI coming into force. The only way to defeat an SI such as this was on the floor of the House, as last happened in 1979 over the removal of the restriction on the price of paraffin.

The issue was raised by the backbench Labour Parliamentary Committee which meets with the leader of the Parliamentary Labour Party on a weekly basis, where both Albert Owen MP and John Cryer MP pressed for the prayer to be brought onto the floor of the House. Group member Ian Lavery MP held a meeting with Labour leader Ed Miliband MP on our behalf. Chris Williamson also raised the matter with Hilary Benn and Lyn Brown.

As a result of the continual pressure and almost daily liaison with the opposition front bench, we finally secured a full debate on the firefighters' pensions proposals on the floor of the House of Commons on 15 December 2014. Labour conducted a full three-line whip to maximise the vote but the government eventually secured its majority by 313 to 261. It is important to note the success we have had during this whole process of effectively swinging the entire Parliamentary Labour Party fully behind the union on this issue. In addition to facilitating a debate and vote, we are now liaising with the shadow fire minister and the shadow DCLG team to hear what a future Labour government is going to do to restore firefighters' pensions.

Support for the prayer against the Firefighters' Pension Scheme Regulations 2015 (EDM 454 'Public service pensions') eventually reached a total of 284 signatures (44% of MPs) before the debate, including nearly two dozen Liberal Democrats. It received twice the number of the second best-supported EDM in this session of Parliament and was the best-supported EDM for several years.

It is worth recording that many firefighters attended the debate on 15 December and the preceding lobby, launched from a committee room rally and facilitated by group member Mike Wood MP. As chair of the parliamentary group, Kate Hoey MP was called to speak early in the debate and group secretary John McDonnell MP was given the opportunity to provide concluding comments.

The debate covered the main concerns about the scheme and, although the regulations could not be defeated, it brought a 'guarantee' of an unreduced pension. The government conceded from the floor of the House that should any firefighter over 55 fail a fitness test through no fault of their own, and if the fire authority was unable to find them suitable alternative employment, then they would be due an unreduced pension.

Fire minister Penny Mordaunt stated on several occasions to coalition colleagues, during exchanges, that should a firefighter fail a fitness test through no fault of his or her own, the fire authority should consider suitable alternative employment. If that was not possible and the employee was at least age 55, the authority would initiate retirement and pay an unreduced pension, as the following exchanges make clear:

Dame Angela Watkinson (Hornchurch and Upminster) (Con): As my hon. Friend the Minister knows, I speak as a member of a fire service family. She has been very kind in meeting me on several occasions to answer my many questions. My main concerns are: remaining operationally fit to the age of 60; the absence of redeployment opportunities; and the effect on pension entitlement for those firefighters who are unable to remain operationally fit.

Firefighting is a physical occupation that requires a high level of fitness to undertake tasks safely – safely for the individual, their colleagues and members of the public. The Williams review estimates that two thirds of firefighters between the ages of 55 and 60 are below the recommended fitness level, meaning not that they are overweight but that that age group has naturally occurring age-related conditions such as arthritis, worn joints and many others. Firefighters are interdependent in dangerous situations, and most aged 55 to 60 are not as fit as those half their age. When they go into a building that is on fire and full of smoke, they have to wear breathing apparatus, and there might be people who have to be brought out to safety. A watch is only as strong as its weakest link.

Penny Mordaunt: I stress to my hon. Friend, whom I know is very concerned about these issues, not least because of her connections, that a great many firefighters are already required to work until 60. At the moment, older firefighters have no protections. We are introducing a measure that will improve the current situation and ensure that if there is no operational role for someone to go into, they will get not just a pension but an unreduced pension.

Mr Peter Bone (Wellingborough) (Con): I find myself in a very difficult position tonight in deciding how to vote on this statutory instrument.

I have spoken with the chief fire officer and the FBU representatives and seen firefighters on the picket line, and I went to see Green Watch in Wellingborough. In all these disputes, we should ignore the FBU and the employers and listen to the actual firefighters and what they tell us. The one problem is that firefighters are genuinely worried that when they get to 55 they might, through no fault of their own, lose their pension. If the Minister could give me an assurance that those firefighters would be redeployed or –

Penny Mordaunt: I am very happy to give those assurances – *[Interruption.]* We have done that... If someone fails a fitness test through no fault of their own and they do not qualify for ill health retirement, they will get a redeployed role or an unreduced pension. That will be put on a statutory footing in the national framework – a full, unreduced pension, if not an alternative role.

Mr Bone: Having heard the words of the Minister, I think the whole House can now support the statutory instrument.

The following day communities' secretary Eric Pickles MP confirmed this position at the communities and local government committee:

Simon Danczuk: This question is from the Fire Brigades Union: 'As there are virtually no redeployment opportunities, surely this means, if firefighters fail a fitness test, they lose their job'.

Mr Pickles: That is certainly not the case. We were very keen to ensure – and we went through a debate yesterday to ensure – that would not be the case. It is now very clear: if firefighters fail the test on the grounds that they are unwell, they will, of course, receive a full pension. The changes that took place yesterday mean that, if a firefighter is unfit, they have to go through a process of trying to get back into a fit condition to be able to fulfil their jobs. If they cannot, and they cannot be redeployed, the effect of yesterday's decision is that they will get a full pension. If I am being really blunt, I was very hacked off with the employers' side, who refused to make this concession for two years, and that is why we are putting it into a statutory instrument. It is a sign that I thought the firefighters had made a very reasonable point.

Hilary Benn MP followed up the debate with written questions to establish how fire and rescue authorities would be required to support firefighters retain fitness until the age of 60 and support those who couldn't. The Department for Communities and Local Government replied to all questions with the same stock answer.

The executive council wishes to place on record its appreciation of all those members who lobbied their MPs on this issue. Without any doubt it was a big political education for those across the union. It was also an effort that was recognised by all MPs who sit in the House, whether they liked it or not.

Social Action, Responsibility and Heroism Bill

The government's Social Action, Responsibility and Heroism Bill sought to 'encourage volunteering and involvement in social action' such as intervening in an emergency. This could have implications for apportioning blame and liability – and the group offered assistance with amendments and interventions. Clause 4 is the most pernicious from a firefighter's perspective, since it encourages members of the public to intervene in incidents where they put themselves and firefighters at risk in the name of heroism. It may also affect cases where an individual firefighter goes in against their training/advice, only to get into difficulties and to put those colleagues at risk.

This was modified by an amendment at report stage, although an amendment which sought to scrap the clause lacked opposition support and was withdrawn.

Governance

The mayor of London, Boris Johnson, was determined to increase his appointees on the London Fire and Emergency Planning Authority at the expense of elected representatives to enable him to inflict further cuts on the service across the capital. A statutory instrument was needed from the Department for Communities and Local Government to pave the way for Johnson's anti-democratic reforms and the group prepared to oppose the measures, in collaboration with Greater London Assembly member Dr Fiona Twycross, vice-chair of the London Fire and Emergency Planning Authority and leader of the authority's Labour group. She assisted us with the preparations for an adjournment debate on this issue which John McDonnell MP had secured. Unfortunately this was scheduled for 15 October 2014 and due to this being a PCS union strike day, with group members respecting Westminster picket lines, this had to be postponed.

We still awaited communities secretary Eric Pickles MP's response to the recent consultation on the reform of fire service decision-making in London. Kate Hoey MP submitted a response on behalf of the group and received acknowledgement.

Mutuals and privatisation

In early 2014 group chair Kate Hoey finally received a reply to our letter of 4 July 2013 from then fire minister Brandon Lewis on this issue. He reiterated in response to Iain Wright MP (17 January 2014) that: 'I have been very clear that we will make no moves to progress mutualisation that would lead to privatisation.' The Cleveland mutualisation plans have continued to be held up but the parliamentary group is aware that the proposals have not gone away and it remains vigilant for signs of moves which may facilitate mutualisation. It was fully expected that should the Tories win the next election both mutualisation and full scale privatisation of the fire service would move up the agenda.

Shadow fire minister Lyn Brown MP, in her speech on 11 November 2014, gave an emphatic rejection of any privatisation:

'We have seen moves by some towards changes in authority governance and ownership, which have fuelled worries of privatisation in the Fire and Rescue Service. Let me tell you today, unequivocally, that Labour emphatically rejects both partial and full privatisation of Fire and Rescue Services.'

‘With the financial pressures over the coming years, some may argue that a privatised Service is the way forward – it is not. It is public safety that drives development in our service, not the pursuit of private profit.’

The former fire minister, Brandon Lewis, wrote to the Regulatory Reform Committee on 23 January 2013 seeking views to ‘enable fire and rescue authorities in England to contract out their full range of services to a suitable provider’. The briefing sent with the letter states that ‘fire and rescue authorities should be able to adopt alternative models for delivery, under contract, for some or all of their services by a suitable alternative provider e.g. a mutual, social enterprise, or other appointed contractor’. The ‘should’ indicates that they favour breaking up the current system, while ‘contractor’ is a euphemism for a private sector provider. It says that Cleveland is a ‘pathfinder in the fire sector’ – meaning that Cleveland is being used as a Trojan horse.

There was widespread outrage that Brandon Lewis had attempted to slip proposals to privatise fire services through the House of Commons’ Regulatory Reform Committee, which should consider only non-controversial issues. We attended a meeting on 13 February 2013 with group members Dave Anderson MP and Ian Lavery MP who are on this committee and they expressed their considerable shock at the Brandon Lewis letter.

Kate Hoey MP and John McDonnell MP wrote a letter to the committee chair to outline our objections:

James Duddridge MP
Chair
Regulatory Reform Committee
House of Commons
London SW1A 0AA
15 February 2013

Dear James

Re: ‘ENABLING FIRE AND RESCUE AUTHORITIES TO CONTRACT OUT THE FULL RANGE OF THEIR SERVICES TO A SUITABLE BODY TO DELIVER ON THEIR BEHALF’

We write to you as Chair and Secretary of the FBU Parliamentary Group to express our concern at the request from Brandon Lewis for your Committee to consider the above proposals.

We understand that Legislative Reform Orders should not be used to deliver highly controversial proposals and the Minister has himself admitted that these proposals are “not without some level of controversy.” We regard that as an understatement and it would seem to us a wholly inappropriate route for such proposals.

We wholeheartedly agree with those Committee members who have opposed this and we believe that this must be debated in full on the floor of the House. Please do pass on our views in any subsequent discussions you may have with the Minister or Department for Communities and Local Government officials on this issue.

We would be most grateful if you could send any response to Simeon Andrews (details below), who co-ordinates the work of the Group.

Kind regards

Kate Hoey MP
Chair, FBU Parliamentary Group

John McDonnell MP
Secretary, FBU Parliamentary Group

At the ministerial meeting at the end of February the group asked why the minister had sent a request for the Regulatory Reform Committee to consider ‘enabling fire and rescue authorities to contract out the full range of their services’. Group members, particularly Dave Anderson and Ian Lavery, insisted that this was a wholly inappropriate route for controversial proposals.

The minister accepted this point, but emphasised that he was merely exploring options by consulting the committee and that the government’s role was permissive and enabling. He said that mutualisation required employee engagement and was an employee-led initiative, although the final decision on any contracting-out rested with the fire authorities. He stressed that the government’s legal advice was that the choice could be limited to the sole option of mutualisation but would have to include other forms of ownership as well. No decision had yet been reached on how to proceed and there would be further consultation and opportunities for full debate.

Parliamentary group member Chris Williamson warned that mutuals can be open to tender after three years, opening the door to privatisation. He said that Eric Pickles himself had ruled out privatisation and Brandon Lewis had accused him of ‘bandwagon opportunism and cynicism’.

SECTION C — TU AND LABOUR MOVEMENT

Ian Lavery MP said that he had not received a proper response to his earlier oral question to DCLG on mutualisation. Tom Blenkinsop MP secured an adjournment debate in Westminster Hall on Cleveland Fire Authority on 13 May 2013. Although there is no vote at the end of these debates they are a useful means of keeping the government under pressure on an issue.

Legislation

While a mauling in the Commons delayed the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill – popularly known at the ‘Gagging Bill’ – it was not defeated and Royal Assent was granted on 30 January 2014.

Trade Union Co-ordinating Group (TUCG)

The FBU is a founder member of the TUCG which was established in 2008 to coordinate campaigning activities in Parliament and beyond on issues of common concern between member unions. The TUCG currently comprises nine trade unions: BFAWU (Bakers, Food and Allied Workers Union); FBU; NAPO (probation and family court staff union); NUJ (National Union of Journalists); NUT (National Union of Teachers); PCS (Public and Commercial Services Union); POA (Prison Officers’ Association); RMT (National Union of Rail, Maritime and Transport Workers); and URTU (United Road Transport Union). It represents over one million trade unionists throughout the UK. John McDonnell MP is the TUCG parliamentary convenor. The executive council of the TUCG meets every two months at general secretary level.

FBU parliamentary group membership (December 2014)

David Anderson	Blaydon
Roberta Blackman-Woods	City of Durham
Tom Blenkinsop	Middlesbrough South and Cleveland East
Jenny Chapman	Darlington
Katy Clark	Ayrshire North and Arran
Michael Connarty	Linlithgow and Falkirk East
Rosie Cooper	Lancashire West
Jeremy Corbyn	Islington North
Jon Cruddas	Dagenham and Rainham
John Cryer	Leyton and Wanstead
Alex Cunningham	Stockton North
Tony Cunningham	Workington
Nic Dakin	Scunthorpe
Ian Davidson	Glasgow South West
Frank Doran	Aberdeen North
Robert Ffello	Stoke-on-Trent South
Dr Hywel Francis	Aberavon
Nia Griffith	Llanelli
David Hamilton	Midlothian
Kate Hoey	Vauxhall
Kelvin Hopkins	Luton North
Ian Lavery	Wansbeck
Kerry McCarthy	Bristol East
John McDonnell	Hayes and Harlington
Jim McGovern	Dundee West
Austin Mitchell	Great Grimsby
Grahame Morris	Easington
George Mudie	Leeds East
Linda Riordan	Halifax
Dennis Skinner	Bolsover
Karl Turner	Hull East
Joan Walley	Stoke-on-Trent North
Chris Williamson	Derby North
Mike Wood	Batley and Spen

C14 Affiliations

During 2013 and 2014 the FBU maintained or established affiliations to the following organisations:

Union organisations

European Federation of Public Service Unions
 International Centre for Trade Union Rights
 Irish Congress of Trade Unions
 Public Services International
 Scottish Trades Union Congress
 Trades Union Congress
 FERPA (Federation of European Retired Persons Association)
 Trade Union Coordinating Group

Fire organisations

Fire Protection Association
 Fire Sector Federation
 The Firefighters Memorial Trust
 National Fire Sprinkler Network

Campaigns – national

Abortion Rights
 Campaign against Climate Change
 Campaign for Nuclear Disarmament
 Campaign for Press and Broadcasting Freedom
 Campaign for Trade Union Freedom
 Committee for the Defence of Iranian Peoples Rights (CODIR)
 Comprehensive Future
 Defend Council Housing
 Disability Alliance
 End Child Poverty
 Fabian Society
 Greenpeace
 Inquest
 Institute of Employment Rights
 International Brigade Memorial Trust
 Labour Research Department
 Liberty 80
 Local Government Information Unit
 Maternity Action
 Marx Memorial Library
 National Assembly of Women
 National Pensioners Convention
 The People's Charter
 Stop the War Coalition
 Trade Union Friends of Searchlight
 Unite Against Fascism
 United Campaign to Repeal the Anti-Trade Union Laws
 The Woodcraft Folk
 Working Class Movement Library

Campaigns – international

Action for Southern Africa (ACTSA)
 Amnesty International
 Burma Campaign UK
 Campaign for Human Rights in the Philippines
 Cuba Solidarity Campaign

SECTION C — TU AND LABOUR MOVEMENT

Greece Solidarity Campaign
Hands off Venezuela
Justice for Colombia
Nicaragua Solidarity Campaign
Palestine Solidarity Campaign
Venezuela Solidarity Campaign
War on Want
Western Sahara Campaign

D1 Retained firefighters: pension settlement

Work continued to ensure that the 'modified' scheme was introduced as early as possible. Members recognised that the proposals for the 2015 scheme also meant detrimental changes to the modified scheme. On 20 March 2013 this was spelt out in a bulletin titled 'An insult to retained firefighters'. This bulletin explained why the concerns about the unworkable proposals from government for the 2015 scheme would also apply to firefighters working the retained duty system.

On 23 July 2013 the Department for Communities and Local Government (DCLG) began its consultation on the modified scheme in England. Although the negotiations had concluded some while ago, DCLG had delayed issuing the consultation document despite repeated assurances that it would be issued shortly. After pressure from the union, which included adding the issue to the latest trade dispute, the consultation document was released.

The consultation document set out the scheme proposals available to RDS firefighters who were employed by FRAs between 1 July 2000 and 5 April 2006, and outlined the proposed new terms negotiated by the FBU and the Department for Communities and Local Government following our successful legal challenge.

The consultation, which ran from 23 July 2013 until 3 September 2013, was followed by the laying of the necessary legislation. This exercise was repeated separately in Wales, Scotland and Northern Ireland.

On 1 August 2013 an all-members' circular 2013HOC0424MW explained the scale of the FBU legal victory in relation to the modified scheme but also the attack that it was already under. The circular urged members to continue to support the FBU's opposition to the government proposals for an unworkable 2015 scheme and to vote Yes in the strike ballot that was due to finish on 29 August 2013.

This was followed up by a further circular on 14 August 2013 which outlined why the modified scheme was definitely a scheme worth fighting for.

On 10 March 2014 head office circular 2014HOC0164MW contained important information to members on how they could express an interest in joining the scheme now that the consultation process had ended. This circular contained a DCLG document that made it absolutely clear that this scheme was the result of lengthy negotiations between the FBU and DCLG.

The circular referred only to England because, although the same implementation date would apply UK-wide, a slightly different timescale for this part of the process would be followed in Scotland, Wales and Northern Ireland.

From September 2014 DCLG began to put a calculator on its website to assist members considering becoming members of the modified scheme to see the cost and benefits available.

D2 Fairer commutation campaign

Head office circulars in July 2013 (2013HOC0402SS and 2013HOC0407SS) highlighted the background and result of the Government Actuary's Department (GAD) appeal against the decision of the High Court on the jurisdiction of the Pensions Ombudsman.

Recap

The ombudsman decided in December 2010 that he had the jurisdiction to investigate whether GAD was guilty of maladministration for failing to update the commutation tables used for the Firefighters' Pension Scheme (FPS) more regularly than it actually did. GAD disagreed, arguing that it was not an administrator of the FPS. It appealed to the High Court but lost in June 2012. It appealed again to the Court of Appeal. On 22 July 2013 the Court of Appeal dismissed this appeal.

GAD subsequently had an application to appeal to the Supreme Court refused by the Court of Appeal.

The Pensions Ombudsman confirmed that he was investigating a lead complaint and was considering a submission that had been presented by GAD. The complainant was presented with an opportunity to give comments on this submission as part of the next stage.

On 16 January 2014 the Pensions Ombudsman reported that he had received GAD's submission and that the complainant had responded to him. In July 2014 the Pensions Ombudsman reported that, although he had previously said that he expected to issue a preliminary decision in about a month with views on the likely outcome of the lead complaint, this was now taking a little longer and he hoped to provide a further update on the case when he had some more information.

This was still the situation at the end of the year.

D3 Local Government Pension Scheme 2014

In January 2013 the consultation document for England and Wales outlining the 'Local Government Pension Scheme 2014: Draft regulations on membership, contributions and benefits' was issued.

This consultation covered regulations which introduced the recently agreed core elements of the new scheme, in particular the provisions relating to membership, contributions and benefits.

FBU members who are members of the LGPS had previously indicated that the proposals were not acceptable for two main reasons:

1. The proposed normal pension age of (up to) 68.
2. The revaluation and accrual rates agreed for the career average revalued earnings (CARE) scheme.

Informal consultations between the beginning of June and the end of August resulted in overwhelming support for the proposals by 93% of employers, 90% of UNISON members, 95% of GMB members and 84% of Unite members. The majority of other unions with members in the LGPS, apart from the Fire Brigades Union, also accepted the proposals. This clear mandate now enabled the department to take forward the proposed scheme design as the basis for the statutory consultation exercise.

The FBU response to the consultation reiterated the reasons why FBU members did not agree to the proposals at the earlier consultation stage.

D4 Implications for re-employment of FPS pensioners

On 3 April 2013 head office circular 2013HOC0196SS reiterated earlier advice from March 2010 about changes to tax laws that could potentially affect members of the 1992 Firefighters' Pension Scheme who retired before age 55 (other than on ill health) and were subsequently re-employed.

This circular contained earlier advice from HMRC to fire authorities on the tax rules that must be followed to ensure that an individual who retired using their protected pension age and was then re-employed was not liable for an unauthorised tax charge. A further reminder was sent out on 20 November 2014.

This was followed up by a further reminder in an all-members' circular 2014HOC0705SS on 8 December 2014 explaining the issue again in more detail.

D5 Freedom and choice in pensions

In March 2014 HM Treasury issued a consultation document outlining planned changes to public service pension schemes in relation to how members could access defined contribution scheme benefits, including the minimum pension age when a benefit could be accessed without incurring tax charges.

Head office issued a briefing note to regional secretaries on 23 April 2014 outlining the potential impact of these proposals. Head office officials arranged a meeting with Treasury representatives and raised serious concerns with these proposals. These concerns formed the FBU response to the consultation that closed on 11 June 2014.

In its response to submissions issued in July 2014, the government accepted one of the FBU's arguments and confirmed that it would increase the minimum pension age from 55 to 57 in 2028 and that it would remain 10 years below the state pension age thereafter. However, it did confirm that it would not apply the minimum pension age increase to the public service schemes for firefighters, police and the armed forces.

D6 Amended commutation factors in the 1992 Firefighters' Pension Scheme

On 20 May 2014 the Department for Communities and Local Government issued a revision of the 1992 FPS commutation factors. These were slightly lower than the previous factors which will ultimately affect the lump sum of individuals in the FPS in England retiring after this date.

D7 Changes to annual allowances

Previously government had proposed changes to tax relief on pension contributions. These changes had the potential to affect a wide number of FBU members contributing towards pensions schemes. These changes reduced the annual allowance (AA) limit from £255,000 to £50,000 per year and the lifetime allowance (LTA) from £1.8m to £1.5m from 6 April 2011. These were revisited in the 2012 autumn statement, where the chancellor announced further reductions. This made it even easier for members to exceed the allowance and be hit by hefty tax charges. On 18 January 2013 head office issued a comprehensive note following advice from First Actuarial which gave a detailed explanation of the issue.

D8 Pension liberation

Head office had previously informed members about the problems associated with 'pension liberation' and how firefighters were being targeted by companies offering this service.

The FBU had already raised this issue at the 46th Firefighters' Pension Committee in October 2012. At the 47th Firefighters' Pension Committee held on 17 January 2013 the chair informed the committee that the Department for Communities and Local Government had now issued the following note highlighting this issue:

'Dear All

We informed FRAs last year about a number of companies who had been specifically targeting firefighters claiming that they can circumvent the government's early access rules and release pension monies before age 55.

Many claim to be able to do this via writing loans to members, although such actions are normally prohibited by HMRC. Both the Financial Services Authority (FSA) and The Pensions Regulator (TPR) published warning statements relating to such schemes

... The types of organisations who market schemes of this nature are often registered abroad and so are not regulated by the FSA.

We continue to receive reports about these companies and would like to take this opportunity to remind FRAs to proceed with caution should they be approached with an "unlocking" or reciprocation proposition.'

First Actuarial subsequently produced a briefing for trade unions which covered this issue in more detail and warned of all the pitfalls associated. This was distributed to brigade officials in June 2013.

D9 YouGov survey 2013: members' views on the current pension proposals

The FBU had previously used information from YouGov surveys to provide supporting evidence about the attitudes of firefighters towards the government's pension proposals. This type of information had already been key in our responses both on the affordability and workability of the current proposals. This time the survey was designed not only to take account of the different proposals throughout the UK, but also to focus on the proposals to further increase contributions.

The survey started on 27 November 2013 and finished at 12.00 18 December 2013.

D10 Hands off our pensions campaign

The attack on firefighter pensions continued throughout 2013 and 2014.

Members in both the 1992 Firefighters' Pension Scheme and the New Firefighters' Pension Scheme faced further increases to their contributions in April 2013 and 2014 meaning that the majority of firefighters were faced with contribution rates of 14.2% in the FPS and 10.4% in the NFPS. Higher earners faced higher contribution rates as part of the tiered contributions that were introduced as part of the proposals. The FBU submitted responses in all parts of the UK outlining its opposition to the increases and raising serious concerns around the future sustainability and affordability of the schemes.

Normal pension age for firefighters – a review for the Firefighters' Pension Committee

Following pressure from the FBU, the Westminster fire minister Bob Neill commissioned Dr Tony Williams, medical director of occupational health consultancy Working Fit, to investigate the health and fitness implications of firefighters'

retirement at 60. The FBU has always maintained that the firefighters' pension scheme 2015 announced by Bob Neill in May 2012 was not workable, not least because it included a normal pension age (NPA) of 60.

The report from Dr Williams, entitled 'Normal pension age for firefighters – A review for the Firefighters' Pension Committee – December 2012', was released in January 2013 and broadly supported many of the concerns that the FBU had raised. The DCLG largely ignored the report apart from cherry picking sentences that it used to support its push to impose the NPA of 60.

A circular summarising the report was issued on 14 January 2013 highlighting that:

- The report did not provide evidence to support the government proposals for a normal pension age of 60 for the firefighters' scheme from 2015.
- The report argued that the only way such a change in NPA could be achieved was by significant changes in policy on entry standards; improved monitoring of fitness levels and health; improved arrangements for fitness training and monitoring; and a range of other measures.
- A normal pension age of 60 for the majority of the current workforce (including members of the NFPS) would mean that large numbers of members would be unable to achieve pension age.

The overall view was that, although the review was established by DCLG, it clearly did not provide support for current government policy on firefighter pensions. The FBU believed that the unstated conclusions of the report were:

- The NPA cannot be raised to 60 given the occupational nature of firefighting, the physical demands of operational firefighting, and the fitness profile of existing firefighters.
- NPA of 60 can only be imposed if fire service employers are prepared to dismiss significant numbers of firefighters.

The review also added weight to the FBU argument that the current proposals on protection were inadequate. It recognised that people who have been recruited with different expectations may struggle to maintain fitness to NPA 60 and suggested in paragraph 11.5.4 page 138:

'Some firefighters will have joined under the expectation that they will retire at age 55 or earlier but have now been told their normal pension age will be 60. This could be seen to be unfair, even though the Government has decided that an increase in pension ages across the public sector is reasonable and fair. Not all firefighters will be able to maintain physical fitness. People do not age at a standard rate, some will find it harder than others to keep physically fit. A possible option to consider here is to give more protection to those who are members of the 1992 Firefighter Pension Scheme.'

It was clear on any reading that Dr Williams had presented government with a report which did not provide support for its current policy. In an attempt to try and show how an NPA of 60 might be achieved, the Williams report created a whole further series of huge difficulties for fire service employers and for government policy.

It was clear that his recommendations on new standards and new systems:

- could only be applied to future employees;
- relied on a nationally consistent physical training/assessment regime (which still does not exist in the real world of the UK fire service);
- relied upon a potentially unlawful discrimination of setting an unnecessarily high entrance standard;
- would eliminate almost any chance of recruiting women into the service and would thereby roll back decades of work around equality issues.

Most significantly, his recommendations relied on the ability of employers to sack a significant number of individuals on capability-style dismissals.

To date the government has not issued a formal response to the report.

Following the release of the Williams report, the FBU wrote to the minister responsible for fire in England, Scotland, Northern Ireland and Wales reiterating the union's concerns about the introductory paper and other issues within the report. This letter was also copied to all MPs and chief fire officers.

The Scottish minister for community safety and legal affairs, Roseanna Cunningham, wrote to the English fire minister

highlighting that the review 'does not appear to give unequivocal support for the proposed firefighters' NPA of 60'. She asked him to share with her his 'planned response to the review' and how it had affected his 'current thinking on the design of the new post-2015 pension scheme'.

The FBU contacted Professor Andrew Watterson from the University of Stirling and asked him to provide a professional opinion on this interpretation. Professor Watterson is the director of the Centre for Public Health and Population Health Research and head of the Occupational and Environmental Health Research Group. Professor Watterson provided a group opinion which also broadly supported the FBU's position. A copy of this opinion was sent to the fire minister with a letter asking for a further meeting to discuss this and other concerns.

The Public Service Pension Act

The government continued with its plan to impose the NPA of 60 and used the Public Service Pensions Act 2013 to provide the overarching primary legislation to impose the changes in England, Scotland and Wales – although each scheme required further secondary legislation to introduce the regulations.

While the Public Service Pension Bill was at the report stage in the House of Lords the FBU had submitted an amendment in relation to the NPA which was debated on 12 February 2013. The union provided briefing notes and copies of bulletins to members of the House of Lords and worked with Lord Kennedy to try and encourage as much support as possible. The FBU also met and raised concerns with Lord Newby who was the official government spokesperson for the bill.

The FBU lobbied against the bill but was unsuccessful and it became law in spring 2013.

The bill did not apply in Northern Ireland where a separate process was being progressed which gave the FBU another opportunity to lobby against the imposition of the NPA 60. The lobbying in Northern Ireland was much more successful and a subsequent decision was taken not to impose an NPA of 60 for firefighters. This was a breakthrough and ultimately meant that the FBU and civil servants were able to negotiate a proposal that included a normal pension age of 55.

Firefighters ballot for strike action

The FBU conference held in May 2013 agreed to ballot all members in England, Wales and Scotland (apart from control members) for strike action. FBU members voted overwhelmingly for strike action in August 2013. Some 78% of those voting voted Yes, a margin of nearly four-to-one in favour. In a good turnout, a majority of members who took part in the ballot voted to strike.

So far, FBU members in England have taken over 50 separate periods of strike action – ranging from one-hour strikes to a four-day strike in October-November 2014. This industrial action has amounted to over 11 days in total and has taken place on 37 different days over 14 months. In addition, members have taken industrial action short of a strike as part of the campaign.

The rolling programme of strike action has been targeted, minimising financial losses to members while applying pressure – often acutely – to employers and the government. The action has not prevented talks – in the most part it has forced the negotiations to go on for much longer than expected. At various times FBU members have been locked out in Essex and in Surrey. A lock-out has been threatened in London and elsewhere. FBU members in Buckinghamshire faced a particularly hostile employer and faced lock-outs and the highest level of lost pay of any group of members.

Negotiations in Scotland, Northern Ireland and Wales

Separate negotiations in Scotland, Wales and Northern Ireland proved to be more productive.

In September 2013, following a series of discussions, the Scottish government formally gave the FBU an improved proposal for a Scottish 2015 Firefighters' Pension Scheme. This was based on the DCLG proposal but contained improved transitional protection and a guarantee that firefighters would not be sacked for simply failing fitness tests. This guarantee would be achieved through a regulation in the new scheme. The Scottish government agreed that it would use the improved actuarial reductions contained in DCLG's June 2013 proposal and also gave a commitment that it would match any improvements that DCLG subsequently gave. The actuarial reduction was later improved further following discussions with the FBU and its actuaries.

FBU members in Scotland were consulted on these proposals and were asked a simple question:

Are the proposals offered to Scottish firefighters by the Scottish government sufficient to avoid calling strike action at this time?

The result on 29 October 2013 was as follows:

YES	1,106	55%
NO	922	
Spoilt ballot papers	8	
Total ballot papers received	2,036	38%
Total ballot papers dispatched	5,301	

The Scottish government's offer in 2013 was sufficient for the FBU to suspend strike action in Scotland, although FBU members were involved in subsequent periods of industrial action short of strike.

FBU members in Northern Ireland were not involved in the balloting process because of the differing process in its pension legislation which eventually led to them agreeing an NPA of 55 for the 2015 Firefighters' Pension Scheme.

FBU members in Northern Ireland were consulted on the proposal with the following executive council recommendation:

The Executive Council notes the proposals on pensions from the Department of Health, Social Services and Public Safety and welcomes the fact that it includes a Normal Pension Age of 55. This proposal follows a very lengthy campaign by FBU members in Northern Ireland and across the union. This has involved the submission of a detailed and professional evidence-based case which has argued that an occupational pension scheme for firefighters must reflect the occupation which firefighters undertake. Significantly, the Northern Ireland Assembly has taken account of the evidence submitted and presented by the FBU and the case made by FBU members throughout the past three years. This is a notable difference from the approach adopted by DCLG at Westminster. The FBU congratulates the Department, and the range of politicians involved, for the constructive dialogue which has been achieved over this issue.

The proposals do not address every aspect of the trade dispute registered by the FBU and there remain areas of concern within them. Nevertheless, the proposals include a Normal Pension Age (NPA) of 55. This is currently unique in the proposals for pension age anywhere in the public sector in the UK. The Executive Council believes that this allows the union to continue to campaign for the improvements which we seek, but to do so on a firm footing with the NPA which acknowledges the occupational demands of firefighting.

Therefore, the Executive Council recommends that, subject to clarification of some minor points, the union should lift the current trade dispute and note the preparations for the introduction of the scheme and should provide advice and support to members in understanding the proposals. The FBU will continue to discuss with the Department and with Ministers the finer details of the scheme and plans for its introduction. The FBU will also continue to seek improvements, as we always have done, based upon our Conference policies and the issues identified by members.

The result of the consultation on 22 October 2014 was as follows:

Do you accept the Executive Council recommendation?

YES	533	93%
NO	42	
Spoilt ballot papers	2	
Total ballot papers received	577	35%
Total ballot papers dispatched	1,655	

Ongoing discussions with the Wales Assembly Government led to it agreeing to consult on a scheme with an improved actuarial reduction for firefighters age 55. This consultation was due to end in January 2015. The continuing discussions meant that FBU members in Wales did not take part in the four-day strike in October-November 2014 or the one-day strike in December 2014 which took place in England. Previously firefighters in Wales had taken part in all periods of strike action during this campaign.

Discussions in England

In England discussions continued with DCLG but were not as productive as elsewhere in the UK. The new DCLG fire minister Brandon Lewis (who took over from Bob Neill in 2012) had made a new offer in June 2013, with an actuarial reduction of around 22% for firefighters in the 2015 scheme who had to retire at age 55 (as opposed to one of around 47% in the original scheme). However, this was still unacceptable and unworkable.

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He withdrew this offer in November 2013 following a period of strike action by FBU members but reinstated it in July 2014 following the submission of a pre-action letter highlighting potential age discrimination issues.

Penny Mordaunt replaced Brandon Lewis as DCLG fire minister in July 2014. The FBU continued to have regular meetings with the minister and her team as well as her equivalents in the other parts of the UK.

In October 2014 the Westminster government with the new fire minister laid the regulations for the 2015 firefighters' scheme. The union met this with a strong political campaign.

The FBU had already held a successful pensions and cuts march in London and a rally in Westminster Central Hall in October 2013, and in March 2014 around 200 FBU members had lobbied MPs on pensions and cuts.

The ongoing political campaign in England and EDM 454

In response to the laying of the 2015 pension legislation the FBU began to lobby again. From October to December 2014 FBU members were highly effective in securing 283 signatures for an early day motion (EDM) to revoke the firefighters' pension regulations – the highest number of signatures in that parliamentary session. It was backed by the Labour leadership and by MPs from all other parties at Westminster other than the Conservatives and UKIP. On 15 December 2014, around 250 firefighters attended Westminster to lobby again on pensions as a result of a debate on the issue. This was the only full parliamentary debate on an individual pension scheme arising from the changes to all public service schemes following 2010. The motion to scrap the new law was debated, but the vote was lost 313 to 261. The Liberal Democrats split, with 33 voting with the government and seven against. During the debate, however, the DCLG fire minister suggested that firefighters who could no longer maintain their operational fitness through no fault of their own would not be dismissed but would instead receive an unreduced pension if they were aged at least 55. It was clear to any impartial observer that we won the argument but that the Tory and Liberal Democrat whips won the vote.

Following this vote the regulations became law in December 2014 – to be implemented in April 2015.

The no job no pension guarantee

DCLG had previously claimed that it could provide an assurance that firefighters would not be faced with the prospect of 'no job no pension' as their fitness declined with age by amending the national framework document. The FBU outlined why this process was flawed, a position that was supported by legal advice. Nevertheless, DCLG issued a consultation paper on 28 October 2014 which included two proposals which, it claimed, could amend the national framework document and provide a guarantee that firefighters would not face the threat of 'no job no pension' simply because of declining fitness as a result of ageing.

The FBU submitted a detailed response clearly highlighting that this was not the case and that the framework route was inappropriate and would not provide anything other than guidance that employers have to 'have regard' to.

The submission also included an earlier FBU response to a DCLG fitness consultation from November 2013, a legal opinion showing why the framework did not give the guarantee that DCLG claimed, and a document that had been submitted to the Williams review showing the real position in respect of redeployment opportunities in 2011.

In autumn 2014 DCLG suggested that a working group be established to look at the fitness issues and the occupational challenges facing firefighters as they age. The FBU was asked to participate and to represent employees on a steering group. This invitation was accepted and terms of reference agreed. A working group was also established which would include representatives of employers, employees and DCLG.

The campaign continues and all avenues are being explored

The FBU has used all the available legal channels to push our case. The union had previously led the legal challenge on changing the way that pensions in payment were uprated from the retail price index (RPI) to the consumer price index (CPI). The FBU had submitted a pre-action letter on age discrimination relating to the process used by DCLG when it set its initial actuarial reduction figure of around 47%. This was subsequently improved to around 22%. (In Scotland this has been improved further to 9% and Wales has consulted on a proposal including this improvement.)

The FBU is still opposing the irrational and unfair method for calculating the 22% reduction. The union's legal team is building a legal argument to challenge this and has also looked at legal challenges around the current transitional protection proposals which the union says are inadequate. The issue of commutation factors is also being looked at from an age discrimination angle to see if a challenge exists. The legal route is just one avenue that will need to be exhausted as part of the ongoing campaign now that the regulations have been laid in England.

At the end of 2014 the FBU was continuing to fight a strong and vigorous campaign on pensions, utilising all industrial, political, legal and other methods at its disposal. It has conducted a pension campaign in a period when the employers and the government have taken advantage of the financial crash of 2007-8 to impose austerity, which has seen 6,000 firefighter jobs go since 2008 and a government-imposed pay freeze that has seen firefighters' wages fall in real terms by 15% against RPI since 2010. The FBU has also sought to fight these attacks with public meetings, lobbies, street stalls, demonstrations, lobbying, legal action and direct action.

The campaign has been further complicated by the issue of devolution. While the union has sought the same or similar arrangements for firefighters across the UK, the legal responsibility for pensions rests with the governments in the four parts of the UK. This has meant that each stage of discussions and negotiations has been repeated four times with four ministers and the relevant teams of civil servants.

The approach from the start was to build a strong evidence-based case against the attacks. This case was based on the work firefighters are required to undertake or to prepare for and the standards they are required to meet for their occupation. It has been this powerful evidence base which has provided the background to and basis for the FBU campaign since 2010. At no point has anyone been able to challenge or undermine the strength of this case.

The FBU has produced an enormous amount of evidence and publications as part of the campaign. We published the Cutler and Waine report on the Hutton review. The union commissioned its own evidence from actuaries and health specialists, and conducted its own research to inform our case. The FBU's *Firefighter* magazine has carried updates in most issues over the past four years. We have produced 13 separate pension bulletins for members, as well as numerous briefing notes, lobby packs, media messaging documents, leaflets – plus placards, posters and other materials for public activity.

Compared with original proposals outlined by the Westminster government in 2011, the FBU has managed to alter, reverse, or mitigate a number of aspects of the attacks on members:

- initially supplied evidence which resulted in a higher cost ceiling in October 2011;
- initially supplied evidence that resulted in the first year smaller increase in contributions, worth around £200 for most members;
- averaging the 2015 scheme contributions over all firefighters' schemes, meaning that the employee contributions will be phased in from 2015;
- lower initial contributions for new entrants, firefighters in training and firefighters in development;
- NPA of 55 in Northern Ireland;
- gaining an exemption for firefighters from the increased minimum pension age tax regulations from 2028;
- an agreement (and agreement for a pension regulation) on 'no job no pension' in Scotland;
- additional protection based on length of service as well as age in Scotland;
- an improved actuarial reduction – from 47.1% at 55 to 21.8% in England, 9% in Scotland and possibly in Wales.
- for NFPS members, an actuarial reduction better than the 40.5% in the 2006 scheme for retirement at 55;
- the national framework guidance on 'no job no pension' (n.b.: see concerns below);
- final arrangements for the modified scheme for RDS members.

We have not:

- stopped the three-year imposed contribution increases;
- stopped career average replacing final salary pensions;
- achieved full protection for FPS members;
- improved the commutation factors;
- improved the actuarial reduction arrangements in England;
- addressed the threat of 'no job no pension' – other than in Scotland.

The membership of the FBU has continued to demonstrate marvellous unity, solidarity and determination throughout this campaign. This has been shown in campaigning, lobbying, in the ballot, on the picket lines and in the campaign around

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EDM 454. Thousands of members who are 'protected' under the government proposals loyally supported their brothers and sisters who still face the robbery of their pensions. This unity has enabled us to sustain such a long fight.

FBU members continued to maintain our organisation, despite different conditions across the devolved administrations.

As 2014 ended the various strands of campaigning continued and the executive council continued to monitor all developments and kept all options open.



Section

AIF

Introduction

The management committee of the accident and injury fund is chaired by the vice-president and administrated by a national officer.

In 2013 executive council members on the committee were:

Andy Noble	region 3
Grant Mayos	region 8
Keith Handscomb	region 9
Ian Leahair	region 10

In 2014 executive council members on the committee were:

John Arnold	ONC
Kevin Brown	region 5
Ricky Matthews	region 12
Tam Mitchell	NRC

The AIF management committee urges all officials at brigade and branch level to ensure that members adhere to the rules of the fund with particular attention to the time limits required for submitting claims.

Accident and Injury Fund										
Summary for the year ended 31 December 2013										
REGION		TEMPORARY DISABLEMENT		PERMANENT DISABLEMENT	DEATH OF MEMBER	EX-GRATIA	DEATH OF DEPENDANT	TOTAL NUMBER OF PAYMENTS	TOTAL AMOUNT	
		ON DUTY	OFF DUTY							
1	No. of payments	11	5	1	3		2	22	£75,431.63	
	Amount paid	£7,027.05	£3,932.88	£14,240.50	£38,838.80		£11,392.40			
2	No. of payments	60	32		4			96	£143,275.81	
	Amount paid	£52,583.30	£23,372.71		£67,319.80					
3	No. of payments				3		1	4	£74,013.60	
	Amount paid				£68,317.40		£5,696.20			
4	No. of payments	13	4		2	1	1	21	£59,850.32	
	Amount paid	£8,510.76	£2,360.96		£41,978.60	£7,000.00				
5	No. of payments	2			10		1	13	£152,348.60	
	Amount paid	£2,500.00			£144,208.80		£5,639.80			
6	No. of payments	2					1	3	£12,606.80	
	Amount paid	£6,910.60					£5,696.20			
7	No. of payments	4			3		1	8	£73,458.42	
	Amount paid	£5,084.62			£62,677.60		£5,696.20			
8	No. of payments	10			2			12	£36,507.63	
	Amount paid	£8,308.63			£28,199.00					
9	No. of payments	9			4		1	14	£108,140.96	
	Amount paid	£13,673.36			£88,771.40		£5,696.20			
10	No. of payments	21		1	5	1	2	30	£158,860.57	
	Amount paid	£18,811.87		£14,099.50	£114,056.20	£500.00	£11,393.00			
11	No. of payments	6			2		2	10	£75,610.77	
	Amount paid	£6,540.77			£57,677.60		£11,392.40			
12	No. of payments	7	6				2	15	£26,156.60	
	Amount paid	£10,555.33	£4,265.27				£11,336.00			
13	No. of payments	1			4		2	7	£83,140.44	
	Amount paid	£3,430.64			£68,317.40		£11,392.40			
TOTAL NO. OF PAYMENTS		146	47	2	42	2	16	255		
Total amount		£143,936.93	£33,931.82	£28,340.00	£780,362.60	£7,500.00	£85,330.80		£1,079,402.15	

Accident and Injury Fund

Summary for the year ended 31 December 2014

REGION		TEMPORARY DISABLEMENT ON DUTY		PERMANENT DISABLEMENT	DEATH OF MEMBER	EX- GRATIA	DEATH OF DEPENDANT	TOTAL NUMBER OF PAYMENTS	TOTAL AMOUNT
		ON DUTY	OFF DUTY						
1	No. of payments				7		4	11	£167,551.80
	Amount paid				£144,481.40		£23,070.40		
2	No. of payments	61	10		3			74	£135,405.44
	Amount paid	£43,614.16	£10,778.28		£81,013.00				
3	No. of payments				9		1	10	£130,064.00
	Amount paid				£124,310.80		£5,753.20		
4	No. of payments	17			3		1	21	£77,784.92
	Amount paid	£14,499.72			£57,532.00		£5,753.20		
5	No. of payments			1	2		2	5	£101,035.20
	Amount paid			£14,383.00	£75,145.80		£11,506.40		
6	No. of payments	2			1			3	£36,197.64
	Amount paid	£1,678.44			£34,519.20				
7	No. of payments	5			2			7	£37,003.36
	Amount paid	£3,522.36			£33,481.00				
8	No. of payments	19	10		3		2	34	£111,760.76
	Amount paid	£16,514.88	£8,650.68		£69,449.60		£17,145.60		
9	No. of payments	1			3			4	£53,865.58
	Amount paid	£8,593.18			£45,272.40				
10	No. of payments	15	1		5			21	£115,665.96
	Amount paid	£11,702.40	£405.96		£103,557.60				
11	No. of payments			1	4		1	6	£95,867.20
	Amount paid			£14,383.00	£75,731.00		£5,753.20		
12	No. of payments	7	7					14	£19,291.08
	Amount paid	£11,300.76	£7,990.32						
13	No. of payments	1			1		2	4	£20,307.12
	Amount paid	£3,743.12			£5,000.00		£11,564.00		
TOTAL NO. OF PAYMENTS		129	28	2	42		13	214	
Total amount		£115,169.02	£27,825.24	£28,766.00	£849,493.80		£80,546.00		£1,101,800.06

Legal report 2013-14

The FBU recovered over £7.8m in compensation in 2013-14 for its members and their families injured in accidents both at and away from work, including road traffic accidents.

Employment rights

FBU secures CPD payment for member

A member who was denied his continual professional development (CPD) payment because he had taken sick leave had the decision overturned thanks to the FBU's legal service. Roger Haydon was entitled to the CPD payment if he met all 12 criteria in his appraisal. Roger had met all of the criteria with the exception of the attendance criteria because he had taken sick leave. It was on this basis that Shropshire Fire and Rescue Service (SFRS) denied him the payment. Roger contacted his legal service who investigated his case. The unfair decision by SFRS was overturned at an employment tribunal and Roger was paid in full.

Services failed to consult union in TUPE transfer

The FBU has secured £83,000 following two fire services' failures to adequately consult and inform the union about a TUPE (Transfer of Undertaking (Protection of Employment)) transfer. The case arose following the TUPE transfer of staff from the Isle of Wight FRS to Surrey FRS in March 2012. Under TUPE employers are obligated to inform and consult with the relevant trade unions as the representatives of affected employees ahead of any transfer. However, in this case both fire services had opted to inform their employees of the transfer through direct communications with the employees, rather than through the union, resulting in the FBU being excluded from the process. The case went to an employment tribunal but was settled on the second day of the hearing, following an admission by both fire services that they had failed to adequately inform and consult the union as required.

Employer unlawfully deducted wages

Firefighters, who were the victims of unlawful deductions of wages, are to receive the unlawful deductions thanks to the assistance of FBU legal services. The claimants were crew managers who held star (*) status (CM*s), which meant that they were sometimes required to take on responsibilities of more senior colleagues – watch managers. The * status was voluntary and FBU members asserted that it was also entirely voluntary whether or not they chose to retain this status. The FBU members decided for individual reasons that they no longer wanted to retain their * status and requested that their names be removed from the list of CM*s. However, their employers refused, stating that it would be for the brigade

to decide if they agreed to the removal. Their employers then asked the FBU members to undertake the responsibilities of a CM*, but the claimants refused, because there was no contractual requirement for them to carry out these responsibilities once they had requested to be removed from the list.

As a result of this refusal, the respondent argued that the claimants were breaching their contracts, and imposed a 20% deduction from their wages for each month they refused. The claimants brought claims for unlawful deductions from wages. They argued that they were carrying out all of their duties as CMs and that they should be paid accordingly for that role. At the tribunal, Judge Baron determined that there was no express agreement that removal from the list must be mutually agreed. He noted that undertaking work of a higher rank had always been voluntary prior to the introduction of CM*s and that, for this position to have changed, it would be expected that there would be confirmation of an agreement either by way of correspondence between the respondent and the FBU or by way of a specific policy etc. However, there was no evidence of such an agreement ever having been made.

In addition, prior to 2009, all requests for removal from the * list appeared to have been actioned by the employer without question or exception. The tribunal determined that the claimants had the right to unilaterally relinquish their * status and that, by only then carrying out the responsibilities of a CM without a *, they were not in breach of their contracts. The deductions they suffered to their wages were unlawful. This case has a direct impact upon many more CM*s who asked for their * status to be removed during a period of industrial action in 2010 but who did not have jurisdiction for their claims to be heard at tribunal. Negotiations are currently underway to settle all potential claims for these individuals too.

Employment tribunal unfair dismissal

Two long-serving firefighters with exemplary records from Buckinghamshire and Milton Keynes Fire and Rescue Service (BMKFERS) were dismissed in July/August 2013 for failing to comply with a reasonable managerial instruction. This was due to the authority changing its method for checking the validity of employees' driving licences. Previously, firefighters were required to provide their driving licence to their line manager to verify their entitlement to drive. BMKFERS then changed the process requiring firefighters to provide their personal private information to an external company.

The two firefighters in question were happy to provide the information to their employer but raised serious concerns about the disclosure of their private information and the security of retaining the information to an unknown third party. However, they both did actually comply when it became apparent that the employer was going to proceed to stage 3 of the discipline procedure.

The judge found at the hearing that both firefighters had been unfairly dismissed by BMKFERS, and commented in her written decision that: 'There are cases in which it is appropriate to find that no reasonable employer would have dismissed on particular facts. I consider that this is indeed one of those cases' and the 'employer failed to take into account the employees' length of service and good records in circumstances where no reasonable employer would have failed to have regard to them.'

At the remedies hearing the judge ordered both firefighters to be re-engaged by BMKFERS. Unfortunately the employer chose to appeal against the decision and the appeal hearing is due to take place in 2015.

Member loses tribunal

An FBU member who worked at Poplar fire station was unsuccessful in his claim of trade union victimisation, even though the employment appeal tribunal (EAT) found that the original employment tribunal had misinterpreted the law and had failed to give adequate reasons for its decisions.

The FBU member was a watch manager employed by London Fire and Emergency Planning Authority (LFEPA) who had worked at Poplar since 2000 and had been the elected FBU branch secretary there since 2001. He had also been the elected FBU health and safety representative for Tower Hamlets since 2010. A new station manager was transferred to Poplar in mid-March 2011 and, following a number of informal meetings about the FBU member's performance, it was decided to compulsorily transfer him without warning in July 2011. It was our client's view that he had been transferred for reason of his union activities and he pursued a grievance which was not upheld.

Employment tribunal proceedings were brought on behalf of the member and his claim of trade union victimisation was pursued to a final hearing in September 2013. It was the tribunal's majority decision that he was transferred not because of his union activities but due to a perception that he was underperforming in his role and had 'become stuck in an attitude of unconstructive opposition towards management'. The decision was appealed at the employment appeal tribunal (EAT) in January 2014 on a number of grounds, including: that the tribunal had interpreted the law incorrectly; that it had failed to deal with important elements of his case; that the decision that he had not established a case of victimisation was perverse; and that the tribunal had failed to give adequate reasons for its decision.

The member was unsuccessful in his appeal but he did succeed in two of his arguments as the EAT found that the employment tribunal had misinterpreted the law and had failed to give adequate reasons for its decisions. However, he unfortunately narrowly lost overall as it was concluded by the EAT that the reasoning (although inadequate) was not so deficient to justify overturning the tribunal's majority decision.

Judicial review – cuts to London fire services

Seven London boroughs had their application for a judicial review of the decision made by the London Fire and Emergency Planning Authority (LFEPA) to adopt London Safety Plan 5 (LSP5) turned down. The FBU appeared as an interested party in support of the boroughs. The original decision had been made under direction from the mayor of London, following a recommendation by the London fire commissioner to adopt the plan. The ruling of the judge meant that cuts would be made to frontline services in London with the number of fire stations and fire appliances reduced and the number of firefighters in the capital cut.

Health and safety: deaths at work

The FBU continues fight for justice for the victims of Marlie Farm and their families

Members will be aware of the tragic events that took place on 3 December 2006 at Marlie Farm, East Sussex. A fire at a fireworks factory reached an ISO container loaded with explosives, causing an explosion which killed two firefighters and injured many others. Claims were brought on behalf of fire service victims including the bereaved widows of the two fatalities. The trial was heard at the High Court in February and March 2013. The judge, Mr Justice Irwin, produced a carefully drafted but resounding judgment in favour of the claimants in the August of that year. However, East Sussex Fire and Rescue Service regrettably chose to prolong the suffering of the families and the injured claimants by appealing against that decision. The defendants finally dropped their appeal just before Christmas 2014 and we are now negotiating the members' damages and several of the cases have already settled.

Settlements approved for families of Shirley Towers firefighters

Cases have now concluded for the dependents of the two St Mary's firefighters who tragically died in the high rise fire at Shirley Towers, Southampton, in April 2010. Judges at the High Court have approved the settlements which were negotiated on behalf of the families by the FBU's lawyers.

Personal injury

Asbestos

Family of member who died from mesothelioma receives compensation

The family of a Newcastle upon Tyne retired firefighter who died from incurable asbestos cancer has received compensation for his death. The 78-year-old worked at Pilgrim Street fire station in the centre of Newcastle for over 25 years from 1960 to 1986. His health began to deteriorate rapidly from July 2011 and he was admitted to hospital suffering severe breathing difficulties and had more than 20 litres of fluid drained from his lungs. He was diagnosed with mesothelioma, an incurable form of cancer that affects the lining of the lungs, on 1 August 2011 and died three days later. His widow contacted industrial disease specialists, Thompsons Solicitors, through the FBU, who investigated the family's claim. With the support of the FBU, Thompsons gathered crucial witness statements from former firefighters employed at the Pilgrim Street fire station, who described asbestos exposure from attending fires in local shipyards, factories and houses. This evidence was vital in linking the member's mesothelioma to his time employed at Pilgrim Street.

Member terminally ill with mesothelioma receives compensation

A retired FBU member diagnosed with cancer after being exposed to asbestos has received substantial compensation. The member, from Northumberland, worked as a shipyard joiner before becoming a firefighter. He was employed at Blyth Dry Docks and Shipbuilding Co Ltd between 1959 and 1966. As a joiner he made furniture for ships and fitted out cabins, cut asbestos sheets to box in pipes and worked alongside ladders. Between 1967 and 1994 he was a firefighter with Northumberland county council and had further exposure to asbestos attending fires at power stations, factories and shipyards, often breaking through asbestos lagging to isolate the source of a fire. He began to experience breathing difficulties in July 2012 and was diagnosed with mesothelioma, an incurable cancer, in November of that year. The FBU referred him to industrial disease specialists, Thompsons Solicitors, who were instrumental in harnessing evidence from fellow FBU members describing the circumstances in which asbestos exposure took place.

Accidents at work

Severely injured firefighter secures unprecedented compensation

A firefighter, who suffered catastrophic burns to over 50% of his body while searching for a child and her grandmother trapped in a burning building, has received compensation with the help of the FBU's legal service. The member, aged 38, was attending the fire in a domestic property in Bolton on 23 June 2008. The young child and her grandmother were still in the building when this member and other firefighters arrived at the scene. He and some of his colleagues entered the property without any water and went upstairs to search for the occupants. However, as they were doing this, there was an explosion, thought to have been caused by a gas pipe rupturing. The member was engulfed in flames but still managed to get down the stairs and out of the house. The child and her grandmother died in the fire which was subsequently found to have been deliberately started by youths setting fire to a wheelie bin and pushing it against the front door of the house.

The member sustained terrible injuries including burns to over half of his body, particularly his hands, which were so badly damaged, he had to undergo amputations of his fingers and thumbs at varying levels. In addition to this, he suffered a fractured left elbow, as well as a brain injury which has affected his mobility. He also suffered from psychological trauma following the accident.

The FBU's solicitors, Thompsons, brought a claim against Greater Manchester Fire and Rescue Service for, amongst other things, failing to: implement adequate command and control and BA procedures; provide adequate training; and carry out a dynamic risk assessment at the scene. Thompsons obtained expert firefighting evidence and medical reports from several different specialists to support the member's case and assess the impact of his injuries. Greater Manchester Fire and Rescue eventually admitted liability after court proceedings were started and agreed to settle for £2.2m, thought to be the biggest settlement for a UK firefighter.

Compensation secured for FBU members seriously injured in fire

Significant financial settlements have been secured for two London firefighters who were seriously injured in a fire in East Hill, Wandsworth in January 2011. Claims were brought for both members and, after an application had to be issued at court, the employers admitted liability. One member has managed to remain in the fire service on restricted duties, despite having suffered burn injuries to around 20% of his body surface. The other member sustained serious injuries which unfortunately resulted in his ill-health retirement. Negotiations have recently been concluded and both members have received appropriate compensation.

Training exercise accident

A member who was injured while taking part in a rope rescue training session has received £10,000 compensation. He was overseeing the rescue situation which involved communicating between the rescuer and the men at the top. He was resting his hand on the edge protector at the top of the rock face. As the rescuer was lifted the rope slipped across the edge protector and went into a crevice on the rock face taking his right index finger into the crevice. The injuries to his finger meant that it had to be partially amputated.

Faulty chair caused injury

A member who was injured in an accident at work when the chair she was sat in suddenly snapped, causing her to fall backwards into the wall, has received £1,800 compensation. As a result of the accident she suffered painful soft tissue injuries to her neck and shoulders.

Member injured after pushing trailer in icy conditions

A member was injured during the course of his employment when he was required to push a trailer which housed a vehicle whilst it was snowing and the ground conditions were slippery and icy. As a consequence, his foot twisted and he fell sustaining an injury to his knee. As a result of the injury, the member received £6,000.

Faulty hose lever resulted in injury

A member who suffered fractured ribs when he was removing a divider branch from a hose has received £3,500 compensation. To remove the divider branch, he would normally slowly release the pressure via the divider branch. However, on this occasion, the lever became stuck, which required him to use more force to open the valve. As he did so, the lever opened the valves too quickly forcing the large amount of pressure out. The member was consequently lifted off his feet and thrown over a nearby wall.

Faulty flasks caused scalding

A member was injured in an accident at work when replacing the flasks in the comfort pack at the back of the fire engine.

The flasks were later found to be faulty and hot water leaked on to his arm causing him to suffer scalding to the inside of his left arm. As a result of the accident, the member received damages of £1,500.

Member injured in fire engine crash

A member, who was injured when the fire engine he was in crashed, has received compensation with the help of the FBU's legal services. The FBU member was the front seat passenger in the fire engine which was on its way to an emergency call when the driver lost control, came off the road and drove into an embankment. The member suffered multiple injuries including fractures to his spine and thigh. The FBU member has been unable to continue in his role as a firefighter.

Faulty chair at training session

An FBU member who was injured when he was attending a training session at work has received compensation. As he went to sit down, the chair collapsed beneath him and he sustained whiplash injuries.

Member falls off broken ladder

A firefighter who was injured taking part in a training drill at Ilkley fire station has received compensation. The FBU member was climbing up a 13.5-metre ladder pitched against a drill tower when the ladder broke and the claimant fell to the ground. As a result of the accident, our client suffered a comminuted fracture and dislocated both elbows and forearms, fractured his right foot and ankle and suffered a concussive head injury. The claimant underwent a number of operations to fix the fractures in his arms. His injuries were so severe that he was forced to give up his job as a firefighter and also his other job as an LGV driver with a council. His employers initially denied liability, but it was later admitted following court proceedings. Joint settlement meetings were arranged on two occasions but a compromise was not achieved and the matter moved towards a final trial. Eventually the FBU member received a six-figure sum in compensation.

Members made sick from water training

The FBU is representing firefighters from five different brigades who were sent to a water sports centre for training, where previously other FBU members had developed gastrointestinal upsets. The claims (over 50 of them from five different brigades) arose after the employer brigades sent the firefighters to the National Water Sports Centre in Nottingham to take the swift water rescue training in the slalom course. This is the second group of claims that have arisen as a result of swift water rescue training at the National Water Sports Centre. In 2008, FBU members from another brigade sent their officers to the same venue for training and they developed gastrointestinal upsets of varying degrees from symptoms for 24 hours to over six months. As a result of the original claim, experts concluded that the venue, given the water quality, was not suitable for a course that involved considerable time swimming in the water and, inevitably, swallowing substantial amounts. The National Water Sports Centre reverted to being owned and managed by Nottinghamshire county council, so – despite the original litigation rumbling on from 2008 to February 2012 when it was settled – the National Water Sports Centre continued to sell the venue to brigades for the purpose of training. The current position with the new group of claims is that we are now about to obtain expert reports on the water quality and the suitability of the venue for the courses. We will shortly have the expert reports and, hopefully, they will confirm that the venue is still not suitable for the course and the defendants will finally consider settlement.

Non-workplace accidents

Member collides with abandoned vehicle

A member who collided with an abandoned vehicle while driving correctly down a dark road in Surrey has secured compensation with the help of FBU's legal service. The vehicle had been abandoned in the middle of the road without any hazard or other lights switched on to warn other drivers. As a result of the incident, the member was winded by a blow to the chest of the steering wheel, and suffered a cut to the neck caused by his seatbelt. He is expected to make a full recovery.

Member fractures ankle after slip

A member who fractured his ankle after slipping on ice in a supermarket car park has secured compensation. The member was walking across a road which split the car park and which had not been gritted. While the county council initially disputed that it held responsibility for gritting the road, it eventually accepted the member's offer to settle the day before the trial.

Member injured by reckless driver

A member who was badly injured when a car collided into her vehicle has secured compensation with the help of FBU's

legal service. The member was sitting as a passenger in her partner's car when another car which had been travelling in the next lane suddenly, and without warning, sped across the chevrons separating the two lanes and collided twice with the offside of the member's car. The member suffered soft tissue injuries to the neck causing a compressed nerve, which in turn resulted in paresthesia, and numbness and pain in her neck, upper back and arm.

Member and family injured by reckless driver

A member and two sons who were injured in a road traffic accident have secured compensation with the help of FBU's legal service. The member and his two sons were hit from behind by another car. The FBU member suffered a soft tissue injury to his neck and lower back which resulted in a discectomy due to a pre-existing back problem and also an exacerbation of a shoulder injury. As a result of the accident, he has restricted movement in his back. Compensation was also secured for his sons.

Metal piece trips member

An FBU member who was injured when he was out running has received compensation. A hedge had grown over the path he was running on, which forced him to move to the right hand side. He ran onto the grass between the pavement and kerb when his right foot suddenly became caught on a long piece of metal which was hidden by the grass, causing him to fall and injure his shoulder and neck.

Section

**Internal
administration**



G1 Executive council meetings

Executive council meetings 2013

8 January 2013	2 August 2013
5 February 2013	13 August 2013
6 February 2013	28 August 2013
7 February 2013	29 August 2013
28 February 2013	5 September 2013
14 March 2013	12 September 2013
15 March 2013	17 September 2013
10 April 2013	18 September 2013
1 May 2013	19 September 2013
7 May 2013	26 September 2013
13 May 2013	8 October 2013
14 May 2013	17 October 2013
15 May 2013	18 October 2013
16 May 2013	25 October 2013
4 June 2013	7 November 2013
5 June 2013	18 November 2013
18 June 2013	19 November 2013
19 June 2013	3 December 2013
20 June 2013	4 December 2013
9 July 2013	5 December 2013
24 July 2013	12 December 2013
25 July 2013	

SECTION G — INTERNAL ADMINISTRATION

Executive council meetings 2014

8 January 2014	24 July 2014
15 January 2014	29 July 2014
23 January 2014	18 August 2014
29 January 2014	26 August 2014
4 February 2014	2 September 2014
5 February 2014	3 September 2014
6 February 2014	15 September 2014
12 February 2014	16 September 2014
27 February 2014	17 September 2014
25 March 2014	3 October 2014
9 April 2014	15 October 2014
10 April 2014	23 October 2014
24 April 2014	24 October 2014
8 May 2014	3 November 2014
15 May 2014	6 November 2014
3 June 2014	7 November 2014
4 June 2014	17 November 2014
17 June 2014	2 December 2014
18 June 2014	3 December 2014
19 June 2014	4 December 2014
1 July 2014	16 December 2014

G2 Executive council attendance record

Executive council attendance record 2013

	Possible	Actual	Reasons for non-attendance
Alan McLean (president)	43	40	1 – medical appointment / 2 – family leave
Matt Wrack (general secretary)	43	42½	½ – other union business
Andy Dark (assistant general secretary)	43	39	2 – annual leave 2 – other union business
Executive council members			
Roddy Robertson	43	40	3 – annual leave
Jim Barbour	43	34	5 – annual leave / 2 – sick leave 2 – compassionate leave
Andy Noble	43	42	1 – annual leave
Ian Murray	43	42	1 – annual leave
Warren Gee	1	0	1 – other union business
Kevin Brown	42	39	2 – annual leave / 1 – sick leave
Dave Limer	43	43	
Rose Jones	43	18	23 – sick leave / 2 – medical appointment
Andy Dennis (acting)	9	5	1 – annual leave / 1 – sick leave 1 – other union business / 1 – family leave
Grant Mayos	43	41	1 – annual leave / 1 – other union business
Keith Handscomb	43	39	4 – annual leave
Ian Leahair	43	36	5 – annual leave / 1 – sick leave 1 – childcare difficulties
Jim Parrott	43	38	5 – annual leave
Karl Horan	22	21	1 – annual leave
Ricky Matthews (acting)	4	4	
Ricky Matthews	16	16	
Tam McFarlane	43	43	
Jack Ford	4	0	1 – other union business / 3 – medical appointment
John Arnold	42	41	1 – annual leave
Tam Mitchell	43	41	1 – annual leave / 1 – medical appointment
Sharon Riley	43	36	2 – annual leave / 2 – sick leave 1 – other union business / 2 – medical appointment
National officers			
Dave Green	43	41	1 – annual leave / 2 x ½ – other union business
John McGhee	43	39	2 – annual leave / 2 – other union business
Sean Starbuck	43	39½	1 – annual leave / 1 ½ – other union business 1 – medical appointment
Paul Woolstenholmes	43	33	3 – annual leave / 4 – sick leave 3 – other union business

Executive council attendance record 2014

	Possible	Actual	Reasons for non-attendance
Alan McLean (president)	42	39	3 – annual leave
Matt Wrack (general secretary)	42	41	1 – sick leave
Andy Dark (assistant general secretary)	42	37	3 – annual leave 2 – other union business
Executive council members			
Roddy Robertson	42	36	2 – other union business / 3 – sick leave 1 – medical appointment
Jim Barbour	32	19	4 – annual leave / 2 – other union business 3 – sick leave / 2 – medical appointment 2 – family leave
Jim Quinn (acting)	8	7	1 – other union business
Andy Noble	42	39	3 – annual leave
Ian Murray	42	40	1 – annual leave / 1 – other union business
Kevin Brown	42	40	2 – annual leave
Dave Limer	42	38	1 – annual leave / 1 – other union business 2 – sick leave
Rose Jones	10	0	10 – sick leave
Andy Dennis (acting)	15	12	1 – other union business / 2 – sick leave
Barry Downey	27	26	1 – annual leave
Grant Mayos	42	40	2 – annual leave
Keith Handscomb	42	38	2 – annual leave / 2 – sick leave
Ian Leahair	42	40	2 – annual leave
Jim Parrott	42	36	5 – annual leave / 1 – other union business
Ricky Matthews	42	38	1 – annual leave / 1 – compassionate leave 2 – trade union leave difficulties
Tam McFarlane	42	39	3 – annual leave
John Arnold	42	32	5 – annual leave / 5 – sick leave
Tam Mitchell	42	41	1 – medical appointment
Sharon Riley	42	30	3 – annual leave / 2 – other union business 1 – training course / 5 – medical appointment 1 – family leave
National officers			
Dave Green	42	36½	1 – annual leave / 1½ – other union business 3 – compassionate leave
John McGhee	42	32	5 – annual leave / 5 – other union business
Sean Starbuck	42	36	3 – annual leave / 1 – other union business 1 – sick leave / 1 – family leave
Paul Woolstenholmes	42	0	42 – sick leave

G3 Elections

Elections 2013

Election of executive council members

REGION 5

Number of voting papers returned.....	803
Number of papers found to be invalid (blank/spoilt).....	0
Thus, total number of valid papers to be counted.....	803

Result (one to elect)

Bro Kevin Brown.....	420
Bro Les Skarratts.....	383

Certified by Popularis Ltd 17 January 2013

Bro Kevin Brown elected as executive council member

REGION 12

Bro Ricky Matthews elected unopposed 5 September 2013

NATIONAL RETAINED COMMITTEE

Bro Tam Mitchell re-elected unopposed 10 October 2013

Election of regional and national sectional secretaries

REGION 3

Bro Peter Wilcox re-elected unopposed 29 March 2013

REGION 5

Number of voting papers returned.....	2,356
Number of papers found to be invalid (blank/spoilt).....	56
Thus, total number of valid papers to be counted.....	2,300

Result (one to elect)

Bro Steve Harman.....	1,033
Bro Les Skarratts.....	1,267

Certified by Popularis Ltd 6 June 2013

Bro Les Skarratts elected as regional secretary

NATIONAL RETAINED COMMITTEE SECRETARY

Bro Pete Preston re-elected unopposed 30 May 2013

Election of regional and national sectional chairs

REGION 2

Bro Dermot Rooney elected unopposed 23 May 2013

REGION 6 (ELECT)

Bro Phil Coates elected unopposed 15 April 2013

REGION 7

Bro Brian Moss re-elected unopposed 25 January 2013

OFFICERS NATIONAL COMMITTEE CHAIR (ELECT)

Bro Mick Higgins elected unopposed 25 January 2013

Election of regional treasurer

REGION 6

Bro Chris Hides elected unopposed 1 October 2013

Election of regional officials

REGION 1

Number of voting papers returned 1,110
Number of papers found to be invalid (blank/spoilt) 1
Thus, total number of valid papers to be counted 1,109

Result (one to elect)

Bro Scott McCabe 266
Bro John McFadden 499
Bro Stephen Thompson 344

Certified by Popularis Ltd 1 May 2013

Bro John McFadden elected as regional official

REGION 2

Bro David Nichol elected unopposed 1 August 2013

Elections 2014

Election of president

Bro Alan McLean re-elected unopposed 9 July 2014

The new term of office commenced 3 January 2015

Election of vice-president (elect)

Bro Ian Murray elected unopposed 28 May 2014

Term of office commenced 20 October 2014

Election of general secretary

Bro Matt Wrack re-elected unopposed 20 August 2014

The new term of office commenced 22 April 2015

Election of executive council members

REGION 2

Bro Jim Barbour re-elected unopposed 13 May 2014

REGION 2

Bro Jim Quinn elected unopposed 16 December 2014

REGION 3

Bro Andy Noble re-elected unopposed 30 October 2014

REGION 4

Bro Ian Murray re-elected unopposed 17 February 2014

REGION 6

Bro Dave Limer re-elected unopposed 13 May 2014

REGION 7

Bro Barry Downey elected unopposed 28 May 2014

REGION 13

Bro Tam McFarlane re-elected unopposed 14 April 2014

Election of regional and national sectional secretaries**REGION 1**

Number of voting papers returned1,269
 Number of papers found to be invalid (blank/spoilt)1
 Thus, total number of valid papers to be counted1,268

Result (one to elect)

Bro John Duffy254
 Bro Stephen Thomson1,014

Certified by Popularis Ltd 6 August 2014

Bro Stephen Thomson elected as regional secretary

REGION 4

Bro Pete Smith re-elected unopposed 31 March 2014

REGION 6

Bro Karl McKee elected unopposed 4 November 2014

REGION 12

Number of voting papers returned1,063
 Number of papers found to be invalid (blank/spoilt)51
 Thus, total number of valid papers to be counted1,012

Result (one to elect)

Bro Paul Watts464
 Bro James Wolfenden548

Certified by Popularis Ltd 2 January 2014

Bro James Wolfenden elected as regional secretary

REGION 13

Bro Trevor French elected unopposed 28 May 2014

LGBT SECRETARY

Bro Pat Carberry re-elected unopposed 29 April 2014

Election of regional and national sectional chairs**REGION 5**

Bro Ian McGill re-elected unopposed 19 June 2014

REGION 7

Bro Richard Williams elected unopposed 30 October 2014

REGION 10

Bro Gordon Fielden re-elected unopposed 10 July 2014

REGION 12

Bro Steve Allen re-elected unopposed 31 March 2014

CONTROL STAFF NATIONAL COMMITTEE CHAIR (ELECT)

Sis Lynda Rowan-O'Neill elected unopposed 16 January 2014
 Term of office commenced 22 May 2014

B&EMM NATIONAL COMMITTEE CHAIR

Bro Otis Paul Graham elected unopposed 31 March 2014

Election of regional treasurers**REGION 2**

Bro Stephen Boyd re-elected unopposed 30 October 2014

REGION 3

Bro Tony Curry elected unopposed 16 December 2014

REGION 4

Bro Graham Wilkinson re-elected unopposed 12 May 2014

REGION 7

Bro Pete Goulden re-elected unopposed 31 March 2014

REGION 11

Bro Bill Woodfine re-elected unopposed 31 March 2014

Election of regional officials

REGION 10

Bro Gareth Beeton elected unopposed 16 January 2014

G4 Industrial disputes

Firefighter pensions

Throughout 2013 and 2014 the Fire Brigades Union has been in an industrial dispute over the issue of firefighter pensions.

The FBU first registered a trade dispute on the matter of firefighter pensions in September 2011. Because the governments in the four countries that comprise the UK failed to make satisfactory changes to their proposed detrimental measures, a further notification of the details of the trade dispute was sent on 16 May 2013. This trade dispute, which consisted of seven items, was supplemented on 10 July 2013 with an eighth point. Notification of the start of a strike ballot was sent on the same day to the relevant ministers in Scotland, Wales and England.

A ballot of members in England, Scotland and Wales began on 18 July and closed on 29 August 2013. FBU members who were members of the Local Government Pension Scheme, primarily our members working in emergency fire control rooms, were not balloted for strike action. Members were asked, in relation to the trade dispute on pensions: *'Are you prepared to take part in industrial action consisting of a strike?'*

Number of votes cast in the ballot:	23,507
Number of individuals answering 'Yes':	18,277
Number of individuals answering 'No':	5,166
Number of spoiled voting papers:	64

As a consequence of positive discussion between the FBU and the Scottish government, the executive council authorised a consultative ballot of members in Region 1 on the Scottish firefighter pension proposals. Members in Scotland were asked: *'Are the proposals offered to Scottish firefighters by the Scottish government sufficient to avoid calling strike action at this time?'*

Number of votes cast in the ballot:	2,036
Number of individuals answering 'Yes':	1,106
Number of individuals answering 'No':	922
Number of spoiled voting papers:	8

As a consequence, no strike action was called in Scotland. The first strike action in England and Wales took place on 25 September 2013.

A supplementary ballot of members in England, Scotland and Wales on the matter of action short of strike began on 13 November 2013 and closed on 4 December 2013. FBU members working in emergency fire control rooms were included in this ballot.

Throughout 2013 and 2014, industrial action comprising action short of strike has taken place periodically. At the close of 2014, the dispute continues.

Firefighter pensions – Northern Ireland

As with the governments of Scotland, Wales and England, the government in Northern Ireland received the relevant trade dispute letters in September 2011, May 2013 and July 2013. Northern Ireland had an entirely different timeline for legislation dealing with changes to pension arrangements for firefighters.

The negotiations between the FBU and representatives of the government in Northern Ireland resulted in that government amending its original proposals. Those amendments meant that the retirement age for firefighters was set at age 55.

On receiving these revised proposals the executive council authorised a consultative ballot of members in the region. The executive council recommended to members 'that subject to clarification of some minor points, the union should lift the union [current] trade dispute and note the preparations for the introduction of the scheme'. The question on the ballot read: *'Do you accept the Executive Council recommendation?'*

The ballot began at the end of September 2014 and ended on 22 October:

Number of votes cast in the ballot:	577
Number of individuals answering 'Yes':	533
Number of individuals answering 'No':	42
Number of spoiled voting papers:	2

As a consequence, members in Northern Ireland were never balloted for strike action and the trade dispute with that government was lifted in 2014.

Essex

At the close of 2014, members in Essex had been balloted in respect of staffing levels, terms and conditions and duty systems.

The trade dispute letter and notice of ballot setting out our concerns was sent to Essex Fire and Rescue Authority (EFRA) on 24 October 2014. The ballot began seven days later and the result was announced on 21 November 2014:

Number of votes cast in the ballot:	570
Number of individuals answering 'Yes':	369
Number of individuals answering 'No':	201
Number of spoiled voting papers:	0

In normal circumstances, industrial action must commence no earlier than seven days and no later than 28 days after the ballot result. This would have meant that action would be started in the period 28 November 2014 – 18 December 2014. However, both parties agreed to a 28-day extension to this period, which is provided for in legislation, in order to continue to seek a resolution by negotiation without the need to recourse to industrial action. As a consequence at the close of 2014 no industrial action had been called in respect of this dispute.

G5 B&EMM national committee

2013

The B&EMM national committee in 2013 were:

Bro Michael Nicholas	National secretary
Bro Lud Ramsey	National chair
Bro Mark Brown	Region 4
Bro Otis Graham	Region 5
Bro Dalton Powell	Region 6
Bro Rod Barrett	Region 7
Bro Brian Amos	Region 8
Bro Garrett Brooks	Region 10
Bro Enrico Temple	Region 13

There were also eight B&EMM brigade reps appointed by brigade committees.

SECTION G — INTERNAL ADMINISTRATION

Brian Amos was elected as the B&EMM national vice-chair at the national committee AGM in December 2012. Otis Graham was elected unopposed as the B&EMM national chair in May 2013.

Four national committee meetings were held in Birmingham, Bristol and head office, and there were five B&EMM executive meetings in London. B&EMM officials also attended two equality sections meetings with the general secretary and president.

Michael Nicholas, Mark Brown, Garrett Brooks and Dalton Powell were the FBU delegates to the 2013 TUC black workers' conference. The FBU motion on 'BME representation in the workplace' was supported unanimously by the conference. Michael Nicholas was once again elected onto the TUC race relations committee.

The national B&EMM school was held at NASUWT Centre in Rednal, Birmingham on the 11-13 October. There were 33 students and the general secretary and president made a presentation to Lud Ramsey as this was his last school before his retirement from the FRS.

2014

The B&EMM national committee in 2014 were:

Bro Michael Nicholas	National secretary
Bro Otis Graham	National chair
Bro Joe Doherty	Region 2
Bro Dalton Powell	Region 6
Bro Rod Barrett	Region 7
Bro Brian Amos	Region 8
Bro Garrett Brooks	Region 10 (to September)
Bro Enrico Temple	Region 13

There were also 10 B&EMM brigade reps appointed by brigade committees.

Brian Amos was re-elected as the B&EMM vice-chair at the national committee AGM in December 2014.

Three national committee meetings were held in Bristol and head office and there were five B&EMM executive meetings in London.

Michael Nicholas, Otis Graham, Enrico Temple were the FBU delegates to the 2014 TUC black workers' conference. The FBU motion on 'Deaths in custody' was amended by the RMT and supported unanimously. Michael Nicholas was once again re-elected onto the TUC race relations committee.

The 2014 national B&EMM school was held on 10-12 October at the Unite Centre in Eastbourne and 30 students attended.

Throughout 2013/14 B&EMM officials continued to support members in matters relating to their employment in the FRS. This included supporting members in discipline, grievance and employment tribunal cases.

B&EMM officials also made contributions to a number of consultation documents, including on pensions and the future of the fire and rescue service.

During 2013-14 the officials have experienced problems similar to most FBU representatives in obtaining leave to represent members and to attend education and other events.

G6 B&EMM national committee AGM report

AGM 2013

The B&EMM national committee held its AGM on 17 December 2013 at head office. Those in attendance and appointed to carry out roles on behalf of the committee were as follows:

Michael Nicholas	National secretary
Lud Ramsey	National chair
Mark Brown	Region 4

Otis Graham	Region 5
Dalton Powell	Region 6
Rod Barrett	Region 7
Brian Amos	Region 8
Garrett Brooks	Region 10
Enrico Temple	Region 13

Observers:

Nick Davies	GMC rep
Ronnie Stanley	Leicestershire rep
Errol Westcarr	Gloucestershire rep

Committee roles:

Vice-chair: Brian Amos

Education: Michael Nicholas

Fairness at work: Brian Amos

Health and safety: Rod Barrett

Final appeals committee: Michael Nicholas

TUC race relations committee nominee: Michael Nicholas

FBU motion to TUC black workers' conference: Action on deaths in custody

The committee presented a gift to Lud Ramsey as this was his last national committee meeting before his retirement from the fire service.

AGM 2014

The B&EMM national committee held its AGM on 16 December 2014 at the Kingston Lodge Hotel. Those in attendance and appointed to carry out roles on behalf of the committee were as follows:

Michael Nicholas	National secretary
Otis Graham	National chair
Dalton Powell	Region 6
Brian Amos	Region 8
Enrico Temple	Region 13

Apologies:

Joe Doherty	Region 2
Rod Barrett	Region 7

Observers:

Joseph Mendy	Region 1
Ronnie Stanley	Leicestershire rep
Karen Bell	Region 10
Samantha Samuels	Region 7

Committee roles

Vice-chair: Brian Amos

Education: Michael Nicholas

Fairness at work: Brian Amos

Health and safety: Dalton Powell

Final appeals committee: Otis Graham

TUC race relations committee nominee: Michael Nicholas

FBU motion to TUC black workers' conference: Equality in the public sector.

Three resolutions were agreed and forwarded to standing orders committee for inclusion in the FBU conference agenda.

G7 Control staff national committee report

2013

Throughout the year CSNC members and officials were involved in campaigning to protect jobs and conditions for control members. The continued pressure to merge/amalgamate and share controls was a feature throughout the year.

Proposals in Scotland to reduce the number of controls from eight were a feature of campaigning in Scotland. By the end of the year it was anticipated that the decision would be to reduce the number of fire control rooms from eight to three.

Work continued in many brigades and the CSNC highlighted concerns over mobilising systems and other technical issues.

Health issues affecting control staff were raised and the issue of cancer affecting members was raised with the national health and safety committee.

The health and safety rep also raised the problem of critical crewing in controls and began working on developing standards for minimum crew levels and appropriate supervision levels. This followed comment by the coroner in the Shirley Towers incident.

2014

Control members continued to be concerned about the speed and haste at which control room mergers were taking place.

These mergers brought new mobilising systems which often 'go live' even when they failed testing. The staffing levels in many new controls are inadequate and have proven dangerous, adding to the stress of members already dealing with poorly performing mobilising systems.

All across the UK we have been struggling to maintain proper supervisory levels. As a result of this a survey was sent to all control branches to provide the CSNC and the wider FBU with the information required to deal formally with the critical crewing levels in controls.

All of these problems for control staff have implications for operational firefighters and public safety and are being highlighted by control reps at every level.

Our thanks go to two more long-serving members of the CSNC who retired in 2014 – Sister Mandy Buchannan, region 3 and Sister Kath Smith, CSNC chair. We wish them both good luck and good health in everything they do in the future.

Following Kath's retirement, the new chair of CSNC is Sister Lynda Rowan-O'Neill, region 2. The committee will continue to bring to the fore the issues that control members face on a daily basis.

G8 Control staff national committee AGM report

2013

The control staff AGM took place at Wortley Hall, near Sheffield, on 19-20 November 2013.

The control staff national committee:

EC member	Sharon Riley
Chair	Kath Smith
Secretary	Sue Offland
Vice-chair	Lynda Rowan-O'Neill
Region 1	Stephen Reid
Region 2	Lynda Rowan-O'Neill
Region 3	Amanda Buchanan
Region 4	Bill Sunderland
Region 5	Tim Gerrard

SECTION G — INTERNAL ADMINISTRATION

Region 6	Amelia Diallo
Region 7	Vacant
Region 8	Vacant
Region 9	Sharon Thorndyke
Region 10	Stephanie Winters/Richard Lockwood
Region 11	Vacant
Region 12	Vacant
Region 13	Helen Dickinson

Meetings of the control staff national committee were agreed for 20 February 2014, 24 April, 3 July (cancelled, unable to arrange), 9 October, and 20 November (AGM).

Positions to be represented:

Vice-chair	Lynda Rowan-O'Neill
Health and safety	Kath Smith
Firefighter rep	Sharon Thorndyke
Education	Sue Offland
Fairness at work	Sue Offland
Campaign coordination	Stephen Reid
Political	Amelia Diallo
Final appeals	Sue Offland
Minute secretary	Sharon Thorndyke

2014

The control staff AGM took place at Wortley Hall, near Sheffield, on 19 November 2014.

The control staff national committee:

EC member	Sharon Riley
Secretary	Sue Offland
Chair	Lynda Rowan-O'Neill
Vice-chair	Stephen Reid
Region 1	Stephen Reid
Region 2	Lynda Rowan-O'Neill
Region 3	Vacant
Region 4	Richard Stevens
Region 5	Tim Gerrard
Region 6	Amelia Diallo
Region 7	Jayne Mason
Region 8	Vacant
Region 9	Sharon Thorndyke
Region 10	Stephanie Winters (not recognised by LFB)
Region 11	Vacant
Region 12	Vacant
Region 13	Vacant

Meetings of the control staff national committee were agreed for 11-12 February 2015, 29-30 April, 8-9 July 2014, 18 November, and 19 November (AGM).

Positions to be represented:

Vice-chair	Stephen Reid
Health and safety	Lynda Rowan-O'Neill
Firefighter rep	Sharon Thorndyke
Education	Sue Offland
Fairness at work	Sue Offland
Campaign coordination	Stephen Reid
Political	Amelia Diallo
Final appeals	Sue Offland
Minutes secretary	Sharon Thorndyke

G9 Final appeals committee

In accordance with the rules of the union, one official from each region/section was appointed by the 2013 conference to serve on the final appeals committee.

Region/section	Name
Region 1	Paul Wilson
Region 2	Stephen Boyd
Region 3	Peter Wilcox
Region 4	Pete Smith
Region 5	Steve Shelton
Region 6	Tom Murray
Region 7	Brian Moss
Region 8	Cerith Griffiths
Region 9	Brian Hooper
Region 10	Gordon Fielden
Region 11	Mark Simmons
Region 12	Alli Burrows
Region 13	Val Hampshire
NWC	Kerry Baigent
ONC	Mick Higgins
CSNC	Sue Offland
NRC	Harry Cotter
B&EMM	Michael Nicholas
LGBT	Pat Carberry

G10 Communications, campaigns and research

The communications and research department has evolved and separated into the communications and campaigns department and the research department in May 2014. Both departments still work closely together.

Communications and campaigns

The communications and campaigns department publishes a range of printed and digital publications, including *Firefighter* magazine and the FBU website, and organises union campaigns.

Firefighter magazine

The FBU's *Firefighter* magazine is distributed to just over 49,000 addresses. It is direct mailed to members and out-of-trade members at home, with two copies going to branches. The magazine is also sent out to all MPs, MSPs and Welsh Assembly Members.

During 2013 the union published eight editions of *Firefighter* and a further eight editions in 2014. The magazine has regularly featured updates on the pensions campaign, cuts, austerity and international events.

The magazine has continued with broadly the same format as before. However, a content and cosmetic revamp is due later this year.

The magazine won best photography at the 2014 TUC trade union communications awards and was described as: 'With a strong, almost strident, campaigning edge, *Firefighter* is driven like a fire engine on a 999 call. Clear, concise lines, colour splashes and dramatic photographs mean no space is wasted in getting its messages across.'

Online

The FBU website was relaunched in July 2014 featuring a modern, simplified layout and for the first time was fully

compatible with mobile devices. It now averages 9,000-10,000 hits each weekday. It is a key resource featuring various FBU publications including reports, circulars, press releases, news stories and online editions of *Firefighter*. The website is now updated directly by the communications team, allowing for quick updates. Further work is continuing to develop the site.

The FBU launched its Twitter page and new e-bulletin *Rollcall* in mid-2013. We now have over 13,000 Twitter followers, equivalent to roughly a third of our membership and outperforming bigger unions, and 20,000 subscribers to *Rollcall*.

Campaigns

The department was instrumental in putting together the Ring of Fire – a 19-date anti-cuts tour across the UK– as well as the Justice for Firefighters website which successfully campaigned for justice for firefighters killed and injured at the Marlie Farm explosion.

The department has produced pamphlets on wider policy outside the FRS, such as ‘It’s time to take over the big energy firms’ calling for the nationalisation of energy providers. The department produces leaflets and posters to help regional campaigns, such as the London fire station closures.

Although the department has traditionally outsourced all its design needs, the communications team is bringing some of the designing process in-house in order to speed up the process of getting resources out to regions when requested.

Campaigns are organised by the department to be multi-platform, offering press releases, website news articles, inclusion into *Firefighter* magazine and Twitter support.

Research

Research carried out by head office is produced under the direction of the general secretary and national officers. The department has contributed to a range of research projects over the past two years, as well as producing, editing and proofing submissions to government along with a range of the union’s publications.

A key research priority has been the pensions campaign, where the department assisted the executive council’s NPA group with research, including on the Hutton review, academic and government research on firefighters’ ageing and fitness, the Williams review, contribution increases and devolved government business.

Another key priority has been the anti-cuts campaign, with the department helping to produce the *Sounding the Alarm* reports and briefings for MPs and for FBU officials. In particular, we have investigated and disseminated the extent of job cuts across the fire and rescue service, using freedom of information requests to obtain data before it is published by governments.

The wider defence of the fire and rescue service has included commissioned and in-house research on response times, on fire rescues (which are no longer published by governments other than in Scotland), wider ‘special service’ rescues, privatisation and pay. Some of this has been published in FBU’s responses to the Knight review, government spending reviews and autumn statements.

A further area of considerable research has been on flooding, a very high profile hazard attended by firefighters in 2013-14. The department has obtained data through freedom of information requests to measure the incidents attended and rescues carried out by firefighters, as part of the union’s campaign for a statutory duty (in England and Wales) and resources throughout the UK.

G11 National LGBT committee report

Throughout 2013-14 LGBT representatives continued to offer support and advice to members and officials across the union. They supported and advised members on discipline, grievance and other employment issues and made contributions to consultation documents on issues such as pensions.

National LGBT committee 2013

National representatives:

Chair	Yannick Dubois
Secretary	Pat Carberry

Regional representatives:

Region 1	Vacant
Region 2	Karen McDowell
Region 3	Vacant
Region 4	Vacant
Region 5	Kath Smith
Region 6	Carina Peel
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Lucy Masoud
Region 11	Vacant
Region 12	Alli Burrows
Region 13	Vacant
Observer	John Arnold ONC

The LGBT committee met throughout 2013 on the following dates:

7 March

Full business meeting at head office

25 June

Full business meeting at head office

2 August

Full business meeting in Brighton

11 December

Full business meeting and committee AGM at head office.

LGBT officials on FBU committees:

National fairness at work committee	Alli Burrows
Final appeals committee	Pat Carberry
Education committee	Yannick Dubois
Health and safety coordinators	Pat Carberry

FBU conference 2013

Pat Carberry attended FBU conference 2013 on behalf of the committee as a delegate. The committee had submitted three resolutions to conference. The resolution 'Time for a fire and rescue service cultural review audit' was ruled out of order for being factually incorrect. The resolution 'Stonewall: supporting the political lobby for LGBT equality' received the support of conference, and the resolution 'Equality, valuing difference' fell.

Section executives' meetings with the general secretary

LGBT section executives met with the general secretary twice in 2013.

Flagship

An edition of *Flagship* was released in June 2013.

TUC LGBT conference 2013

The FBU attended the 2013 TUC LGBT conference with a delegation of four and submitted a motion titled 'The Arab Spring: challenging homophobia and transphobia'. The motion was carried. Pat Carberry was elected by the conference to serve as a member of the TUC LGBT committee from June 2013 to June 2014.

Details of the resolution can be found contained within the section TUC LGBT conference 2013 and 2014 in this report.

Trans policy subcommittee

The LGBT committee have formed a subcommittee that is working on the production of a best practice transgender policy.

National LGBT committee 2014

National representatives:

Chair	Yannick Dubois
Secretary	Pat Carberry

Regional representatives:

Region 1	Vacant
Region 2	Karen McDowell
Region 3	Vacant
Region 4	Vacant
Region 5	Lorri Lowe
Region 6	Carina Peel
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Lucy Masoud
Region 11	Vacant
Region 12	Alli Burrows
Region 13	Vacant
Observer	John Arnold ONC

The LGBT committee met throughout 2014 on the following dates:

13 February

Full business meeting at head office

5 June

Full business meeting at head office

25 June

TUC LGBT conference delegation meeting at Congress House

1 August

LGBT executive meeting in Brighton

9 December

Full business meeting and committee AGM head office

LGBT officials on FBU committees:

National fairness at work committee	Alli Burrows
Final appeals committee	Pat Carberry
Education committee	Yannick Dubois
Health and safety coordinators	Pat Carberry

Section executives' meetings with the general secretary

In 2014 no meeting took place with the general secretary and members of the LGBT section executive. Meetings had been scheduled but, owing to the dynamic nature of the pensions campaign, other meetings and events limited the availability of the general secretary. Meetings have now been scheduled to take place in 2015.

Flagship

No editions of *Flagship* were released in 2014 owing to restrictions on availability of time of LGBT officials as a result of focus on the pensions campaign.

TUC LGBT conference 2014

The FBU attended the 2014 TUC LGBT conference with a delegation of four and submitted a motion titled 'Government

attacks on public sector pensions, ignoring less favourable treatment'. The motion was carried. Pat Carberry was re-elected by the conference to serve as a member of the TUC LGBT committee from June 2014 to June 2015.

Details of the resolutions can be found contained within the section TUC LGBT conference 2013 and 2014 in this report.

Trans policy subcommittee

The LGBT committee had formed a subcommittee in 2013 that began working on the production of a best practice transgender policy. The policy is a work in progress and it is hoped that it will be completed this year to assist local officials in supporting members who identify as trans.

Campaign for equality of survivor benefits in pensions

The LGBT committee has continued to campaign for equality in the application of survivor benefits in our pension schemes. Although the schemes now recognise entitlement to survivor benefits, the entitlement is only allowed for the period of accrual post-December 2004 when the Civil Partnership Act became law.

The campaign is in conjunction with the TUC and has included a number of submissions and meetings with the Treasury.

G12 National LGBT committee AGM report

National LGBT committee AGM report 2013

The annual general meeting of the LGBT section took place on 11 December 2013 at head office. The meeting was opened by the committee chair and national officer John McGhee gave the national update.

The AGM endorsed the following positions for 2014:

Vice-chair	Alli Burrows
Assistant secretary	Lucy Masoud
Minutes secretary	Alli Burrows
Education	Yannick Dubois
Fairness at work	Alli Burrows
Health and safety	Pat Carberry
Final appeals	Pat Carberry
<i>Firefighter</i> rep	Lucy Masoud
<i>Flagship</i> editor	Pat Carberry

National LGBT committee AGM report 2014

The annual general meeting of the LGBT section took place on 9 December 2014 at head office. The meeting was opened by the committee chair.

The AGM endorsed the following positions for 2015:

Vice-chair	Alli Burrows
Assistant secretary	Lucy Masoud
Minutes secretary	Alli Burrows
Education	Yannick Dubois
Fairness at work	Alli Burrows
Health and safety	Pat Carberry
Final appeals	Pat Carberry
<i>Firefighter</i> rep	Lucy Masoud
<i>Flagship</i> editor	Pat Carberry

The meeting then debated and approved the following resolutions to be submitted to standing orders for the consideration of conference 2015:

Equality, valuing difference
Social media, protecting members' freedom of political belief
Equality strategy, engagement at all levels.

G13 National retained committee report

NRC report 2013

The 2013 FBU national retained committee consisted of the following officials

Executive council member	Tam Mitchell
National retained committee secretary	Pete Preston
National retained committee chair	Harry Cotter
Region 1	Dougie Kerr
Region 2	John Catherwood
Region 3	Vacant
Region 4	Daz Kenny
Region 5	Vacant
Region 6	Paul Revill
Region 7	Mario La Barbera
Region 8	Lyndon Jones
Region 9	Vacant
Region 11	Steve Martin
Region 12	Vacant
Region 13	Jez Rawlings

Retained pensions case update

Over the course of 2013 national officer Sean Starbuck provided the committee with a number of updates on the progress made in securing the modified pension scheme for RDS members. The associated timeline was explained and discussed. He reiterated that the modified scheme would be subject to the same changes as the other current firefighters' pension schemes and that it would also be closed in April 2015 with the same protections applied. He indicated that the actual implementation date could be after April 2015 for individuals as the process had a period of time built in that should allow as many eligible members as possible to be enrolled in to it.

Part-time workers update

The changes to the NJC conditions of service for part-time workers were implemented within the Grey Book after the successful FBU legal case to ensure that all retained firefighters are recognised and rewarded as part-time workers. The terms of the settlement also included a financial award backdated to 1 July 2010 to all 'eligible employees' pro rata with length of service and substantive role.

RDS recruitment and retention

Recruitment and retention work was ongoing across brigades. FBU membership was helped by the success with the Grey Book conditions of service changes which removed less favourable treatment within national agreements and local conditions.

NRC report 2014

The 2014 FBU national retained committee consisted of the following officials

Executive council member	Tam Mitchell
National retained committee secretary	Pete Preston
National retained committee chair	Harry Cotter
Region 1	Dougie Kerr
Region 2	John Catherwood
Region 3	Andy Stubbings
Region 4	Daz Kenny
Region 5	Vacant
Region 6	Paul Revill
Region 7	Mario La Barbera
Region 8	Lyndon Jones
Region 9	Vacant
Region 11	Vacant
Region 12	Vacant
Region 13	Jez Rawlings

John Catherwood and Lyndon Jones were selected to attend conference 2015 as delegates on behalf of the committee:

Pensions case update

Over the course of 2014 the national officer with the pensions remit for the FBU, Sean Starbuck, attended a number of meetings and briefed the committee on the current stages of progress in England and each of the devolved regions. The committee was also reminded that no FBU officials could provide any financial advice as this can only be given by a qualified financial advisor.

Part-time workers update

A further group was included as 'eligible employees' in the agreement on changes to the NJC conditions of service for part-time workers. This additional group are wholetime firefighters, who had previous retained service within the reference period. They were due to receive a financial award backdated to 1 July 2010 pro rata with length of service and substantive role.

On behalf of our RDS members, the committee would like to put on record its thanks to all officials, in particular, assistant general secretary Andy Dark and national officer Sean Starbuck who were the lead officials in each of the two strands of the case and to our solicitors Thompsons, in particular Richard Arthur and our barrister Robin Allen, for their commitment and resolve in dealing with this difficult case.

Working time directive

The working time directive is under review in Europe and is being discussed by an FBU executive council working group which has been set up to look at the impact any changes will have on the fire service. The executive council member for retained members sits on this group to represent and advise on RDS members' interests.

NRC AGM 2014

The 2014 national retained committee annual general meeting was due to be held in Birmingham on 2 November but, due to a clash with strike dates in the pensions dispute, this meeting was cancelled. This AGM was due to take place in early 2015.

G14 officers' national committee AGM report

ONC AGM 2013

The officers' national committee AGM was held on 10 December 2013. Elections took place as required to nominate ONC members to sit as full members of the Middle Managers Negotiating Body and to act as advisers to the employees' side.

In attendance:

John Arnold	Executive council member
Mick Higgins	Chair
John Denvir	Vice-chair and Region 2
Chris McGlone	Region 1
Ged Phelan	Region 5
Helen Harrison (substituting for Neil Johnson)	Region 7
Eddie Brennan	Region 9
Sally Harper	Region 10
Rob Sherwood	Region 11
Steve Allen (substituting for Mark Ames)	Region 12

Apologies:-

Martin Pottinger
Neil Johnson
Mark Ames

Elections

The following ONC members were elected

MMNB full members

John Arnold
 Martin Pottinger
 Mick Higgins
 Ged Phelan

MMNB advisers

Chris McGlone
 John Denvir
 Neil Johnson
 Rob Sherwood
 Mark Ames
 Matt Hughes
 Sally Harper

The following elections also took place:

John Denvir	Vice-chair
Rob Sherwood	Health and safety
Mick Higgins	Fairness at work
Ged Phelan	Education
Chris McGlone	Campaigns coordinator

ONC AGM 2014

The officers' national committee AGM was held on 8 December 2014. Elections took place as required to nominate ONC members to sit as full members of the Middle Managers Negotiating Body and to act as advisers to the employees' side.

The following resolutions were agreed:

Resolution 1

Conference notes, with concern, that many brigades have reduced the number, role and required competence of Incident Commanders. This has the clear potential to severely compromise the Health, Safety and Welfare of Firefighters and the public we serve.

As a result the Incident Command System is under threat, in terms of the role, number and competence of commanders being planned or available to attend. Conference calls for a national minimum standard for Incident Command attendance. This should include such that no incident is attended without at least one competent Incident Commander being mobilised and that the levels, being proposed within the draft Incident Command guidance, include a national standard for the minimum command competence at each level.

Resolution 2

The ever increasing non-response work being carried out by Middle and Strategic Managers is severely impacting on the time they have available to dedicate to their own operational preparedness.

The reduction in this time means that they are often underprepared to deal with the full range of foreseeable risks that can be expected to occur at incidents within the areas in which they work. This has been highlighted in most, if not all of the recent investigations into incident related Firefighter fatalities.

Conference calls upon the Executive Council to campaign for a national minimum standard for the operational training provided to Flexi-duty Officers in relation to foreseeable risk within each individual FRS, and the time made available for individual Officers to develop their own operational preparedness. This is to be carried out with a view to establishing minimum auditable National standards of operational capability for all Flexi-duty Officers.

Conference requests that this work commences immediately and includes regular input and advice from the ONC.

Elections

The following ONC members were elected:

MMNB full members

John Arnold
Martin Pottinger
Mick Higgins

MMNB advisers

Chris McGlone
John Denvir
Neil Johnson
Rob Sherwood
Mark Ames
Matt Hughes
Simon Amos

The following elections also took place:

John Denvir	Vice-chair
Mick Higgins	Health and safety
Neil Johnson	Fairness at work
Mark Ames	Education
John Denvir	Workforce development
Chris McGlone	Campaigns coordinator
Martin Pottinger	Minutes secretary

G15 Organising and recruitment

Conference 2013 agreed resolution 48:

FBU membership

In these days of dwindling resources and falling Union membership it is necessary to look to new and innovative ways of sustaining a robust and independent, fighting Union with a whole Fire Service approach.

The benefits of FBU membership extended to ALL Fire Service staff would strengthen our hand in negotiations with Employers as we could represent an absolute majority of the workforce, not just uniformed staff.

Notwithstanding the difficulties envisaged in attempting to achieve this goal, whether separate sections and representation would be required, possible differing levels of contributions, to name but two, Conference demands that the Executive Council undertake a study into the feasibility of allowing Fire Service workers not conditioned to the Grey Book, to join the FBU. The findings of this study should be reported back to Conference at the earliest opportunity and not later than 2015.

Staffordshire

Work continues on a paper looking at how this could be delivered. This paper will take account of the challenges that would have to be looked at including a suggested contribution scale considering all salary bands.

Education for brigade organisers

The national education programme continued to include a course 'Getting organised – building union membership in the UKFRS'. This has been designed by FBU Education and the TUC Education Service to help brigade organisers and regional treasurers understand the importance of organising to build a stronger union for the future to stand up to the challenges that we face both nationally and in individual brigades.

It focused specifically on the roles of the regional treasurer and brigade organiser in the context of recognising the need for all officials to play a part in the recruitment and retention of members, thereby strengthening organisation in all parts of the service.

This course had previously been delivered in two separate parts. However, due to changes in funding arrangements for TUC courses it was necessary to combine the key elements of these into a single course.

The course aims included:

- reviewing local systems, structures, agreements and procedures to support work building the union, especially those involving the recruitment and retention of members;
- practising a range of skills that can be used in union work when taking a lead with recruiting, organising and campaigning at local level;
- understanding and implementing monitoring and reviewing processes to check the effectiveness and impact of activities and outcomes to recruit effectively and build the union;
- identifying and sharing sources of information, resources and support that can be used in activities to build the union;
- preparing to carry out membership health checks for both current and potential areas of union organisation within each brigade.

The majority of brigade organisers had already attended courses held in 2012. In 2013 the course was held in January and was attended by 11 students. In 2014 the course was held in April and was attended by 14 students.

G16 Political fund

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

The FBU received notification from the Certification Officer that the current political resolution to allow us to operate a political fund was due to expire on 11 November 2014. In order for the union to continue to operate a political fund after this date it was necessary to conduct a ballot of all our members and obtain a new resolution.

The ballot for the continuation of the FBU's political fund opened on 31 March 2014 and concluded on 2 May. Our independent scrutineers reported the following:

The resolution is that the political objects set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 be approved as an object of the Union.

Do you vote in favour of the resolution?

YES	9,565	84%
NO	1,885	16%
Spoilt ballot papers	24	
Total ballot papers received	11,474	29%
Total ballot papers dispatched	38,919	

Members are to be congratulated for overwhelmingly allowing the union to continue its fight for a fair pension, fair pay and a fire and rescue service that properly protects the communities we serve. It also means the union can continue to take our workplace campaigns into the political arena, lobbying and influencing politicians in Westminster, Brussels, on local councils and in the devolved administrations.

The next review ballot will have to be completed by 19 May 2024.

G17 Regional offices and officials

Regional offices and officials 2013

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Regional treasurer

Bro P Wilson

Brigades

Central
Dumfries and Galloway
Fife
Grampian
Highlands and Islands
Lothian and Borders
Strathclyde
Tayside

Brigade secretary

Bro S Thomson
Bro G McLeod
Bro S McCabe
Bro L Murray (acting)
Bro M Cooper
Bro A Fulton
Bro P Donnelly
Bro R Costello

Brigade chair

Bro P A Donnelly
Bro S Chaudhry
Bro G Birtley
Vacant
Bro D MacKay
Sis D Christie
Bro P McDonald
Bro T Whyte

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Bro J Quinn

Regional chair

Bro B Stanfield (Jan-April)

Bro D Rooney

Regional official

Bro D Rooney (Jan-June)

Bro D Nichol

Regional treasurer

Bro S Boyd

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Tyne and Wear

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Bro D Turner

Regional treasurer

Bro K Brennan

Brigade secretary

Bro D Howe
Bro A Curry
Bro K Brennan
Bro D Turner

Brigade chair

Bro B Gibson
Bro C Pharoah
Vacant
Bro R King

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South Yorkshire
West Yorkshire

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Regional secretary

Bro P Smith

Regional chair

Bro R Walker

Regional treasurer

Bro G Wilkinson

Brigade secretary

Bro R Walker
Bro R Stevens
Bro J Gilliver
Bro D Williams

Brigade chair

Bro R Vaux
Bro S Howley
Sis S Eratt
Bro J Durkin

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GMC
Isle of Man
Lancashire
Merseyside

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Regional secretary

Bro L Skarratts

Regional chair

Bro I McGill

Regional treasurer

Bro S Shelton

Brigade secretary

Bro D Williams
Bro G Higgins
Bro G Keary
Vacant
Bro S Harman
Bro M Rowe

Brigade chair

Bro S Hammond
Bro D Burn
Bro S Yaffa
Vacant
Bro K Deacon
Bro K Hughes

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Bro T Murray (Jan-April)

Bro P Coates

Regional treasurer

Bro P Wilkins

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Derbyshire
Leicestershire
Lincolnshire
Northamptonshire

Nottinghamshire

Brigade secretary

Bro C Tapp
Bro T Neal
Bro K McKee
Bro S Mason (Jan-Sept)
Bro S Fenning
Bro A Coates

Brigade chair

Bro M Redford
Bro G Vaux
Bro C Hides
Bro S Fenning (Jan-Sept)
Bro M Jones
Bro P Coates (Jan-Sept)
Bro S McCallum

Region 7 – West Midlands

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Regional secretary

Bro A Dennis

Regional chair

Bro B Moss

Regional treasurer

Bro P Goulden

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Brigade secretary

Bro S Gould
Bro M Lamb
Bro B Downey
Bro M Giles
Bro P Cockburn

Brigade chair

Bro J Jenkins
Bro S Morris
Bro R Williams
Bro B Crow
Vacant

Region 8 – Wales

FBU Regional Office

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Pencoed
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CF35 5LJ
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Fax: 01656 864087

Executive council member

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Regional secretary

Bro C Howells

Regional chair

Bro C Griffiths

Regional official

Bro R Curran

Regional treasurer

Bro A Roberts

Brigades

Mid and West Wales
North Wales
South Wales

Brigade secretary

Bro B Davies
Bro S Price
Bro M Watt

Brigade chair

Bro G Lewis
Sis S Williams
Bro V Jenkins

Region 9 – Eastern and East Anglia**FBU Regional Office**

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Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Executive council member

Bro K Handscomb

Regional secretary

Bro J Wyatt

Regional chair

Bro B Hooper

Regional treasurer

Bro D Godfrey-Shaw

Brigade secretary

Bro J Newell
Bro C Matthews
Bro A Chinn-Shaw
Bro A Smith
Bro K Game
Bro R Humphries

Brigade chair

Bro P Carberry
Bro M Harding
Bro R La Torre
Bro D MacLeod
Bro P Greeves
Bro A Vingoe

Region 10 – London**FBU Regional Office**

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Executive council member

Bro I Leahair

Regional secretary

Bro P Embury

Regional chair

Bro G Fielden

Regional official

Bro B Sprung (Jan-Sept)
Bro G Beeton

Regional treasurer

Bro L Brightman

Region 11 – South Eastern

FBU Regional Office
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Executive council member

Bro J Parrott

Regional secretary

Sis D Armstrong

Regional chair

Bro M Simmons

Regional treasurer

Bro B Woodfine

Brigades

Kent
Surrey
East Sussex
West Sussex

Brigade secretary

Bro M Simmons
Bro R Jones
Bro M Brown
Bro F Bishop

Brigade chair

Sis J Impey
Bro D Herpe
Bro S Herbert
Bro M Cambers

Region 12 – Southern

FBU Regional Office

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Bro K Horan (Jan-July)
Bro R Matthews

Regional secretary

Bro R Matthews (Jan-Sept)

Regional chair

Bro S Allen

Regional treasurer

Bro P Watts

Brigades

Berkshire
Buckinghamshire
Hampshire

Isle of Wight
Oxfordshire

Brigade secretary

Bro P Watts
Bro J Wolfenden
Bro P Trew (Jan-Oct)
Bro G Jackson
Bro P Mawhood
Bro S Allen

Brigade chair

Bro M Clark
Bro K Hall
Bro N McCullen

Bro S Cave
Bro M Ames

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Regional secretary

Bro P Jordan

Regional chair

Bro K Herniman

Regional treasurer

Sis V Hampshire

Brigades

Avon
Cornwall
Devon and Somerset
Dorset
Gloucestershire
Wiltshire

Brigade secretary

Bro C Taylor
Bro S Pulley
Bro T French
Sis K Adams
Bro M Tully
Bro B Thorley

Brigade chair

Bro G Spindler
Bro T Edwards
Bro B Walker
Bro S Dennett
Bro N Morley
Bro A Littler

National lesbian, gay, bisexual and trans committee

Secretary	Bro P Carberry
Chair	Sis Y Dubois
Region 1	Vacant
Region 2	Sis K McDowell
Region 3	Vacant
Region 4	Vacant
Region 5	Sis K Smith
Region 6	Sis C Peel
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Sis L Masoud
Region 11	Vacant
Region 12	Sis A Burrows
Region 13	Vacant

National retained committee

Executive council member	Bro T Mitchell
Secretary	Bro P Preston
Chair	Bro H Cotter
Region 1	Bro D Kerr
Region 2	Bro J Catherwood
Region 3	Vacant
Region 4	Bro D Kenny
Region 5	Vacant
Region 6	Bro P Revill
Region 7	Bro M La Barbera
Region 8	Bro L Jones
Region 9	Vacant
Region 11	Bro S Martin
Region 12	Vacant
Region 13	Bro J Rawlings

National control staff committee

Executive council member	Sis S Riley
Secretary	Sis S Offland
Chair	Sis K Smith
Region 1	Bro S Reid
Region 2	Sis L Rowan O'Neill
Region 3	Sis A Buchanan
Region 4	Bro B Sunderland
Region 5	Bro T Gerrard
Region 6	Sis A Diallo
Region 7	Vacant
Region 8	Vacant
Region 9	Sis S Thorndyke
Region 10	Bro R Lockwood
Region 11	Vacant
Region 12	Vacant
Region 13	Sis H Dickinson

Officers' national committee

Executive council member	Bro J Arnold
Secretary	Bro M Pottinger
Chair	Bro M Higgins
Region 1	Bro F Clayton
Region 2	Bro J Denvir
Region 3	Vacant
Region 4	Vacant
Region 5	Bro G Phelan
Region 6	Vacant
Region 7	Bro N Johnson
Region 8	Bro I Buckley
Region 9	Bro E Brennan
Region 10	Sis S Harper
Region 11	Bro R Sherwood
Region 12	Bro M Ames
Region 13	Bro J Morrison

National black and ethnic minority members' committee

Secretary	Bro M Nicholas
Chair	Bro L Ramsey
Region 1	Vacant
Region 2	Vacant
Region 3	Vacant
Region 4	Bro M Brown
Region 5	Bro O Graham
Region 6	Bro D Powell
Region 7	Bro R Barrett
Region 8	Bro B Amos
Region 9	Vacant
Region 10	Bro G Brooks
Region 11	Vacant
Region 12	Vacant
Region 13	Bro E Temple

National women's committee

Secretary	Sis K Baigent
Chair	Sis S Rye
Region 1	Vacant
Region 2	Sis L Rowan O'Neill
Region 3	Sis S Gartland
Region 4	Vacant
Region 5	Vacant
Region 6	Sis C Hudson
Region 7	Sis H Harrison
Region 8	Sis J Byrne
Region 9	Vacant
Region 10	Sis S Harper
Region 11	Vacant
Region 12	Vacant
Region 13	Sis D Critchlow

Education officers

Region 1	Bro G McLeod
Region 2	Sis L Rowan O'Neill
Region 3	Bro C Pharoah
Region 4	Bro G Wilkinson
Region 5	Bro S Guy
Region 6	Bro M Chilton
Region 7	Sis J Gummery
Region 8	Bro M Davies
Region 9	Bro A Mayhew
Region 10	Bro B Sprung
Region 11	Vacant
Region 12	Bro R Whitman
Region 13	Bro P Jordan (Jan-June) Bro K Herniman
CSNC education rep	Sis S Offland
ONC education rep	Bro J Arnold
NRC education rep	Bro L Jones
NWC education rep	Sis K Baigent
B&EMM education rep	Bro M Nicholas
LGBT education rep	Sis Y Dubois

Regional health and safety reps

Region 1	Bro D Bennett
Region 2	Bro D McPoland
Region 3	Bro I Dick
Region 4	Bro M Wild
Region 5	Bro I McGill
Region 6	Bro A Smyth
Region 7	Bro P Goulden
Region 8	Bro S Fleming
Region 9	Bro S Kerridge
Region 10	Bro G Fielden
Region 11	Bro S Harrod
Region 12	Bro D Dymond
Region 13	Bro K Herniman
CSNC H&S rep	Sis K Smith
ONC H&S rep	Bro R Sherwood
NRC H&S rep	Bro L Jones
NWC H&S rep	Sis S Harper
B&EMM H&S rep	Bro C Petch
LGBT H&S rep	Bro P Carberry

Regional fairness at works reps

Region 1	Bro S Thomson
Region 2	Bro D Nichol
Region 3	Bro B Gibson
Region 4	Bro P Drinkwater
Region 5	Vacant
Region 6	Bro T Murray
Region 7	Sis J Mason
Region 8	Vacant
Region 9	Vacant
Region 10	Bro G Lester
Region 11	Vacant
Region 12	Sis A Burrows
Region 13	Bro P Lawler
CSNC FAW rep	Sis S Offland
ONC FAW rep	Bro M Higgins
NRC FAW rep	Vacant
NWC FAW rep	Sis S Rye
B&EMM FAW rep	Bro B Amos
LGBT FAW rep	Sis A Burrows

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Regional official

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Regional treasurer

Bro P Wilson (Jan-April)

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Bro J Quinn

Regional chair

Bro D Rooney

Regional official

Bro D Nichol

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Bro S Boyd

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Bro P Wilcox

Regional chair

Bro D Turner (Jan-Sept)

Regional treasurer

Bro K Brennan (Jan-Nov)

Bro A Curry

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Brigade secretary

Bro D Howe

Bro A Curry

Bro K Brennan

Bro D Turner (Jan-Sept)

Bro R King

Brigade chair

Bro B Gibson

Sis S Rye

Vacant

Bro R King (Jan-Sept)

Bro B Harris

Region 4 – Yorkshire & Humberside

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Bro R Walker

Regional treasurer

Bro G Wilkinson

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South Yorkshire
West Yorkshire

Brigade secretary

Bro R Walker
Bro S Howley
Bro N Carbutt
Bro D Williams

Brigade chair

Bro R Vaux
Bro K Thewlis
Bro G Wilkinson
Bro J Durkin (Jan-Sept)
Bro P Drinkwater

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Bro I McGill

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GMC
Isle of Man
Lancashire
Merseyside

Brigade secretary

Bro D Williams
Bro G Higgins
Bro G Keary
Vacant
Bro S Harman
Bro M Rowe

Brigade chair

Bro S Hammond
Bro D Burn
Bro S Yaffa
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Bro K Deacon
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Regional treasurer

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Leicestershire
Lincolnshire

Northamptonshire
Nottinghamshire

Brigade secretary

Bro C Tapp
Bro G Vaux
Bro K McKee (Jan-Nov)
Bro. D. Taylor
Bro S Fenning
Bro A Coates

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Bro M Redford
Bro G Lynch
Bro C Hides (Jan-April)
Bro B Selby
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Bro A Dennis (Acting EC member Mar-May)

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Regional treasurer

Bro P Goulden

Brigades

Hereford and Worcester
Shropshire
Staffordshire

Warwickshire
West Midlands

Brigade secretary

Bro S Gould
Bro M Lamb
Bro B Downey (Jan-June)
Bro R Williams
Bro M Giles
Bro P Cockburn (Jan-July)

Brigade chair

Bro J Jenkins
Bro S Morris
Bro R Williams (Jan-July)
Bro M Tattum
Bro B Crow
Bro S Price Hunt

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Regional chair

Bro C Griffiths

Regional official

Bro R Curran

Regional treasurer

Bro A Roberts

Brigades

Mid and West Wales
North Wales
South Wales

Brigade secretary

Bro B Davies
Bro S Price
Bro A Psaila

Brigade chair

Bro J Oliver
Sis S Williams
Sis J Byrne

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Bro J Wyatt

Regional chair

Bro B Hooper

Regional treasurer

Bro D Godfrey-Shaw

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire

Brigade secretary

Bro J Newell
Bro C Matthews
Bro A Chinn-Shaw
Bro A Smith (Jan-May)
Bro D Scotchford
Bro K Game
Bro R Humphries

Brigade chair

Bro P Carberry
Bro M Harding
Bro R La Torre
Bro D MacLeod

Norfolk
Suffolk

Bro P Greeves
Bro A Vingoe

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Bro P Embery

Regional chair

Bro G Fielden

Regional official

Bro G Beeton

Regional treasurer

Bro L Brightman

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Regional secretary

Sis D Armstrong

Regional chair

Bro M Simmons

Regional treasurer

Bro B Woodfine

Brigades

Kent
Surrey
East Sussex
West Sussex

Brigade secretary

Bro M Simmons
Bro R Jones
Bro M Brown
Bro F Bishop

Brigade chair

Sis J Impey
Bro D Herpe
Bro S Herbert
Bro M Cambers

Region 12 – Southern

FBU Regional Office

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MK16 0HZ

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Bro J Wolfenden

Regional chair

Bro S Allen

Regional treasurer

Bro P Watts

Brigades

Berkshire
Buckinghamshire
Hampshire
Isle of Wight
Oxfordshire

Brigade secretary

Bro P Watts
Bro J Wolfenden
Bro G Jackson
Bro S Cave
Bro S Allen

Brigade chair

Bro M Clark
Bro K William
Bro N McCullen
Bro P Mawhood
Bro M Ames

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Brigades

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Cornwall
Devon and Somerset
Dorset
Gloucestershire
Wiltshire

Executive council member

Bro T McFarlane

Regional secretary

Bro P Jordan (Jan-April)
Bro T French

Regional chair

Bro K Herniman

Regional treasurer

Sis V Hampshire

Brigade secretary

Bro C Taylor
Bro S Pulley
Bro T French
Sis K Adams
Bro M Tully
Bro B Thorley

Brigade chair

Bro G Spindler
Bro T Edwards
Bro B Walker
Bro S Dennett
Bro S Turner
Bro A Littler

National lesbian, gay, bisexual and trans committee

Secretary	Bro P Carberry
Chair	Sis Y Dubois
Region 1	Vacant
Region 2	Sis K McDowell
Region 3	Vacant
Region 4	Vacant
Region 5	Sis L Lowe
Region 6	Sis C Peel
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Sis L Masoud
Region 11	Vacant
Region 12	Sis A Burrows
Region 13	Vacant

National retained committee

Executive council member	Bro T Mitchell
Secretary	Bro P Preston
Chair	Bro H Cotter
Region 1	Bro D Kerr
Region 2	Bro J Catherwood
Region 3	Bro A Stubbings
Region 4	Bro D Kenny
Region 5	Vacant
Region 6	Bro P Revill
Region 7	Bro M La Barbera
Region 8	Bro L Jones
Region 9	Vacant
Region 11	Vacant
Region 12	Vacant
Region 13	Bro J Rawlings

National control staff committee

Executive council member	Sis S Riley
Secretary	Sis S Offland
Chair	Sis L Rowan O'Neill
Region 1	Bro S Reid
Region 2	Sis L Rowan O'Neill
Region 3	Vacant
Region 4	Bro R Stevens
Region 5	Bro T Gerrard
Region 6	Sis A Diallo
Region 7	Sis J Mason
Region 8	Vacant
Region 9	Sis S Thorndyke
Region 10	Sis S Winters
Region 11	Vacant
Region 12	Vacant
Region 13	Vacant

Officers' national committee

Executive council member	Bro J Arnold
Secretary	Bro M Pottinger
Chair	Bro M Higgins
Region 1	Bro C McGlone
Region 2	Bro J Denvir
Region 3	Vacant
Region 4	Vacant
Region 5	Bro G Phelan
Region 6	Bro A Mitchell
Region 7	Bro N Johnson
Region 8	Bro I Buckley
Region 9	Bro M Hughes
Region 10	Bro S Amos
Region 11	Bro R Sherwood
Region 12	Bro M Ames
Region 13	Bro S Dennett

National black and ethnic minority members' committee

Secretary	Bro M Nicholas
Chair	Bro L Ramsey (Jan) Bro O Graham (Apr)
Region 1	Vacant
Region 2	Bro J Doherty
Region 3	Vacant
Region 4	Vacant
Region 5	Vacant
Region 6	Bro D Powell
Region 7	Bro R Barrett
Region 8	Bro B Amos
Region 9	Vacant
Region 10	Bro G Brooks (Jan-Sept)
Region 11	Vacant
Region 12	Vacant
Region 13	Bro E Temple

National women's committee

Secretary	Sis K Baigent (Jan-Sept)
	Sis S Rye
Chair	Sis S Rye (Jan-Sept)
	Sis H Harrison (acting)
Region 1	Sis S Hodge
Region 2	Sis L Rowan O'Neill
Region 3	Sis S Gartland
Region 4	Sis L Connell
Region 5	Vacant
Region 6	Sis C Hudson
Region 7	Sis H Harrison
Region 8	Vacant
Region 9	Vacant
Region 10	Sis S Harper
Region 11	Vacant
Region 12	Vacant
Region 13	Sis D Critchlow

Education officers

Region 1	Bro G McLeod
Region 2	Sis L Rowan O'Neill
Region 3	Bro R King
Region 4	Bro G Wilkinson
Region 5	Bro S Guy
Region 6	Bro M Chilton
Region 7	Sis J Gummary
Region 8	Bro M Davies
Region 9	Bro A Mayhew
Region 10	Bro G Beeton
Region 11	Vacant
Region 12	Bro R Whitman
Region 13	Bro K Herniman
CSNC education rep	Sis S Offland
ONC education rep	Vacant
NRC education rep	Bro L Jones
NWC education rep	Sis H Harrison
B&EMM education rep	Bro M Nicholas
LGBT education rep	Sis Y Dubois

Regional health and safety reps

Region 1	Bro D Bennett
Region 2	Bro D McPoland
Region 3	Bro I Dick
Region 4	Bro M Wild
Region 5	Bro I McGill
Region 6	Bro A Smyth
Region 7	Bro P Goulden
Region 8	Bro S Fleming
Region 9	Bro S Kerridge
Region 10	Bro G Fielden
Region 11	Bro S Harrod (Jan-Nov)
	Bro S Herbert
Region 12	Bro D Dymond
Region 13	Bro K Herniman
CSNC H&S rep	Sis L Rowan O'Neill
ONC H&S rep	Bro R Sherwood
NRC H&S rep	Bro L Jones
NWC H&S rep	Sis C Hudson
B&EMM H&S rep	Bro R Barrett
LGBT H&S rep	Bro P Carberry

Regional fairness at work reps

Region 1	Bro S Thomson
Region 2	Bro D Nichol
Region 3	Bro B Gibson (Jan-July)
	Sis S Gartland
Region 4	Bro P Drinkwater (Jan-Sept)
	Bro D Gillian
Region 5	Vacant
Region 6	Bro C Hides
Region 7	Sis J Mason
Region 8	Bro A Hearne
Region 9	Bro P Greeves
Region 10	Bro G Lester
Region 11	Vacant
Region 12	Vacant
Region 13	Bro P Lawler
CSNC FAW rep	Sis S Offland
ONC FAW rep	Bro M Higgins
NRC FAW rep	Bro J Catherwood
NWC FAW rep	Sis S Rye
B&EMM FAW rep	Bro B Amos
LGBT FAW rep	Sis A Burrows

G18 Retired officials

2013:

Bro K Horan Executive council member region 12

Karl Horan is the former executive council member for the FBU Southern region.

Karl was a member of the Fire Brigades Union since he joined the fire service in 1978 until he retired in 2013. During that period, Karl took up a number of union positions whilst a firefighter in South Yorkshire and Buckinghamshire. His progress through the union culminated in his election to EC member in June 2008, a post he held until retirement.

Karl was renowned for being a hard-working and committed FBU official who focused heavily on ensuring first-class representation for members and developing union representatives and processes in order to create a strong and vibrant union.

Bro Pete Wilkins	Regional treasurer Leicestershire
Bro Tom Murray	Regional chair region 6
Bro Jim Malone	Regional official region 1
Bro Ronnie Costello	Brigade secretary Tayside
Bro D Greenway	Brigade secretary Cumbria
Bro Steve Mason	Brigade chair Northamptonshire
Bro Tom Neal	Brigade secretary Leicestershire
Bro Ian Young	Brigade organiser Nottinghamshire
Bro P Trew	Brigade secretary Hampshire
Sis J Westwood	Control staff national committee region 3
Bro M Parkinson	National retained committee region 5
Bro E Brennan	Officers' national committee region 9
Bro Paul Brownhill	RDS rep region 7

2014:

Bro J Barbour Executive council member region 2

Jim Barbour, former executive council member for Northern Ireland for the last 16 years, retired from both the service and the union in October 2014. Jim served as an FBU official for almost all of his 31 plus years in the fire service. In that time he held many union positions, starting out as a branch official and eventually becoming the first Northern Irish vice-president of the FBU.

Jim joined the fire service in 1983 during troubled times in Northern Ireland and was instrumental in steering the FBU through some dark days. Ensuring the safety of his members was always a priority. Throughout Jim's leadership, the FBU was a progressive force, proactively engaging with politicians and others, a strategy still benefitting members today.

Jim also played a key role in the wider trade union movement in Northern Ireland and has been elected to the northern committee of the Irish Congress of Trade Unions (ICTU) on a number of occasions, no mean feat for a small union.

More recently, Jim secured a position as a trade union member on the Northern Ireland Fire and Rescue Board and continues to serve following his retirement from the fire service.

Jim will be remembered in Northern Ireland and beyond as one of the FBU's most loyal and capable officials.

SECTION G — INTERNAL ADMINISTRATION

Sis R Jones

Executive council member region 7

Rosemarie Jones, former executive council member for the West Midlands, served the Fire Brigades Union from 1979 until she retired in 2014. In that time, Rose took on a number of union positions within the West Midlands brigade in control, before becoming that brigade's first ever woman to achieve the position of brigade secretary.

In 2009 Rose was elected to the position of executive council member where she served loyally and untiringly on behalf of her members at the national union. Rose is the only woman in the union's history to have been elected as a regional executive council member and is rightly proud of her achievements.

Rose continues to fight illness with the same passion she showed for the members in the FBU and her infectious, wicked sense of humour is more intact than ever.

Rose is well respected within the trade union movement and continues to be active in her support of her former comrades.

Bro D Turner

Regional chair region 3 and brigade secretary Tyne and Wear

Bro K Brennan

Regional treasurer region 3 and brigade secretary Northumberland

Bro C Howells

Regional secretary region 8

Bro L Ramsey

Black and ethnic minority members' national committee chair

Sis K Smith

Control staff national committee chair and lesbian, gay, bisexual and trans committee region 5

Bro M Brown

Black and ethnic minority members' national committee region 4 (Jan-Mar)

Sis A Buchanan

Control staff national committee region 3

Bro B Sunderland

Control staff national committee region 4

Bro S James

Officers national committee region 10

Bro B Chilmead

Brigade organiser Kent

G19 Membership statistics

Membership statistics as at 31 December 2013														
Region	Brigade name	Whole-time	Retained	Control	Total	Political levy	No pol levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	6	0	0	6	6	0	6	6	0	6	6	0	6
Total		6	0	0	6	6	0	6	6	0	6	6	0	6
1	Scottish Fire and Rescue	3827	1495	201	5523	4687	836	5523	5391	132	5523	5101	422	5523
Total		3827	1495	201	5523	4687	836	5523	5391	132	5523	5101	422	5523
2	N.I.F.B.	880	793	52	1725	705	1020	1725	1720	5	1725	1644	81	1725
Total		880	793	52	1725	705	1020	1725	1720	5	1725	1644	81	1725
3	Cleveland	394	63	25	482	360	122	482	445	37	482	440	42	482
	Durham Co.	310	123	26	459	414	45	459	427	32	459	422	37	459
	Northumberland Co.	120	158	21	299	286	13	299	294	5	299	264	35	299
	Tyne and Wear	717	8	39	764	519	245	764	754	10	764	701	63	764
Total		1541	352	111	2004	1579	425	2004	1920	84	2004	1827	177	2004
4	Humberside	489	214	22	725	635	90	725	663	62	725	684	41	725
	North Yorkshire	272	170	7	449	314	135	449	416	33	449	418	31	449
	South Yorkshire	599	37	15	651	561	90	651	626	25	651	605	46	651
	West Yorkshire	1075	69	26	1170	756	414	1170	1085	85	1170	1107	63	1170
Total		2435	490	70	2995	2266	729	2995	2790	205	2995	2814	181	2995
5	Cheshire	421	105	14	540	532	8	540	531	9	540	509	31	540
	Cumbria	162	157	0	319	250	69	319	282	37	319	302	17	319
	GMC	1404	20	24	1448	1301	147	1448	1423	25	1448	1398	50	1448
	Isle of Man	0	31	0	31	29	2	31	30	1	31	31	0	31
	Lancashire	668	284	34	986	982	4	986	983	3	986	920	66	986
	Merseyside	664	2	26	692	662	30	692	634	58	692	632	60	692
Total		3319	599	98	4016	3756	260	4016	3883	133	4016	3792	224	4016
6	Derbyshire	365	223	14	602	523	79	602	571	31	602	570	32	602
	Leicestershire	386	145	16	547	422	125	547	520	27	547	514	33	547
	Lincolnshire	180	221	14	415	384	31	415	395	20	415	370	45	415
	Northamptonshire	238	68	11	317	260	57	317	309	8	317	296	21	317
	Nottinghamshire	515	179	23	717	636	81	717	689	28	717	674	43	717
Total		1684	836	78	2598	2225	373	2598	2484	114	2598	2424	174	2598
7	Hereford and Worcester	243	126	16	385	299	86	385	367	18	385	352	33	385
	Staffordshire	308	228	11	547	492	55	547	519	28	547	496	51	547
	Shropshire	152	88	11	251	167	84	251	240	11	251	238	13	251
	Warwickshire	241	59	15	315	162	153	315	298	17	315	289	26	315
	West Midlands	1358	0	48	1406	1265	141	1406	1294	112	1406	1298	108	1406
Total		2302	501	101	2904	2385	519	2904	2718	186	2904	2673	231	2904
8	Mid and West Wales	364	371	34	769	754	15	769	757	12	769	719	50	769
	North Wales	220	418	24	662	628	34	662	661	1	662	607	55	662
	South Wales	812	457	49	1318	1231	87	1318	1197	121	1318	1245	73	1318
Total		1396	1246	107	2749	2613	136	2749	2615	134	2749	2571	178	2749

Membership statistics as at 31 December 2013

Region	Brigade name	Whole-time	Retained	Control	Total	Political levy	No pol levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	243	66	21	330	287	43	330	310	20	330	295	35	330
	Cambridgeshire	209	114	13	336	234	102	336	327	9	336	308	28	336
	Essex	725	193	24	942	869	73	942	919	23	942	890	52	942
	Hertfordshire	418	81	13	512	465	47	512	495	17	512	487	25	512
	Norfolk	234	180	16	430	429	1	430	428	2	430	404	26	430
	Suffolk	164	139	0	303	283	20	303	282	21	303	286	17	303
	Total	1993	773	87	2853	2567	286	2853	2761	92	2853	2670	183	2853
10	London	5165	0	10	5175	4920	255	5175	4903	272	5175	4843	332	5175
Total		5165	0	10	5175	4920	255	5175	4903	272	5175	4843	332	5175
11	Kent	737	355	17	1109	608	501	1109	1060	49	1109	1050	59	1109
	Surrey	498	56	21	575	538	37	575	565	10	575	540	35	575
	East Sussex	359	102	31	492	197	295	492	464	28	492	448	44	492
	West Sussex	277	76	1	354	301	53	354	342	12	354	340	14	354
	Total	1871	589	70	2530	1644	886	2530	2431	99	2530	2378	152	2530
12	Berkshire	341	65	20	426	376	50	426	422	4	426	394	32	426
	Buckinghamshire	253	108	11	372	258	114	372	360	12	372	355	17	372
	Hampshire	552	157	27	736	427	309	736	664	72	736	689	47	736
	Isle of Wight	75	82	0	157	122	35	157	157	0	157	152	5	157
	Oxfordshire	219	142	11	372	229	143	372	339	33	372	339	33	372
	Total	1440	554	69	2063	1412	651	2063	1942	121	2063	1929	134	2063
13	Avon	520	121	32	673	538	135	673	608	65	673	627	46	673
	Cornwall	183	179	11	373	229	144	373	366	7	373	360	13	373
	Dorset	231	104	20	355	249	106	355	336	19	355	321	34	355
	Devon and Somerset	555	340	27	922	494	428	922	820	102	922	876	46	922
	Gloucestershire	165	71	13	249	144	105	249	235	14	249	216	33	249
	Wiltshire	164	101	5	270	205	65	270	262	8	270	252	18	270
	Total	1818	916	108	2842	1859	983	2842	2627	215	2842	2652	190	2842
TOTAL		29677	9144	1162	39983	32624	7359	39983	38191	1792	39983	37324	2659	39983

Membership statistics as at 31 December 2014														
Region	Brigade name	Whole-time	Retained	Control	Total	Political levy	No pol levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	6	0	0	6	6	0	6	6	0	6	6	0	6
Total		6	0	0	6	6	0	6	6	0	6	6	0	6
1	Scottish Fire and Rescue	3644	1393	189	5226	4447	779	5226	5111	115	5226	4825	401	5226
Total		3644	1393	189	5226	4447	779	5226	5111	115	5226	4825	401	5226
2	N.I.F.B.	879	775	51	1705	714	991	1705	1691	14	1705	1628	77	1705
Total		879	775	51	1705	714	991	1705	1691	14	1705	1628	77	1705
3	Cleveland	371	56	25	452	341	111	452	414	38	452	410	42	452
	Durham Co.	298	118	27	443	401	42	443	408	35	443	406	37	443
	Northumberland Co.	116	141	20	277	265	12	277	274	3	277	242	35	277
	Tyne and Wear	672	10	37	719	494	225	719	704	15	719	659	60	719
Total		1457	325	109	1891	1501	390	1891	1800	91	1891	1717	174	1891
4	Humberside	467	195	21	683	599	84	683	624	59	683	640	43	683
	North Yorkshire	258	154	12	424	293	131	424	389	35	424	393	31	424
	South Yorkshire	571	51	15	637	557	80	637	607	30	637	591	46	637
	West Yorkshire	1013	54	19	1086	693	393	1086	1001	85	1086	1028	58	1086
Total		2309	454	67	2830	2142	688	2830	2621	209	2830	2652	178	2830
5	Cheshire	391	104	26	521	516	5	521	506	15	521	483	38	521
	Cumbria	152	163	0	315	251	64	315	274	41	315	298	17	315
	GMC	1312	18	0	1330	1205	125	1330	1306	24	1330	1304	26	1330
	Isle of Man	2	40	0	42	40	2	42	35	7	42	42	0	42
	Lancashire	627	298	0	925	922	3	925	923	2	925	884	41	925
	Merseyside	622	2	26	650	623	27	650	595	55	650	592	58	650
Total		3106	625	52	3783	3557	226	3783	3639	144	3783	3603	180	3783
6	Derbyshire	344	213	13	570	497	73	570	539	31	570	537	33	570
	Leicestershire	358	130	14	502	399	103	502	484	18	502	473	29	502
	Lincolnshire	180	252	14	446	427	19	446	431	15	446	399	47	446
	Northamptonshire	230	62	9	301	248	53	301	293	8	301	282	19	301
	Nottinghamshire	511	173	20	704	639	65	704	679	25	704	662	42	704
Total		1623	830	70	2523	2210	313	2523	2426	97	2523	2353	170	2523
7	Hereford and Worcester	228	109	15	352	270	82	352	334	18	352	323	29	352
	Staffordshire	290	193	2	485	430	55	485	459	26	485	452	33	485
	Shropshire	139	79	12	230	151	79	230	217	13	230	217	13	230
	Warwickshire	214	50	13	277	138	139	277	258	19	277	253	24	277
	West Midlands	1337	0	41	1378	1241	137	1378	1266	112	1378	1268	110	1378
Total		2208	431	83	2722	2230	492	2722	2534	188	2722	2513	209	2722
8	Mid and West Wales	348	365	30	743	726	17	743	732	11	743	697	46	743
	North Wales	198	357	22	577	547	30	577	575	2	577	528	49	577
	South Wales	796	448	42	1286	1203	83	1286	1156	130	1286	1219	67	1286
Total		1342	1170	94	2606	2476	130	2606	2463	143	2606	2444	162	2606

Membership statistics as at 31 December 2014														
Region	Brigade name	Whole-time	Retained	Control	Total	Political levy	No pol levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	243	62	20	325	280	45	325	305	20	325	292	33	325
	Cambridgeshire	199	88	12	299	208	91	299	293	6	299	275	24	299
	Essex	700	180	21	901	835	66	901	877	24	901	850	51	901
	Hertfordshire	386	73	11	470	433	37	470	456	14	470	448	22	470
	Norfolk	227	161	16	404	403	1	404	402	2	404	380	24	404
	Suffolk	156	135	0	291	273	18	291	267	24	291	273	18	291
	Total		1911	699	80	2690	2432	258	2690	2600	90	2690	2518	172
10	London	4895	0	10	4905	4662	243	4905	4640	265	4905	4580	325	4905
Total		4895	0	10	4905	4662	243	4905	4640	265	4905	4580	325	4905
11	Kent	693	320	18	1031	562	469	1031	984	47	1031	972	59	1031
	Surrey	475	51	17	543	511	32	543	534	9	543	510	33	543
	East Sussex	349	87	19	455	179	276	455	420	35	455	421	34	455
	West Sussex	264	66	0	330	280	50	330	318	12	330	316	14	330
Total		1781	524	54	2359	1532	827	2359	2256	103	2359	2219	140	2359
12	Berkshire	322	56	18	396	353	43	396	390	6	396	368	28	396
	Buckinghamshire	220	102	8	330	228	102	330	319	11	330	318	12	330
	Hampshire	529	142	25	696	398	298	696	629	67	696	647	49	696
	Isle of Wight	69	74	0	143	111	32	143	142	1	143	139	4	143
	Oxfordshire	193	123	11	327	196	131	327	300	27	327	297	30	327
Total		1333	497	62	1892	1286	606	1892	1780	112	1892	1769	123	1892
13	Avon	496	113	32	641	520	121	641	575	66	641	595	46	641
	Cornwall	184	178	12	374	234	140	374	365	9	374	360	14	374
	Dorset	221	99	18	338	237	101	338	316	22	338	306	32	338
	Devon and Somerset	530	350	26	906	446	460	906	811	95	906	861	45	906
	Gloucestershire	144	67	12	223	128	95	223	209	14	223	193	30	223
	Wiltshire	155	86	4	245	185	60	245	235	10	245	228	17	245
Total		1730	893	104	2727	1750	977	2727	2511	216	2727	2543	184	2727
TOTAL		28224	8616	1025	37865	30945	6920	37865	36078	1787	37865	35370	2495	37865

G20 Union trustees

The executive council wishes to place on record its appreciation to Bro Stan Fitzsimmons and Bro Mick Harper, both former presidents of the union, for continuing to serve as trustees of the union in accordance with the provision of the rule book.

G21 National women's committee report

National women's committee 2013

National representatives:

Chair	Samantha Rye
Vice-chair	Helen Harrison
Secretary	Kerry Baigent

Regional representatives:

Region 2	Lynda Rowan-O'Neil
Region 3	Sarah Gartland
Region 6	Clare Hudson
Region 7	Helen Harrison
Region 8	Joanne Byrne
Region 10	Sally Harper
Region 13	Diane Critchlow

National women's committee meetings

The national women's committee met on the following occasions in 2013

6 February
29 May
10 September
28 November (AGM)

Committees that the NWC was represented at in 2013

FBU committees:

National fairness at work committee	Sam Rye
National education committee	Kerry Baigent
National health and safety committee	Sally Harper
Campaign coordinators	Kerry Baigent
Final appeals committee	Kerry Baigent
Firefighter representative	Sarah Gartland

TUC committees:

TUC women's committee	Sam Rye
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Annual women's school

The annual women's school was held on 12-14 April 2013. Fifty women attended and the school was a great success. Evaluations were sent to head office for analysis.

Other areas of work

Website

The NWC website has been archived by head office and so Clare Hudson is developing a new website for the NWC.

FBU menopause document

The NWC's menopause document has been circulated to all officials and branches and has been used by the committee to develop workplace policies within brigades

Reps

The committee has maintained all existing reps since 2012 and has been working to engage new reps in regions where we currently have none.

Siren

One edition of *Siren* was produced during 2013 which was well received by members.

Representation of women members

NWC reps and officials continued to represent women members throughout 2013. Many issues still remain in the workplace for women and reps are dealing with issues ranging from maternity arrangements through to serious capability, discrimination, bullying and harassment cases.

Meetings with general secretary and president

NWC officials have met with Matt Wrack twice in 2013 to raise issues and/or concerns. Most issues were around communication and inclusion.

Maternity policy

The NWC is in the process of updating the maternity policy and will relaunch it to brigade officials.

Domestic violence policy

Jo Byrne and Diane Critchlow were set to complete the domestic violence policy in the new year.

Rape awareness campaign

The committee has developed a campaign around the issue of rape awareness. We have passed resolutions at both the WTUC and FBU conference. Officials have met with the Sheffield Rape and Sexual Abuse Centre (SRASAC) in order to develop the workplace campaign that we have called for and will continue our work in this area.

PPE

Officials met with national officer Paul Woolstenholmes in November to discuss concerns about the conflicting situation of PPE. He agreed to carry out some work with the health and safety committee and was going to develop a questionnaire to circulate to health and safety and NWC reps. Meetings were also to be held with suppliers with a view to reaching a clearer understanding of what was being supplied and our position regarding women's fit and the styling of PPE.

Future work

Committee members are working hard to maintain the position of women in the FBU and the FRS generally. We are small in number and in our time but we are challenging issues where necessary and we are representing women in large numbers. We have an agenda for work for 2014, namely: maternity policy update, domestic violence policy conclusion, women's school, rape awareness campaign, PPE and the development of our brigade reps to keep building our activism.

National women's committee 2014**National representatives:**

Chair	Samantha Rye (to September 2014)
Acting chair	Helen Harrison (from October 2014)
Vice-chair	Helen Harrison (to September 2014)
Vice-chair	Position vacant from October 2014 to NWC AGM)
Secretary	Kerry Baigent (to September 2014)
Acting secretary	Samantha Rye (from October 2014)

Regional representatives:

Region 2	Lynda Rowan-O'Neil
Region 3	Sarah Gartland
Region 6	Clare Hudson
Region 7	Helen Harrison
Region 8	Joanne Byrne
Region 10	Sally Harper
Region 13	Diane Critchlow

National women's committee meetings

The national women's committee met on the following occasions in 2014:

24 February

12 June

15 September

4 December (AGM)

Committees that the NWC was represented at in 2014

FBU committees:

National fairness at work committee	Sam Rye
National education committee	Kerry Baigent (to September 2014)
National education committee	Sam Rye (from October 2014)
National health and safety committee	Sally Harper
Campaign coordinator	Kerry Baigent (to September 2014)
Campaign coordinator	Sam Rye (from October 2014)
Final appeals committee	Kerry Baigent (to September 2014)
Final appeals committee	Sam Rye (from October 2014)
<i>Firefighter</i> representative	Sarah Gartland

TUC committees:

TUC women's committee	Sam Rye
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Annual women's school

The annual women's school was held on 4-6 April 2014. Fifty women attended and the school was a great success. Evaluations were sent to head office for analysis.

Other areas of work

Website

Clare Hudson developed a new website for the NWC.

FBU domestic abuse document

The NWC's domestic abuse document was completed and was ready to go to the EC for ratification. Once this has been done it will be circulated to all officials and branches and will be used by the committee to develop workplace policies within brigades

Reps

The committee has maintained a number of reps since 2013. However, there are some regions where there is still no rep.

Siren

One edition of *Siren* was produced during 2014 which was well received by members.

Representation of women members

NWC reps and officials continued to represent women members throughout 2014. Many issues remain in the workplace for women, and reps are dealing with issues ranging from maternity arrangements through to serious capability, discrimination, bullying and harassment cases. It should be noted that in some regions representation cases have risen alarmingly.

Meetings with general secretary and president

NWC officials met with Matt Wrack once in 2014 to raise issues and/or concerns. Most issues remain around communication and inclusion.

Maternity policy

The maternity policy was being updated and will be relaunched to brigade officials when this has been completed.

Rape awareness campaign

The committee has developed a campaign around the issue of rape awareness. We have passed resolutions at both the WTUC and FBU conference. Officials have met with the Sheffield Rape and Sexual Abuse Centre (SRASAC) in order to develop the workplace campaign that we have called for and will continue our work in this area.

PPE

A questionnaire was circulated to health and safety reps and NWC reps. Meetings are to be held with suppliers with a view to reaching a clearer understanding of what is being supplied and our position regarding women's fit and styling of PPE.

Future work

As a committee we have seen a change with the departure of our secretary Kerry Baigent. We wish her well for the future and thank her for shaping us into a committee that performs to such high standards. We continue to maintain the position of women in the FBU and the FRS generally. We are small in number but we challenge issues where necessary and we are still representing women in large numbers. We have an agenda for work for 2015, namely: maternity policy update, domestic violence policy being sent out nationally, women's school, rape awareness campaign, PPE and the development of our brigade reps to keep building our activism.

G22 National women's committee AGM report

National women's committee AGM 2013

The committee held its AGM at Wortley Hall on 28 November 2013. As there was no conference scheduled for 2014 the AGM was not motion based.

The following positions were agreed:

FBU committees

National fairness at work committee	Sam Rye
National education committee	Kerry Baigent
National health and safety committee	Sally Harper
Campaign coordinators	Kerry Baigent
Final appeals committee	Kerry Baigent
<i>Firefighter</i> representative	Sarah Gartland

TUC committees

TUC women's committee	Sam Rye
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National women's committee AGM 2014

The committee held a motion-based AGM on 4-5 December 2014 at Wortley Hall. Resolutions for 2015 FBU conference were agreed. These would be forwarded to the standing orders committee. The following positions were also agreed:

National fairness at work committee	Sam Rye
National education committee	Helen Harrison
National health and safety committee	Jo Byrne

Campaign coordinators	Sam Rye
Final appeals committee	Sam Rye
<i>Firefighter</i> representative	Sarah Gartland

TUC committees	
TUC women's committee	Sam Rye

G23 Finance and administration committee

As was reported to conference 2013, the executive council agreed to merge three existing subcommittees (reorganisation, finance and staffing) into a single finance and administration committee (FAC)

The committee continued to review all current structures and practices of the union including those of education, resources, finances, research, publications and other communications, whilst ensuring that the structures of the organisation are adequate to provide sufficient support to officials and service to members.

The FAC met on the following occasions:

2013

29 January
29 May
4 September
20 November

2014

22 January
14 May
3 September
19 November

Membership of the FAC in 2013 comprised the following officials:

Matt Wrack	General secretary
Andy Dark	Assistant general secretary
Alan McLean	President
Jim Barbour	Vice-president
Dave Limer	National treasurer
Tam McFarlane	EC member
Ian Murray	EC member
Roddy Robertson	EC member

Membership of the FAC in 2014 comprised the following officials:

Matt Wrack	General secretary
Andy Dark	Assistant general secretary
Alan McLean	President
Ian Murray	Vice-president
Dave Limer	National treasurer
Tam McFarlane	EC member
Keith Handscomb	EC member
Andy Noble	EC member

The secretary to the FAC is national officer Dave Green.

G24 FBU central fire and rescue service policy board

The FBU central fire and rescue service policy board (CFRSPB) has continued to meet throughout 2013 and 2014, with meetings chaired by the president or vice-president. Throughout 2013 and 2014, the board has comprised:

Assistant general secretary

Members of the executive council's health and safety subcommittee:

Andy Noble

Keith Handscomb

Ian Leahair

Jim Parrott

Executive council member Region 1

Executive council member Region 2

Executive council member Region 8

FBU fire safety and IRMP adviser:

Dave Sibert.

G25 Membership services

2013-14 saw the launch of new membership benefit offers as well as the continued offers from UIA insurance.

The number of members taking advantage of the negotiated offers from UIA on home, pet and travel insurance continues to grow year on year and reports suggest a high level of satisfaction with UIA's products. We have advertised these to members through *Roll Call* and *Firefighter* magazine as well as on our website.

In 2013 we agreed contracts with BHSF to provide a 'Health Cash Plan' and UIB to offer pre-paid cash cards and a web benefits site. These services have been relatively slow to be promoted due to the ongoing pension campaign and it is anticipated that 2015 will see these services being more widely available.

These services provide a small commission to the union which is invested in the wider work of the union.

It is hoped that further services can be added to the package of benefits offered to members during the coming year.

G26 FBU national health and safety committee

The national health and safety committee met periodically throughout 2013 and 2014 with meetings chaired by the president or vice-president. At the end of 2014 the committee comprised:

National official:

Andy Dark

Members of the executive council's health and safety subcommittee:

Ian Leahair

Jim Parrott

Andy Noble

Keith Handscomb

Representatives from regions and sections:

D Bennett	Region 1
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B Cunningham	Region 2
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B Gibson	Region 3
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C Matthews	Region 4
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SECTION G — INTERNAL ADMINISTRATION

I McGill	Region 5
A Smyth	Region 6
P Goulden	Region 7
S Fleming	Region 8
S Kerridge	Region 9
G Fielden	Region 10
S Herbert	Region 11
D Dymond	Region 12
K Herniman	Region 13
M Higgins	ONC
L Jones	NRC
L Rowan O'Neill	CSNC
S Harper	NWC
P Carberry	LGBT
D Powell	B&EMM

H1 Introduction

2013

The executive council recognises the importance of having an education programme and agreed to support a programme of national and regional courses during 2013. The majority of courses were offered during the first half of the year. The programme delivered included the following courses for brigade and regional officials:

- Building union membership in the UKFRS
- Developing campaigning and organising skills in the UKFRS
- Understanding and handling pensions appeals
- Understanding IRMP and challenging within the process
- Developing effective writing skills
- Understanding FRS funding and financial information – a trade union approach.

Regions were responsible for selecting appropriate officials to attend courses as recent experience has highlighted the need to ensure that all officials have access to learning and training opportunities to develop their casework skills, so that they may, with confidence, offer appropriate advice and guidance to members.

Legal advice has clarified the responsibility that the union has towards its members when giving them advice and representation: the union must ensure that officials have the appropriate education and training to ensure they are in a position to deliver the service and mitigate any risk to the FBU. Before officials get involved in more advanced casework they should have successfully completed the appropriate course.

The executive council also approved a 2013 regional introductory programme for branch and brigade officials. The need to support new branch and brigade officials with relevant education and training was recognised as having a high priority and the main emphasis in that programme was to provide opportunities to access a regional core programme of four courses:

- Introductory branch officials and handling members' problems
- Introduction to fairness at work and tackling bullying and harassment
- Preparing discipline casework and representation at hearings
- Handling internal investigations (ADAE) and identifying bullying and harassment.

Regions have reported increasing problems delivering the core pathway of courses, especially attempting to recruit sufficient learners for a course from within a single region. There are a range of reasons for this, including increased pressure due to staffing issues, barriers to officials accessing trade union leave and restrictions to the number of officials brigades will agree to release at the same time. Some regions have attempted to overcome this by collaborating with others nearby but this has not always been an option. In a few geographical areas there have been some difficulties arranging appropriate support from TUC providers and tutors.

It is also important that branch officials are able to ease the workload on brigade and regional officials by dealing with members' problems on a more local level. This can only be done if they have received consistent training and feel confident enough to take on this task. It is important that the training they receive does not vary from brigade to brigade to ensure a uniform level of representation across the UK. To enable this it is essential for the union that ways are found to ensure all local officials, no matter where they are based geographically, have access to the core programme. The union also needs to work with the TUC Education Service and our preferred TUC providers to ensure standardisation of delivery throughout. The content of courses needs to be reviewed, revised and updated to ensure that each one remains relevant and useful to officials. Standard course programmes and materials are available to ensure consistency across all delivery.

In view of the ongoing dispute it was agreed to cancel national school for 2013 and to review how best to deliver the programme of courses for local officials previously arranged by regions. Several proposals were adopted to take this approach forward for the last quarter of 2013 and the two years until December 2015. The introductory programme for branch and brigade officials has been merged into the national programme and is now arranged and delivered by head office at suitable venues in the UK. An annual programme including details of venues and dates is published giving regions advance notice to assist with planning recruitment of their branch and brigade officials onto the programme. This arrangement will be piloted for a period of two years.

Regions were sent a survey questionnaire in the autumn of 2013 designed to identify training needs in regions, brigades, branches and sections. The education committee met at the end of January 2014 and regional education and learning officers (RELOs) were urged to help complete the survey and help inform future education priorities and programme planning. To date only four responses have been received and this issue needs to be re-addressed.

2014

For 2014 the executive council, recognising the need to support new branch and brigade officials with relevant education and training, gave emphasis in the programme to opportunities to access two courses:

- Introductory branch officials and handling members' problems
- Preparing discipline casework and representation at hearings.

In addition one each of the other core courses was delivered:

- Handling internal investigations (ADAE) and identifying bullying and harassment
- Engaging with politics – developing campaign skills part 1.

During the year 12 courses were delivered successfully in locations across the UK and feedback from learners, tutors and officials has been positive. Unfortunately, three courses were cancelled due to lack of enrolments. All courses are supported by a team of tutors from the TUC Education Service who are familiar with the FBU and the UKFRS. Courses are accredited within the TUC Education programme. Head office has been working with regions to identify suitable venues and this work is ongoing.

The follow-on courses for brigade and regional officials delivered in 2014 were:

- Building union membership in the UKFRS (for regional treasurers and brigade organisers)
- Bargaining skills for union officials (for brigade and regional officials)
- Understanding IRMPs and challenging within the process (for brigade and regional officials).

Head office arranged a series of one-day courses in support of the current pensions campaign and industrial action. Seven courses ran successfully with a total of 121 officials taking part. This course did not attract funding and the TUC tutors supporting the programme did so voluntarily in their own time.

During 2014, 462 learners successfully completed FBU TUC-accredited courses within the education programme. An additional 121 learners attended the one-day course on campaigning and industrial action during the months November 2013 to the end of January 2014.

The changes to the organisation and delivery of both the introductory and follow-on course programmes for officials have consequences for the role of the RELO and provide an opportunity to review what is expected of officials that undertake this role, especially with regard to the union's education programme. As planning and arranging courses is now primarily the responsibility of head office, each RELO will have an opportunity to refocus on the organising aspects of their role. The RELO will be in a better position to concentrate on mapping workplaces with the help of brigade education officers and identifying clearly where local officials have training needs and thereby prioritising recruitment to the courses available. Further guidance and support will be made available through head office.

Another important aspect of the role of the RELO is to work with the regional officials to ensure that individuals are identified and signposted onto the relevant course. This should be done in conjunction with the region to ensure that suitable candidates are recruited onto the correct course for their development needs and the needs of the committee involved. Head office is developing an identification system (TRAX) that records an individual's education record which can be used to assist the RELO in this task. Every student who completes a course will be given an internal certificate of completion in addition to the usual external accreditation provided and each region will receive notification of the student's completion for their own records. This information will also be entered onto the national recording database (TRAX).

H2 National school

As reported in a previous paragraph, the 2013 national school was cancelled. National school was relaunched as our flagship course in November 2014, covering industrial as well as wider political, economic and social issues. The school was run over five days, Monday to Friday. Students were given pre-course assignments to prepare for the school. During the school they were expected to work together on relevant project reports, bringing together coursework and guided learning on external educational visits incorporated into the week's learning activities.

The union is proud of our tradition of broader trade union education and currently active members, branch and brigade officials are encouraged to participate in learning opportunities within the active members' and branch and brigade officials' pathway. The introductory course 'Engaging with politics' is linked to the 'Developing campaigning and organising skills' course within the brigade and regional officials' follow-on pathway. Learners are expected to attend at least one of these courses prior to applying for the first year of national school.

The school was held from Monday 10 November to Friday 16 November at Wortley Hall, Sheffield. Fifty-two students participated in the school and were divided into smaller class groups during the week.

National officials designed the programme with the assistance of Trevor Cave, FBU director of education, and John Botterill, Katherine Fry and Julie Heselwood, TUC tutors from Leeds City College Faculty of Trade Union Studies. Class chairs were regional officials Pete Wilcox, Pete Smith and Danni Armstrong.

The school programme was designed to help participants achieve a range of learning outcomes including opportunities to:

- understand the importance of trade union activities at local, national and international levels and the ways in which these can interlink
- discuss current issues for the FBU within the UK fire and rescue service and identify priorities for the union and its members
- consider wider issues of concern to trade unionists, including fairness, equality, tackling racism and challenging far-right ideas in the workplace
- consider how the union can develop strategies for building effective organisation at all levels to protect the interests of the membership
- think about the relevance of political ideas in pursuit of trade union objectives to improve the lives of working people
- understand the broader trade union and labour movement, both national and international, and factors affecting its development now and in the past.

Inputs from both tutors and guest speakers supported a range of discussion activities. The school included separate but related programmes of study for those attending for their first year and those for their second. All students were sent written pre-course reading covering both study skills and issues to be discussed during the school.

The school was opened by national officer Sean Starbuck.

The first day of the school was introduced by general secretary Matt Wrack, with the theme 'Sounding the alarm: lessons from our past and challenges to come'. Following the plenary session, students continued to discuss the topic using group work and discussion with class tutors.

The theme for the second day was an introduction to economics for trade unionists.

During the tutor-led sessions students were encouraged to have the confidence to challenge, when necessary, the way 'expert' economists and politicians explain the economy and instead be prepared, as trade unionists, to come up with alternatives.

During the school students had a chance to look at our economic, social and trade union history and discuss its relevance today.

For two groups this was combined with a visit to the National Coal Mining Museum for England at Caphouse Colliery near Wakefield, stopping on the way at the village of Silkstone to visit the Huskar Pit Disaster Memorial in the churchyard. Participants then divided into groups for an underground tour of the colliery, including the mine workings, led by museum guides, all of whom previously worked in the coal industry.

For a third group this was combined with a visit to the Wilberforce House Museum in Hull to look at the museum sections dealing with the campaign for abolition of the slave trade, both historically and as it continues today.

On their return to Wortley Hall each of the groups was tasked with putting together a presentation highlighting what they had learned. All the groups collectively put together a 20-minute session working together in teams and making use of some very powerful audio-visual material to illustrate what they had learned. Each group delivered their findings to a plenary session on the Thursday morning.

Guest speakers at the school included on Tuesday afternoon Assaf Adiv and Wafa Akel Tiara from the first independent general union in Israel, WAC-MAAN. They spoke passionately of their work defending both Jewish and Arab workers as well as Palestinians working for Israeli employers in Area C (the area under full Israeli civil and security control, as agreed under the 1995 Oslo II Accord). On Thursday afternoon the school was addressed by Chris Williamson, MP for Derby North, on 'Trade unions and the general election 2015'.

On Wednesday evening after dinner Matt Wrack introduced Will Kaufman, professional folk singer and multi-instrumentalist who performed a live musical documentary 'Woody Guthrie: the long road to Peekskill' that was extremely well received by everyone.

The final day of what was a very intensive school was taken up with a session led by general secretary Matt Wrack on the challenges facing the FBU and the wider trade union and labour movement. Class groups then focussed on discussing their future priorities for organising and campaigning both nationally as well as back in their brigades and workplaces.

Closing the school, general secretary Matt Wrack thanked all those who had participated in whatever capacity for their contribution.

The executive council would like to thank all speakers tutors and students for making this an extremely successful and enjoyable school and place on record its thanks, in particular to the class chairs – Danni Armstrong, Pete Wilcox and Pete Smith – and the tutors – John Botterill, Katherine Fry and Julie Heselwood – for their assistance in the planning of the school and their active and enthusiastic involvement. Special thanks must also be given to Trevor Cave for all the work that he put in before and during this year's event.

H3 B&EMM school

2013

The 17th national B&EMM school took place on 11-13 October 2013 at the Hillscourt Conference Centre, Rednal, near Birmingham. Thirty-seven students attended the school and the lead tutor, for the first time, was Sally Ann Spring from the College of Haringey, Enfield and North East London.

FBU president Alan McLean opened the school. He outlined its importance and the need for black and ethnic minority members to become active within FBU structures.

After introductions, the general secretary Matt Wrack led the first session, giving an update on the current pensions campaign and the fire service cuts agenda. He made a presentation on behalf of the union to national chair Lud Ramsey and national committee member Mark Brown as this would be their last school as officials as they were due to retire in early 2014.

The school also had presentations and sessions with national officers John McGhee and Sean Starbuck on the pensions campaign and the FRS equality agenda, as well as an evening film and lecture with Eric Lynch, founder of the Liverpool Slave Trail Tour.

At the conclusion of the school Mick Nicholas presented the B&EMM badge to Dave Pamah and Pierre Marsh who were also attending their last B&EMM school due to retirements in 2014.

2014

The 18th national B&EMM school took place on 10-12 October 2014 at the Unite Centre in Eastbourne. The lead tutor was Sally Ann Spring and 29 students attended the school.

The national secretary opened the school.

Following introductions, the first session and workshops discussed the FBU structures, sectional roles and wider union benefits.

The Friday evening session was a viewing of the film 'Mandela'. This was appropriate as it was almost one year since his death. B&EMM organised a book of condolences for students to sign and to be presented to South Africa House.

The FBU president and national officer Sean Starbuck addressed the students on Saturday morning and gave an update on the pensions campaign.

National officer John McGhee facilitated a session and workshops which discussed the lack of equality in the fire and rescue service and an FBU equality strategy. There were also workshops on improving B&EMM organising and on planning events to commemorate the 20th B&EMM anniversary during the course of 2015.

At the conclusion of the school the B&EMM badge was presented to Garrett Brooks and Raymond Khumalo who were attending their last B&EMM school pending retirement from the fire service.

H4 LGBT school

LGBT school 2013

A school for LGBT members was held at Wortley Hall on 8-10 February 2013. The school presented students with an opportunity to participate in workshops and sessions raising awareness of LGBT issues and developing skills for wider trade union participation. Student feedback at the end of the school affirmed that the LGBT members found this event extremely useful.

LGBT school 2014

A school for LGBT members was held at Wortley Hall on 28-30 April 2014. The school presented students with an opportunity to participate in workshops and sessions raising awareness of LGBT issues and developing skills for wider trade union participation. This year a greater emphasis was put on raising awareness specifically around trans issues. These sessions received very positive feedback.

H5 Women members' school

Women members' school 2013

Location: Wortley Hall, Sheffield

Date: 12-14 April 2013

Students: 55

TUC tutors: Julie Weekes, Michele Marshall and Gill Thwaites

Guest speakers: Matt Wrack, Helen Hague, Marian Whittington from Women's Health Information and Support Centre (WHISC), and Keeley Roe and Meera Kulkarni from Sheffield Rape and Sexual Abuse Centre.

The school had a variety of activities and speakers and it contained a number of workshops that women members could choose from. This involved choosing a topic in the morning and then progressing the issue in the afternoon.

The topics were:

Morning workshops

A. Maternity

Several brigades have arrived at flagship agreements on maternity rights, yet too many of our members experience discrimination during pregnancy. The workshop was aimed at providing members with the details about these agreements and an overview of the steps they can take to successfully challenge pregnancy-related discrimination and show how enhanced maternity provisions can be achieved.

B. Menopause and fitness

This workshop was aimed at work style rather than life style practices when dealing with the menopause. Participants were encouraged to discuss the occupational health and safety problems which can exacerbate menopausal symptoms and put women's longer term health more at risk. It also looked at employers and the FBU and what they can do to overcome these problems, change attitudes and improve workplace culture around women's health and the menopause. The workshop also enabled participants to be updated on the most recent research about the menopause and fitness and discuss the FBU best practice guidance on the menopause.

C. Women in the fire service

The workshop was designed to allow participants to discuss their current concerns about what's happening in the fire and rescue service and to hear from members of the national women's committee and other active FBU women about what's been done so far. It also discussed wider issues on campaigns against the cuts and on pay, what the latest was on pensions and taking action on local issues such as welfare facilities and looking at ways on how these can be taken forward in FBU branches/brigades.

Afternoon workshops

D. Finding your voice

This workshop was designed to help members become more confident in raising their issues. The workshop looked at what can hold us back, how to promote positive thinking, and working out what to say and how and when to say it. In a supportive environment there was the opportunity to practise speaking up on trade union issues and to give and receive feedback within the group.

E. Campaigning

This workshop gave women the opportunity to share experiences and ideas, decide what makes an effective campaign, draw up a campaign plan and develop some practical skills; for example: writing a press release, giving a short talk and producing a leaflet.

F. Understanding grievance procedures

This gave students a chance to look at national and local agreements on how grievances should be dealt with and to produce an outline plan on how to deal with some common workplace problems or an issue of their choosing.

A number of plenary sessions enabled the whole school to engage on a number of issues. These were:

Matt Wrack: Fire service cuts

National women's committee (NWC): Report of work
 NWC and TUC tutors: Campaigning priorities
 NWC and TUC tutors: Involving members
 Keeley Roe and Meera Kulkarni: Rape and sexual abuse.

Women members' school 2014

Location: Wortley Hall

Date: 4-6 April 2014

Students: 50

TUC Tutor: Julie Weekes

Guest speakers: Matt Wrack, Ludo McFerran, Helen Hague, Gloria Mills, Meera Kulkarni, and Maggi Williams from Women's Health Information and Support Centre (WHISC)

The school included a variety of activities and speakers and contained a number of workshops that women members could choose from. This involved choosing a topic in the morning and then progressing the issue in the afternoon.

Morning workshops

A. Women, rape and society

The workshop explored what is meant by the term 'rape culture' and the impact that this has in society and on women in general. It also looked at the use of social media and the implications of online abuse and gave the opportunity to discuss these issues as well as learn about the impact on survivors of rape and sexual abuse and start to consider how rape culture can be challenged and stopped.

B. Menopause – health and wellbeing

This workshop explored the health, wellbeing and needs of peri-menopausal and menopausal women both in the workplace and outside. It provided an opportunity for students to share experiences but also give advice on how to manage the symptoms associated with the menopause.

C. Women in the fire service

This catch-all workshop allowed students to share their experiences of being a working woman in the fire and rescue service. It also highlighted common problems and issues, which were discussed within the group, and ways in which improvements could be made.

Afternoon workshops

D. Using the media

This workshop gave the opportunity for students to get their voice heard by learning how best to handle the media. This ranged from advice on writing a press release to being interviewed.

E. Handling members' cases

This workshop was aimed at members who are or would like to be involved in representing or supporting members facing issues at work. It helped clarify what is (and isn't) a grievance and understanding grievance procedures. It gave the chance to plan a case and practise putting it forward and just what to say and how to say it when meeting management.

F. Getting active, getting involved

The workshop looked at different campaign methods, old and new, with the view of getting participants to plan their own campaign and produce a campaign plan of their own.

A number of plenary sessions enabled the whole school to engage on a number of issues. These were:

NWC and TUC tutors: Women: organising, communicating and campaigning

Ludo McFerran: Domestic abuse policies

NWC: Learning more about the FBU

Women against Pit Closures: Brenda Procter, Bridget Bell and Anne-Marie Sweeney

Film: 'Going through the change'

Matt Wrack: Cuts and privatisation.

H6 TUC day release courses

Officials and members throughout the regions have, for the period covered by this report, attended a range of day release courses organised by the TUC Education Service and run by TUC providers. These courses included the following:

- Union representatives stage 1
- Stepping up – union representatives stage 2
- Health and safety representatives stage 1
- Next steps for safety representatives stage 2
- Union learning representatives
- Diploma in employment law
- Diploma in occupational health and safety
- Diploma in equalities
- Disability champions at work
- Introduction to pensions
- Tackling cancer in the workplace.

The TUC Education Service provides programme details to regional education and learning officers and regional secretaries through head office and directly from regional TUC offices. Officials are encouraged to attend courses that will benefit them and other members with their day to day work as well as the wider trade union movement.

The most recent (2013) TUC Education annual report shows that the FBU, which then represented 0.64% of TUC membership (0.74% in 2011), was responsible for 1.12% of the take up on TUC ten-day release courses (1.81% in 2011, 3.17% in 2010, 1.25% in 2009) and 2.44% of the take up on short courses (2.12% in 2011, 2.71% in 2010, 2.80% in 2009). Regional and brigade officials who have encouraged these outstanding levels of participation are thanked for their continuing effort in supporting the training and development of our officials.

H7 Tutors

In accordance with the policy of the FBU all trade union education tutors used on courses are TUC-approved tutors, except in exceptional cases where a TUC tutor is not available.

The executive council wishes to place on record its thanks to all tutors and officials who have assisted in the union's education provision throughout the period covered by this report.

H8 Union Learning Funds

In 2012 the FBU successfully submitted a further application to the Union Learning Fund (ULF) for two years' funding ending March 2014. After further discussion between the TUC and the government, unions were invited to apply for a contract extension until March 2015 and it is pleasing to report that this was also successful.

Set against a background of continuous government cuts across all sectors (the ULF has been cut by nearly £6m over the last four years), the union was preparing for the government to announce the withdrawal of the ULF post 2015. However, the success of ULF projects in supporting members back into learning and increasing skills and qualifications has proved its worth and the FBU has had an additional one year's funding agreed up to March 2016.

The FBU continues to sit on the Unionlearn national advisory group and the FBU ULF project manager chairs the Unionlearn learning centre group. We also maintain a place on the fire professional framework committee.

Government skills strategies have also changed over the last four years with a greater emphasis on apprenticeships and traineeships and continuous support to increase functional skills (maths, English and IT) levels at all ages. Unionlearn has provided key guidance for ULF projects and unions involved in these areas to help ensure individuals are treated fairly and equally in the workplace.

With a number of individual FRSs looking at introducing a requirement for staff to hold a Level 2 qualification in functional skills, the ULF project will play a key role in supporting union members attain such qualifications.

The main focus of the FBU ULF project has not changed dramatically during this period and it has looked to: build on future sustainability, establish our union learning reps (ULR) network, increase skills and qualification access in a fair and equal manner, and further embed the FBU National Learning Centre in Northumberland FRS HQ.

In 2012 the ULF team increased the number of project support organisers (PSOs) from five to six with the additional PSO having the remit of working in non-unionised or low union density. This gave it a wider and increased presence with RDS members and the opportunity to encourage non-union members to join the FBU.

In July 2013, after a further review of the project team, the number of full-time PSOs was reduced from six to four. In order to enhance the union learning agenda in all workplaces these posts were replaced by seconding three ULRs on a part-time basis.

FBU members, family and friends continue to benefit from the ULF projects and Union Learning. In the last two years the project team has delivered around 2,000 dissemination events and engaged with thousands of members. Although the number of trained ULRs has not been at the level hoped for, the introduction of learning champions has been popular with members prepared to take on that role.

The number of individuals accessing some form of learning through the ULF has also increased with nearly 12,000 members, family, friends and community learners taking up learning opportunities in a wide range of subjects that have included:

- Functional skills (maths and English)
- ICT (information and computer technology)
- ILM (Institute of Leadership and Management courses)
- PT instructors
- Exercise studies
- Mental health awareness
- End of life care
- Equality and diversity
- Health and safety
- Team leading
- Customer services
- Employability skills
- Digital camera diploma.

A national ULR school was held in 2013 and 2014 at Wortley Hall with attendance from ULRs and educational officials across all regions. Both schools were fully subscribed to. Programmes covered a range of subjects including: developing union learning, workforce development, right to request time off to train, green issues, and education and dyslexia awareness. Guest speakers have included Tom Wilson, director of Unionlearn, and Paul Raven, ULF project manager for the Professional Footballers' Association.

The 2014 ULR school also saw London ULR Tony Purnell taking one of the sessions on 'The right to request time off to learn', following his own achievement in gaining a TUC law diploma.

During each of the last two years the project has also held a VQ assessors standardisation meeting and a training day for FBU ULRs to carry out course enrolments.

FBU National Learning Centre:

The FBU National Learning Centre, based in Northumberland FRS HQ, was under threat of closure as the government chose to sell off 'learndirect'. Instead it has achieved Skills Funding Agency learner provider status in its own right – the first union learning centre to achieve this.

This gave the opportunity to deliver publicly funded qualifications through a sub-contract with Leeds City College which has been secured for the last two years with the current contract due to finish on 31 July 2015.

The centre is fully accredited through City & Guilds, British Computer Society, NCFE and Ascentis, and delivers maths, English, IT and vocational qualifications. It maintains its own bank of assessors and internal moderators and has achieved grade A inspections on all its external audits – a great credit to the learning centre and project staff.

The bespoke FBU TRAX learner management system has been improved and it is now used to upload all course documents and assessments, allow assessors and internal verifiers to mark papers and access equality and diversity data. Due to the success of TRAX, Unionlearn has asked the FBU project to help develop a new management information system that will be made available to other ULF projects.

During 2013-14 six hundred members took up a qualification on offer through the centre – and we anticipate eight hundred places being taken up in 2015.

To improve access to courses through the centre members are now able to register an expression of interest (EOI) through the FBU Education and Learning website – www.fbueducation.org

The learning centre continues to support community learners back into work with 75 learners achieving their first qualification.

Dyslexia support:

Supporting members with dyslexia has become one of the focal points for the ULF project which in 2013 developed a dyslexia awareness course that is now fully accredited through Leeds City College.

During the last two years over 300 members have attended and completed the course and are qualified to provide members with access to an online scanning tool that helps indicate possible dyslexia issues.

ULF project staff have also provided key support and advice for officials who have to represent members at grievance and disciplinary cases in relation to dyslexia. An FBU Dyslexia Support document is available to download from the FBU Education and Learning website.

Wales Union Learning Fund (WULF):

In 2014 a further application to the Wales Union Learning Fund was successfully made with the resulting project funded until 2017. WULF is overseen by a joint partnership committee chaired by the FBU Wales EC member with meetings hosted by each of the three Wales fire and rescue services.

It has delivered a wide variety of learning opportunities, courses and accredited training with subjects including: conflict resolution in the workplace, British Sign Language, dyslexia awareness, mental health awareness, and deaf awareness. Meeting the interests of members has resulted in delivery of learning opportunities that embrace topics which directly link into members' personal interests, such as digital photography, psychology and bicycle maintenance workshops.

WULF works closely with the FBU National Learning Centre. Because of the very rural location of some members, distance learning course provision has proved a very popular and effective means for them to access courses. A Level 2 qualification in health and safety has now been achieved by nearly 200 members with a further fifty individuals due to complete their distance learning course in early 2015.

FBU national union learning committee (2013-2015)

Sean Starbuck (national officer), Ian Murray (executive council and vice-president), Dave Limer (executive council), Grant Mayos (executive council), Ricky Matthews (executive council), Trevor Shanahan (national ULF manager), Adrian Slassor (ULF finance manager), Andy Brickles (project support organiser), Graham Humphrey (project support organiser), Steve Brinkley (project support organiser), Tim Davis (project support organiser), Bob Fitz-Gerald (project support organiser), Trevor Cave (FBU director of education), Nigel Williamson (WULF regional manager), Claire Wealleans (FBU Learning Centre manager), Lorna Taylor (FBU functional skills advisor/ tutor), Lara Hindhaugh (learner support worker/ULF administration assistant) and Toni Carr (learner support worker). The committee has held five meetings in the two-year period.

1 Introduction

The difficulty of obtaining time off for trade union work experienced by fairness at work reps in 2011-12 continued throughout 2013-14. This was further hampered by many of those FAW reps playing active roles in the pensions campaign.

There were no meetings of the FAW committee during 2013. Two meetings were held in 2014 on 5 March and 1 October.

In June 2014 a number of changes were made to the employment rights for members in regards to:

- requesting flexible working, which was extended to all employees with 26 weeks' service; and
- prospective fathers and the partners of mothers being able to take time off to attend two ante-natal appointments.

The union also made a detailed submission to the TUC Equality Audit 2014 which looked at the steps unions are taking to ensure they reflect the diversity of the workforce. A number of monitoring issues were identified for the FBU to address. This will be ongoing work.

12 ADAE representation requests

These tables show the number of ADAE requests for representations received by regional secretaries.

2013	Requests for representation	Granted	Not granted	Appeals	Appeals rejected	Appeals upheld
Region 1	2	1	1	0	0	0
Region 2	1*					
Region 3	1	1	0	0	0	0
Region 4	1**					
Region 5	2	2	0	0	0	0
Region 6	1	1				
Region 7	1	0	1	0	0	0
Region 8	0					
Region 9	13***	1	1	0	0	0
Region 10	3	2	1	1	1	
Region 11	2	1	1			
Region 12	0					
Region 13	1****					

* Request withdrawn.

** Issue resolved by mediation and case dropped.

*** One – not required

Three – no complaint.

Five – no longer required.

Two – not proceeding with discipline.

**** Case withdrawn.

2014	Requests for representation	Granted	Not granted	Appeals	Appeals rejected	Appeals upheld
Region 1	5*	4		0		
Region 2	0					
Region 3	6	6	0	0		
Region 4	3**	0	0			
Region 5	0					
Region 6	0					
Region 7	7	1	6***			
Region 8	0					
Region 9	4	5****				
Region 10	4	4	0			
Region 11	0					
Region 12	0					
Region 13	3*****					

* One application still pending.

** All cases were heard before investigations completed.

*** One investigation ongoing, no decision made yet.

Two members resigned from service; therefore representation no longer required.

Three members' disciplinary action not continued by brigade, therefore representation no longer required.

**** Three of those granted were requests outstanding from 2013.

***** One case ongoing, two others withdrawn as no representation required.

13 ADAE review

A task and finish group of the executive council met on a number of occasions throughout 2013 and 2014. The work of this group was delayed due to the ongoing pensions campaign.

The task and finish group – consisting of Jim Barbour (vice-president, retired), Ian Leahair, Ian Murray and Sharon Riley – finalised a reviewed document which was then distributed for a final consultation with regional and sectional secretaries and fairness at work officers.

The task and finish group also proposed that the final document would then be presented to conference 2015.

J1 Introduction

Throughout 2013 and 2014 health and safety representatives, along with the executive council health and safety subcommittee members, worked on a number of areas.

These included formulating responses to the fire and rescue service national framework and its implications for the safety of firefighters.

Other areas of work included: the publication of guidance on safety issues related to the menopause; MTFA (marauding terrorist firearms attack); CBRN (chemical, biological, radiological and nuclear); and operational guidance.

Officials were concerned with the approach being taken on the revised guidance for the use of control of breathing apparatus. The guidance being proposed to replace TB1/1997 was, it seemed, not fit for purpose. This work carried on into 2014.

J2 Serious accident investigations

Firefighter safety

Following conference's decision in 2013 to adopt the executive council policy statement 'Firefighter Safety', the union commissioned a report on firefighter fatalities and potential related matters.

Professor Andrew Watterson, head of the Occupational and Environmental Health Research Group at the University of Stirling, carried out research during 2014 and his report was due to be published in early 2015.

Oldham Street, Manchester

On 13 July 2013 firefighter Stephen Hunt was fatally injured while attending a significant fire in Oldham Street in Manchester's city centre, while Stephen's partner in the BA team of two suffered injuries. The FBU safety representatives, supported by other officials, established a serious accident investigation (SAI.) This investigation has been severely frustrated due to police involvement and the possibility of criminal proceedings which have extended into 2015.

RTC training injury

In March 2014 our member sustained a high-pressure oil injection while taking part in on-station RTC training. The equipment in use was Clan Lukas power pack and tools and two lines of hydraulic extension hose (one supplied by Clan Lukas and the other by Premier Hose Ltd). The equipment was impounded and underwent inspection and testing by both Scottish Fire and Rescue Service workshops and Clan Lukas. Neither was able to identify any failure. As a result SFRS bowed to our request to suspend all non-essential use of similar equipment and imposed a ban on handling hydraulic hose whilst under pressure. The equipment was then sent to the Health and Safety Laboratory (HSL) for independent testing, using dye under UV lighting and nitrogen bubble testing. While the testing under UV light continued to show no fault, the nitrogen bubble test showed three leaks in one of the extension hoses (supplied by Premier Hose Ltd). The offending hose is to be tested to destruction to attempt to find the cause of the failure.

The injuries sustained by our member have been horrific. Initially he underwent three debridement operations to attempt to locate and remove all the mineral oil. Two pools of oil were removed at that time. Following further complications around three months later he underwent a further operation where more oil was removed and had a finger amputated. His treatment and the SAI are ongoing.

Technical rope rescue training injuries

On Saturday 5 July 2014 two firefighters from Northamptonshire FRS, Jamie Thompson and Malcolm Fox, suffered serious injuries following a 40-foot uncontrolled descent from the third floor of the drill tower. They were taking part in technical rope rescue training, simulating casualty rescue using SAR rescue harness on the casualty and then attached to the rescuer and via short strops and Karabiners through the back bar of the Karabiners attached to the rocker and same with the pro alp. The rescuer was using a SAR Raptor harness, Troll Pro Alp, and a SAR Rocker as backup device on the second rope.

The FBU safety representatives in Northampton immediately initiated a serious accident investigation.

The HSE issued an improvement notice following a visit to the accident site on 11 July 2014 and further examination of risk assessments available from Northamptonshire FRS.

The HSE found:

“There was no suitable and sufficient specific risk assessment for the rope rescue drills being conducted in the drill tower, at the Mounts Fire Station by the rope rescue team, on the 5th July 2014.

“There is also clear evidence of a failure to review existing risk assessments when significant changes were made to equipment and systems of work.

“You must ensure, when the current investigation has provided the information required AND before commencing any further rope rescue drills, that you undertake a suitable and sufficient assessment of the risks to your employees from rope rescue drills undertaken in the drill tower at the Mounts Fire Station Northampton”.

The investigation was ongoing at the end of 2014.

Atherstone on Stour

In January 2014 the summary report into the deaths of John Averis, Ian Reid, Ashley Stephens and Darren Yates-Badley was published. The full report was completed later in 2014 and was ready for publication in early 2015.

Dalry Road, Edinburgh

The report into the death of Ewan Williamson could not be completed or published due to ongoing legal action. The legal proceedings had been scheduled for 2014 but were postponed until 2015.

Marlie Farm

No SAI report has yet been produced by the union. The FBU submitted an addendum to the East Sussex FRS report to the court. This may be used to form a summary report when all legal proceedings are completed.

Shirley Towers

Work on completing the SAI report for this incident was ongoing during 2013 and 2014.

J3 Menopause – good practice document

In February 2013 the FBU publication entitled 'FBU Good Practice Guidance for Menopause' was agreed by the executive council.

J4 Liquid tight suits

During 2014 the executive council oversaw discussions at national level about the introduction of liquid tight suits (LTS) to partially replace gas tight suits at some types of incident.

The executive council also explored the scope for the use of LTS as protective personal equipment for use by crews during the 'initial operational response' phase of a CBRN incident.

At the close of 2014, these discussions were still in progress and the introduction of the suits is not the subject of an agreement.

J5 Breathing apparatus guidance

During 2013 the executive council continued to oversee the development of breathing apparatus guidance which was being produced by DCLG to replace TB 1/1997.

In January 2014, DCLG published *Fire and Rescue Authority – Operational Guidance – Breathing Apparatus*. Correspondence and discussion took place with the department detailing the FBU's concerns with the DCLG publication. In 2014 brigade officials and safety representatives were provided with FBU guidance which supplemented that circulated by DCLG.

Fire and rescue services in Wales, Scotland and Northern Ireland have sought to update their breathing apparatus procedures with reference to the DCLG publication.

FBU officials and safety representatives have continued to discuss with FRSs the promulgation of breathing apparatus policies and procedures which comply with FBU guidance in order to ensure a safe system of work for all firefighters in the UK.

J6 Respiratory protective equipment – good practice document

In February 2014, the FBU's 'The Use of Respirators at Incidents – Good Practice Guidance Note' was published.

J7 IRMP toolkit

During 2014 the FBU's central fire and rescue service policy board (CFRSPB), in conjunction with the FBU national health and safety committee, identified the need for an IRMP toolkit to assist officials in dealing with common issues which arise in fire and rescue services.

Promulgation of the first documents is expected in early 2015.

J8 HSE guidance: heroism in the fire service

During 2013 the executive council oversaw the consultation by the Health and Safety Executive with FBU representatives in respect of this matter. The HSE published its guidance 'Heroism in the Fire and Rescue Service' in September 2013.

J9 Health, safety and welfare framework for the operational environment

During 2013 the executive council oversaw this consultation by DCLG with FBU representatives (and the HSE). DCLG published its guidance 'Fire and Rescue Authorities: Health, safety and welfare framework for the operational environment' in June 2013.

J10 Initial operational response

The initial operational response (IOR) programme was initiated in 2013 under the multi-agency IOR Project Board (IORPB).

Initial operational response is a programme to improve emergency response in the first hour of chemical, biological, radiological and nuclear incidents. The IORPB identified that 'one of the specific actions is the removal of casualties from an area of gross contamination and removal of their outer clothing during the first fifteen minutes.'

The IORPB comprises a number of fire service stakeholders, including the FBU, alongside representatives from other organisations such as Joint Emergency Services Interoperability Programme (JESIP), the police, ambulance services, the Office of Security and Counter-Terrorism (OSCT), and the Health and Safety Executive (HSE). Its terms of reference were to provide guidance for first responders who are mobilised to incidents which are discovered after arrival, to be chemical, biological, radiological and nuclear (CBRN) incidents. The IORPB identified inadequacies in the current arrangements for Category 1 responders within the control of the Department for Communities and Local Government.

The IORPB produced a guidance document 'Initial Operational Response to a CBRN Incident' in 2013. The expectation of fire and rescue services, and the IORPB, is that firefighters would perform snatch rescues until the arrival of CBRN response teams. The FBU's principal concerns with that guidance were that there is no adequate risk assessment in respect of the standard fire-kit which firefighters will be wearing at such incidents. Fire and rescue service employers also appear reluctant to indemnify IOR arrangements.

The IORPB was replaced by the Strategic Operational Response Board (SORB) in January 2014. The terms of reference were changed to exclude representative bodies. The FBU objected to the change. Responsibility for overseeing the introduction and implementation of the IOR guidance migrated to the SORB.

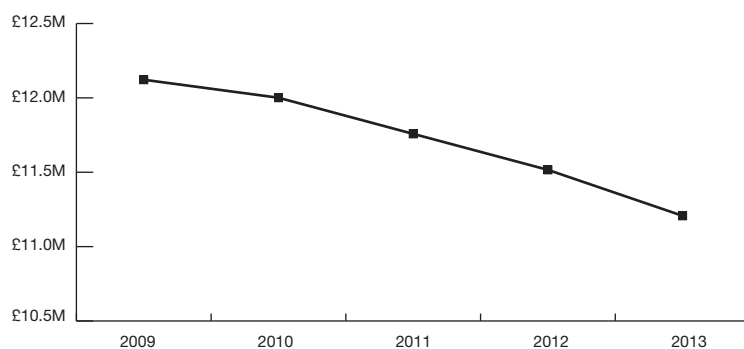
The executive council remains unconvinced that the use of standard PPE (i.e. standard fire-kit) is fit for the purposes of IOR and will continue to work to secure a satisfactory outcome.

K1 Foreword 2013

National treasurer's and general secretary's foreword

The union's consolidated income and expenditure account details a 2013 surplus for the year before pension scheme actuarial loss of £532,326 compared to a 2012 surplus of £864,172.

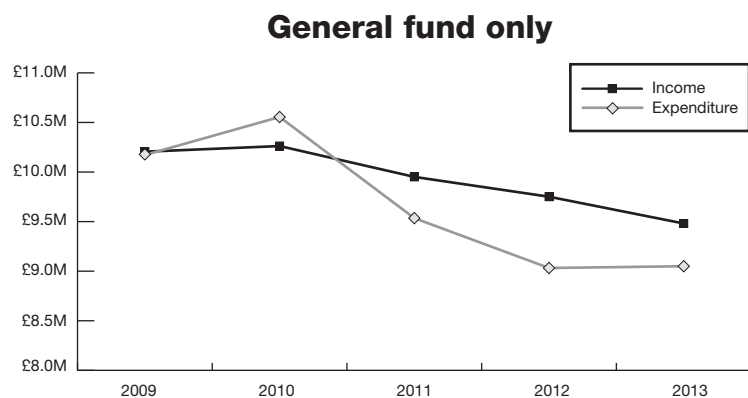
Total contribution income



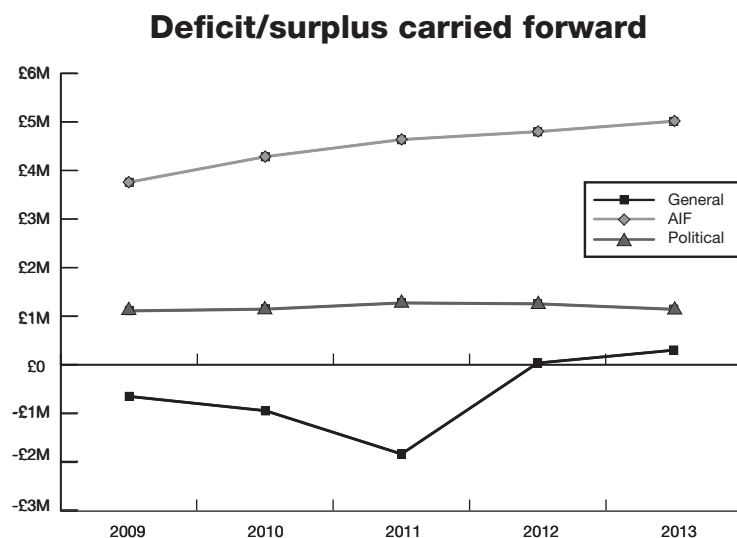
The above graph details the decline in member contributions over the last five years. Comparing 2009 against 2013, contributions have decreased by £915,005.

The general fund details a 2013 surplus for the year before pension scheme actuarial loss of £430,260 (2012 – surplus of £719,485).

The union has reduced expenditure on the general fund over the last five years to offset the decline in membership contributions and will continue to monitor expenditure to ensure that the union remains financially viable.



The 2013 consolidated carried forward funds are £6,449,117 (2012 £6,081,791) and the general fund now shows a balance carried forward figure of £293,016 (2012 £27,756).



The accident and injury and political funds continue to show healthy surpluses and the general fund has shown a surplus carried forward for the last two financial years of £27,756 and £293,016 for 2012 and 2013 respectively.

Matt Wrack
General Secretary

Dave Limer
National Treasurer

K2 Financial statement

Accounts for the year ended 31 December 2013

Statement of the executive council's responsibilities

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

In relation to The Fire Brigades Union these requirements are the responsibility of the executive council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

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

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

Independent auditor's report to the members of The Fire Brigades Union

We have audited the financial statements of The Fire Brigades Union for the year ended 31 December 2013 which comprise the income and expenditure account, balance sheet, cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of the executive council and auditor

As explained more fully in the statement of the executive council's responsibilities, the executive council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditor and our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board (APB) Ethical Standards for Auditors.

Scope of the audit of the account

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the executive council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the national treasurer's and general secretary's foreword to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion

In our opinion the accounts:

- give a true and fair view of the state of the union's affairs as at 31 December 2013, and of its surplus for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

Matters on which we are required to report by exception

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

- The union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained;
- The accounts are not in agreement with accounting records;
- We have not received all the information and explanations we require for our audit.

Chantrey Vellacott DFK LLP

Gareth Jones (Senior Statutory Auditor)

Chantrey Vellacott DFK LLP

Chartered Accountants

Registered auditor

Russell Square House, 10-12 Russell Square, London WC1B 5LF

Date 9 April 2014

Consolidated income and expenditure account

For the year ended 31 December 2013

	Note	General fund £	Accident and injury fund £	Political fund £	Union learning fund £	2013 £	2012 £
Income							
Contributions	1i	9,422,314	1,518,794	265,941	—	11,207,049	11,516,085
Investment income		38,469	—	—	—	38,469	43,564
Grants		—	—	—	659,447	659,447	879,950
Sales of publications and merchandise		2,416	—	—	—	2,416	2,581
Other income		2,085	—	—	—	2,085	11,600
Commission received		7,232	—	—	—	7,232	16,274
VAT recoverable		8,675	—	—	—	8,675	8,392
		<u>9,481,191</u>	<u>1,518,794</u>	<u>265,941</u>	<u>659,447</u>	<u>11,925,373</u>	<u>12,478,446</u>
Expenditure							
Benefits	2	514,954	1,109,122	—	—	1,624,076	1,776,854
Conferences and meetings		221,802	—	—	—	221,802	179,047
Affiliations		151,223	—	2,989	—	154,212	165,674
'Firefighter'		264,915	—	—	—	264,915	232,480
Commissions		58,807	58,807	29,403	—	147,017	158,823
Union learning costs		—	—	—	659,447	659,447	879,950
Administration	3	7,449,481	136,000	346,348	—	7,931,829	7,923,350
Depreciation	1b	315,821	—	—	—	315,821	283,651
Impairment of property		115,000	—	—	—	115,000	—
Profit on disposal of fixed assets		(3,638)	—	—	—	(3,638)	(3,105)
Profit on disposal of investments		(8,434)	—	—	—	(8,434)	(6,450)
FRS17 finance cost	10	(29,000)	—	—	—	(29,000)	24,000
		<u>9,050,931</u>	<u>1,303,929</u>	<u>378,740</u>	<u>659,447</u>	<u>11,393,047</u>	<u>11,614,274</u>
Surplus/(deficit) for the year before pension scheme actuarial (loss)/gain							
		430,260	214,865	(112,799)	—	532,326	864,172
Pension scheme actuarial (loss)/gain		(165,000)	—	—	—	(165,000)	1,159,000
Surplus/(deficit) for the year							
		265,260	214,865	(112,799)	—	367,326	2,023,172
Surplus brought forward		27,756	4,799,566	1,254,469	—	6,081,791	4,058,619
Surplus carried forward		<u>293,016</u>	<u>5,014,431</u>	<u>1,141,670</u>	<u>—</u>	<u>6,449,117</u>	<u>6,081,791</u>

Consolidated balance sheet

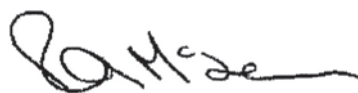
As at 31 December 2013

	Note	2013 £	2012 £
Fixed assets	4	2,836,424	2,820,971
Investments	5	979,682	922,675
Long term loans	6	338,146	361,161
		4,154,252	4,104,807
Current assets			
Debtors	7	746,928	792,039
Cash at bank and in hand		3,841,857	3,332,264
Total current assets		4,588,785	4,124,303
Current liabilities	8	(1,828,241)	(1,679,319)
Net current assets		2,760,544	2,444,984
Non current liabilities	9	(121,679)	—
Total assets before pension liability		6,793,117	6,549,791
FRS17 pension liability	10	(344,000)	(468,000)
Total assets after pension liability		6,449,117	6,081,791
Represented by			
General fund		293,016	27,756
Accident and injury fund		5,014,431	4,799,566
Political fund		1,141,670	1,254,469
Total funds		6,449,117	6,081,791

Movement in the union's funds are shown on page 183.



M. Wrack – General Secretary



A. McLean – President

Date 9 April 2014

Consolidated cash flow statement

For the year ended 31 December 2013

	2013 £	2012 £
Net cash inflow from operating activities		
Consolidated income and expenditure surplus	532,326	864,172
Depreciation	315,821	283,651
Impairment of property	115,000	—
Profit on disposal of fixed assets	(3,638)	(3,105)
Profit on disposal of investments	(8,434)	(6,450)
Change in debtors	45,111	18,790
Change in creditors	53,839	343,625
Change in pension liability	(289,000)	(140,000)
Net cash inflow from operating activities	761,025	1,360,683
Capital and financial investment cash flow		
Purchase of fixed assets	(101,385)	(198,548)
Repayment of hire purchase creditors	(132,741)	(53,195)
Sale of fixed assets	8,250	7,549
Purchase of investments	(92,229)	(122,598)
Sale of investments	43,658	131,281
Repayment of mortgages	23,015	21,020
Net cash outflow from capital and financial investment	(251,432)	(214,491)
Reconciliation of net cash flow to movement in cash		
Increase in cash in the year	509,593	1,146,192
Net cash as at 1 January 2013	3,332,264	2,186,072
Net cash as at 31 December 2013	3,841,857	3,332,264

Notes to the accounts

For the year ended 31 December 2013

1 Accounting policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.
The rates used are:

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

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.
- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:
Quoted investments – at original cost
Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).
Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received.
- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The non-recoverable element is shown separately in the income statement. All expenditure is shown exclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Actuarial gains and losses are recognised immediately in the consolidated income and expenditure account.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.
- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

Notes to the accounts

For the year ended 31 December 2013

2 Benefits

	2013	2012
	£	£
Legal fees	363,194	365,954
Education	150,260	202,563
Accident and injury claims	1,109,122	1,208,337
Payments for support	1,500	—
	1,624,076	1,776,854

3 Administration

	2013	2012
	£	£
Salaries and national insurance contributions	1,724,339	1,812,315
Pension contributions	614,881	639,372
FRS 17 pension scheme adjustment (note 10)	(260,000)	(164,000)
Travel	355,819	283,206
Mileage	544,408	544,117
Hotels	269,998	227,860
Subsistence and evening meals	466,000	481,995
Officials' allowance	625,659	640,346
Motor expenses	22,326	21,667
PAYE agreement	5,669	9,294
Other organising expenses	51,047	70,465
Trade union leave	895,211	995,390
Reports, journals and subscriptions	76,900	76,329
Ballot expenses	172,538	24,747
Donations	69,934	89,709
Goods for resale, presentations and campaigning	44,713	75,953
Repairs and renewals	81,199	67,201
Office expenses	539,374	504,095
Communications	499,077	631,123
Printing and stationery	593,624	369,503
Advertising	75,644	14,700
Insurance	38,387	36,861
Bank charges and interest payable	20,528	21,666
Audit, pension audit and accountancy	48,605	47,700
Professional fees	355,949	391,736
	7,931,829	7,923,350

Notes to the accounts

For the year ended 31 December 2013

4 Fixed assets

	Land and buildings £	Fixtures fittings and equipment £	Motor vehicles £	Total £
Cost				
1 January 2013	3,450,793	941,604	192,089	4,584,486
Additions	—	430,895	19,992	450,887
Disposals	—	(358,898)	(27,376)	(386,274)
31 December 2013	<u>3,450,793</u>	<u>1,013,601</u>	<u>184,705</u>	<u>4,649,099</u>
Depreciation				
1 January 2013	934,096	693,209	136,210	1,763,515
Charge for the year	69,024	220,349	26,448	315,821
Impairment of property	115,000	—	—	115,000
Disposals	—	(358,897)	(22,764)	(381,661)
31 December 2013	<u>1,118,120</u>	<u>554,661</u>	<u>139,894</u>	<u>1,812,675</u>
Net book value				
31 December 2013	<u>2,332,673</u>	<u>458,940</u>	<u>44,811</u>	<u>2,836,424</u>
Net book value				
31 December 2012	<u>2,516,697</u>	<u>248,395</u>	<u>55,879</u>	<u>2,820,971</u>

5 Investments

	2013 £	2012 £
Quoted equities and unit trusts		
Standard Life Wealth Ltd		
Market value – £541,241 (2013), £458,860 (2012)	443,806	409,914
Standard Life Wealth Ltd		
Market value – £363,538 (2013), £308,110 (2012)	295,346	272,231
Unquoted equities		
240,000 Unity Trust Bank plc “A” and “C” ordinary shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
	<u>979,682</u>	<u>922,675</u>

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

Notes to the accounts

For the year ended 31 December 2013

6 Long-term loans	2013	2012
	£	£
Mortgages repayable	315,111	338,126
Loans – co-op societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	338,146	361,161

The mortgage loans to officials are secured by a charge on the property.

7 Debtors	2013	2012
	£	£
Trade debtors	414,314	501,144
Other debtors	106,606	122,391
Prepayments	226,008	168,504
	746,928	792,039

8 Current liabilities		
Trade creditors	415,729	318,525
Hire purchase creditors	121,680	26,598
Other creditors	300,168	300,626
Accruals	990,664	1,033,570
	1,828,241	1,679,319

9 Non current liabilities		
Hire purchase creditors	121,679	—
	121,679	—

Notes to the accounts

For the year ended 31 December 2013

	2013 £'000	2012 £'000
10 FRS17 pension scheme liability		
Staff scheme		
Opening balance	(1,574)	(2,285)
Current service cost	(181)	(238)
Contributions by the union	353	385
FRS 17 pension scheme adjustment	172	147
Interest cost	(292)	(336)
Expected return on scheme assets	244	240
FRS 17 finance cost	(48)	(96)
Actuarial gain	11	660
Closing balance	(1,439)	(1,574)
Officials' scheme		
Opening balance	1,106	518
Current service cost	(166)	(210)
Contributions by the union	254	227
FRS 17 pension scheme adjustment	88	17
Interest cost	(266)	(292)
Expected return on scheme assets	343	364
FRS 17 finance cost	77	72
Actuarial (loss)/gain	(176)	499
Closing balance	1,095	1,106
Both schemes		
Opening balance	(468)	(1,767)
Current service cost	(347)	(448)
Contributions by the union	607	612
FRS 17 pension scheme adjustment (note 3)	260	164
Interest cost	(558)	(628)
Expected return on scheme assets	587	604
FRS 17 finance cost	29	(24)
Actuarial (loss)/gain	(165)	1,159
Closing balance	(344)	(468)

Notes to the accounts

For the year ended 31 December 2013

10 FRS17 pension scheme liability (continued)

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2011 and 30 June 2011 respectively on each scheme and updated to 31 December 2013 by qualified independent actuaries.

The major assumptions used by the actuary for the national officials' scheme.

	At 31.12.13	At 31.12.12
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	3.4%	2.7%
Discount rate	4.5%	4.4%
Inflation rate (RPI)	3.4%	2.7%
Inflation rate (CPI)	2.5%	2.0%

The assets in the scheme and the expected rate of return for the national officials' scheme.

	Long-term expected rate of return	Value at 31.12.13 £'000	Long-term expected rate of return	Value at 31.12.12 £'000	Long-term expected rate of return	Value at 31.12.11 £'000
With profits fund	5.3%	3,365	6.6%	2,922	6.6%	2,450
Secured annuities	4.4%	4,353	4.7%	4,224	5.4%	4,248
Total market value of assets		<u>7,718</u>		<u>7,146</u>		<u>6,698</u>

The major assumptions used by the actuary for the clerical staff scheme.

	At 31.12.13	At 31.12.12
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	3.4%	2.8%
Discount rate	4.5%	4.1%
Inflation rate (RPI)	3.6%	2.8%
Inflation rate (CPI)	2.9%	2.1%

The mortality assumptions are in accordance with the PNA00 medium cohort projections with a 1% underpin.

The assets in the scheme and the expected rate of return for the clerical staff scheme.

	Long-term expected rate of return	Value at 31.12.13 £'000	Long-term expected rate of return	Value at 31.12.12 £'000	Long-term expected rate of return	Value at 31.12.11 £'000
Cash accumulation policy	5.5%	2,382	4.6%	2,591	5.0%	2,785
Secured annuities	4.5%	3,590	4.1%	2,943	4.7%	1,998
Total market value of assets		<u>5,972</u>		<u>5,534</u>		<u>4,783</u>

The union is only subject to corporation tax in line with note 11 and does not therefore account for deferred tax.

As a consequence, there cannot be a deferred tax asset related to the above pension liability.

Notes to the accounts

For the year ended 31 December 2013

10 FRS17 pension scheme liability (continued)

	2013 National officials' scheme £'000	2013 Clerical staff scheme £'000	2013 Total £'000	2012 National officials' scheme £'000	2012 Clerical staff scheme £'000	2012 Total £'000
--	---	--	--------------------------------------	---	--	------------------------

The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(6,623)	(7,411)	(14,034)	(6,040)	(7,108)	(13,148)
Fair value of scheme assets	7,718	5,972	13,690	7,146	5,534	12,680
Net asset/(liability) recognised	<u>1,095</u>	<u>(1,439)</u>	<u>(344)</u>	<u>1,106</u>	<u>(1,574)</u>	<u>(468)</u>

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

Service costs	166	181	347	210	238	448
Interest on obligation	266	292	558	292	336	628
Expected return on scheme assets	(343)	(244)	(587)	(364)	(240)	(604)
Total	<u>89</u>	<u>229</u>	<u>318</u>	<u>138</u>	<u>334</u>	<u>472</u>
Actual return on scheme assets	472	260	732	367	443	810

Actuarial gains and (losses) recognised:

Difference between expected and actual return on scheme assets	129	16	145	3	203	206
Experience gains and losses arising on scheme liabilities and effects of changes in the demographic and financial assumptions underlying the present value of scheme liabilities	(305)	(5)	(310)	496	457	953
Total recognised	<u>(176)</u>	<u>11</u>	<u>(165)</u>	<u>499</u>	<u>660</u>	<u>1,159</u>
Cumulative amounts recognised	505	(2,115)	(1,610)	681	(2,126)	(1,445)

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

Scheme liabilities at 1 January 2013	6,040	7,108	13,148	6,180	7,068	13,248
Current service cost	166	181	347	210	238	448
Interest cost	266	292	558	292	336	628
Contributions by scheme participants	42	34	76	43	38	81
Actuarial loss/(gain)	305	5	310	(496)	(457)	(953)
Benefits paid	(196)	(209)	(405)	(189)	(115)	(304)
Scheme liabilities at 31 December 2013	<u>6,623</u>	<u>7,411</u>	<u>14,034</u>	<u>6,040</u>	<u>7,108</u>	<u>13,148</u>

Notes to the accounts

For the year ended 31 December 2013

10 FRS17 pension scheme liability (continued)

	2013	2013	2013	2012	2012	2012
	National	Clerical	Total	National	Clerical	Total
	officials'	staff		officials'	staff	
	scheme	scheme		scheme	scheme	
	£'000	£'000	£'000	£'000	£'000	£'000

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

Fair value of scheme assets						
at 1 January 2013	7,146	5,534	12,680	6,698	4,783	11,481
Expected return on scheme assets	343	244	587	364	240	604
Actuarial gain	129	16	145	3	203	206
Contributions by employer	254	353	607	227	385	612
Contributions by scheme participants	42	34	76	43	38	81
Benefits paid	(196)	(209)	(405)	(189)	(115)	(304)
Fair value of scheme assets						
at 31 December 2013	7,718	5,972	13,690	7,146	5,534	12,680

2013	2012	2011	2010	2009	2008
£'000	£'000	£'000	£'000	£'000	£'000

Amounts for the current and previous five years:

Present value of scheme liabilities	(14,034)	(13,148)	(13,248)	(11,136)	(10,211)	(7,491)
Fair value of scheme assets	13,690	12,680	11,481	10,448	9,295	7,786
(Deficit)/surplus in scheme	(344)	(468)	(1,767)	(688)	(916)	295
Experience adjustments						
on scheme assets	145	206	92	174	534	(964)
Experience adjustments						
on scheme liabilities	310	(953)	(1,098)	78	(1,169)	1,114

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2014 is £602,000.

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

Notes to the accounts

For the year ended 31 December 2013

11 Taxation

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

12 Operating leases

As at 31 December 2013 the union has annual commitments under non-cancellable operation leases as follows:

	2013	2012
	£	£
Within one year	100,776	100,776
Between one and two years	201,552	201,552
Between three and five years	75,582	176,358

Analysis of officials' salaries and benefits

For the year ended 31 December 2013

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	70,964	Area manager	Competent "B"
Andy Dark	Assistant general secretary	66,952	Area manager	Competent "A"
Sean Starbuck	National officer	61,815	Group manager	Competent "B"
John McGhee	National officer	61,815	Group manager	Competent "B"
David Green	National officer	61,815	Group manager	Competent "B"
Paul Woolstenholmes	National officer	61,815	Group manager	Competent "B"

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

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	8,790	47,179	5,238
Andy Dark	Assistant general secretary	8,223	44,512	9,449
Sean Starbuck	National officer	7,571	41,096	11,012
John McGhee	National officer	7,522	41,096	13,799
David Green	National officer	7,543	41,096	8,494
Paul Woolstenholmes	National officer	7,586	41,096	3,872

Note: Full-time officials currently pay 11% of salary in employee pension contributions. The executive council is currently reviewing the pension provision for full-time officials.

Members of the executive council

For the year ended 31 December 2013

Benefits

Name	Office held	Officials' allowance £
A. McLean	President	10,150
J. Barbour	EC and vice-president	8,772
W. Gee	EC and national treasurer (to 16 January 2013)	731
D. Limer	EC and national treasurer (from 17 January 2013)	8,041

The following executive council members were paid an officials' allowance at the rate of £7,395 per annum:

R. Robertson	R. Matthews
A. Noble	T. McFarlane
I. Murray	S. Riley
K. Brown	T. Mitchell
R. Jones	J. Arnold
G. Mayos	
K. Handscomb	
I. Leahair	
J. Parrott	

Note: The union made reimbursement to local authorities of £895,211 (2012 – £995,390) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the certification officer (who is an independent officer appointed by the secretary of state) and the police.

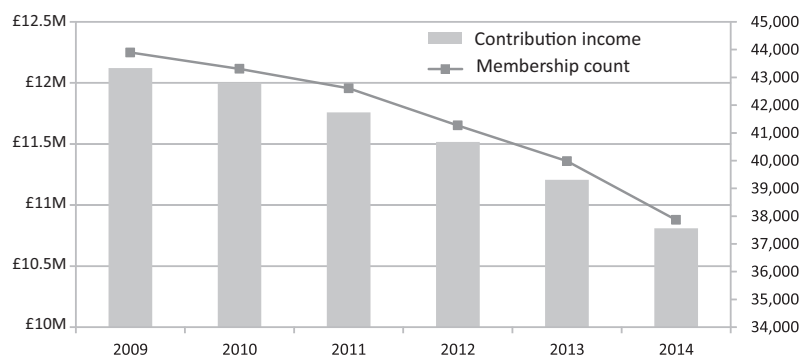
Where a member believes that the financial affairs of the union have been conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

The above statement is taken from the certification officer website.

K3 Foreword 2014

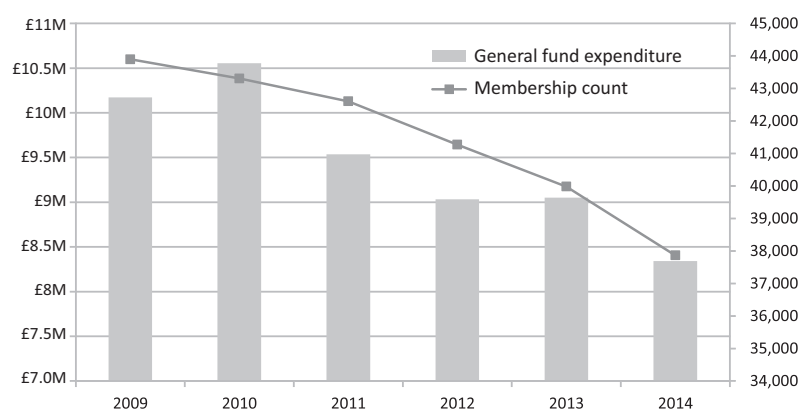
National treasurer's and general secretary's foreword

The union's consolidated income and expenditure account details a 2014 surplus for the year of £673,829 (before pension scheme actuarial loss), compared to a 2013 surplus of £532,326.



The above graph details the decline in member contributions and members over the last six years.

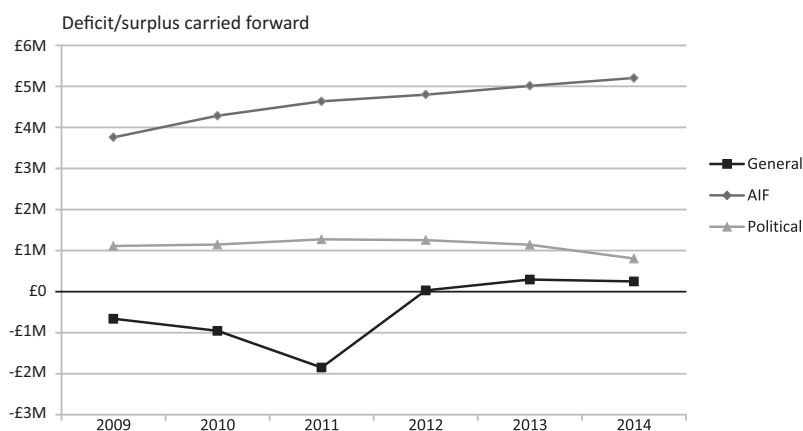
The general fund details a 2014 surplus for the year of £821,786 (before pension scheme actuarial loss), compared to a 2013 surplus of £430,260.



The above graph illustrates the reduced expenditure on the general fund compared to membership over the last six years.

SECTION K — ACCOUNTS AND FINANCIAL STATEMENTS

The 2014 consolidated surplus carried forward is £6,254,946 (2013 £6,449,117) and the general fund now shows a surplus carried forward figure of £246,802 (2013 £293,016).



The accident and injury and political funds continue to show healthy surpluses whilst the general fund surplus carried forward has fallen by £46,214 which is mainly due to the pension scheme actuarial loss.

Job losses within the fire and rescue service over the past five years have resulted in a downward trend in membership, which in turn has produced a fall in income. The executive council has taken various steps during 2013 and 2014 to reduce expenditure to offset the fall in income. In a number of areas, significant progress has been, resulting in general fund surpluses for 2013 and 2014.

Nevertheless, long term planning is necessary in order to continue reducing expenditure as well as producing short and medium term budgets. New budgeting systems at head office have assisted in this process but this work continues and will provide further challenges at all levels of the organisation.

Matt Wrack
General Secretary

Dave Limer
National Treasurer

K4 Financial statement

Accounts for the year ended 31 December 2014

Statement of the executive council's responsibilities

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

In relation to The Fire Brigades Union these requirements are the responsibility of the executive council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

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

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

Independent auditor's report to the members of The Fire Brigades Union

We have audited the financial statements of The Fire Brigades Union for the year ended 31 December 2014 which comprise the income and expenditure account, balance sheet, cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of the executive council and auditor

As explained more fully in the statement of the executive council's responsibilities, the executive council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditor and our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board (APB) Ethical Standards for Auditors.

Scope of the audit of the account

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the executive council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the national treasurer's and general secretary's foreword to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion

In our opinion the accounts:

- give a true and fair view of the state of the union's affairs as at 31 December 2014, and of its surplus for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

Matters on which we are required to report by exception

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

- The union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained;
- The accounts are not in agreement with accounting records;
- We have not received all the information and explanations we require for our audit.



Gareth Jones (Senior Statutory Auditor)

Chantrey Vellacott DFK LLP

Chartered Accountants

Registered auditor

Russell Square House, 10-12 Russell Square, London WC1B 5LF

Date 10 April 2015

Consolidated income and expenditure account

For the year ended 31 December 2014

	Note	General fund £	Accident and injury fund £	Political fund £	Union learning fund £	2014 £	2013 £
Income							
Contributions	1(i)	9,085,843	1,466,072	256,979	—	10,808,894	11,207,049
Investment income		47,117	—	—	—	47,117	38,469
Grants		—	—	—	789,858	789,858	659,447
Sales of publications and merchandise		1,883	—	—	—	1,883	2,416
Other income		7,034	—	—	—	7,034	2,085
Commission received		13,000	—	—	—	13,000	7,232
VAT recoverable		9,171	—	—	—	9,171	8,675
		<u>9,164,048</u>	<u>1,466,072</u>	<u>256,979</u>	<u>789,858</u>	<u>11,676,957</u>	<u>11,925,373</u>
Expenditure							
Benefits	2	633,225	1,083,614	—	—	1,716,839	1,624,076
Conferences		39,813	—	16,362	—	56,175	221,802
Affiliations		160,585	—	2,293	—	162,878	154,212
'Firefighter'		265,918	—	—	—	265,918	264,915
Commissions		56,248	56,248	28,124	—	140,620	147,017
Union learning costs		—	—	—	789,858	789,858	659,447
Administration	3	6,937,691	137,360	547,007	—	7,622,058	7,931,829
Depreciation	1(b)	285,618	—	—	—	285,618	315,821
Impairment of property		—	—	—	—	—	115,000
Loss/(profit) on disposal of fixed assets		2,138	—	—	—	2,138	(3,638)
Loss/(profit) on disposal of investments		2,026	—	—	—	2,026	(8,434)
FRS17 finance cost	10	(41,000)	—	—	—	(41,000)	(29,000)
		<u>8,342,262</u>	<u>1,277,222</u>	<u>593,786</u>	<u>789,858</u>	<u>11,003,128</u>	<u>11,393,047</u>
Surplus/(deficit) for the year before pension scheme actuarial loss							
		821,786	188,850	(336,807)	—	673,829	532,326
Pension scheme actuarial loss		(868,000)	—	—	—	(868,000)	(165,000)
(Deficit)/surplus for the year							
		(46,214)	188,850	(336,807)	—	(194,171)	367,326
Surplus brought forward		293,016	5,014,431	1,141,670	—	6,449,117	6,081,791
Surplus carried forward		<u>246,802</u>	<u>5,203,281</u>	<u>804,863</u>	<u>—</u>	<u>6,254,946</u>	<u>6,449,117</u>

Consolidated balance sheet

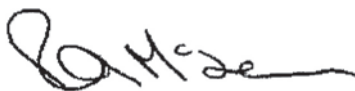
As at 31 December 2014

	Note	2014 £	2013 £
Fixed assets	4	2,457,691	2,836,424
Investments	5	990,957	979,682
Long term loans	6	312,829	338,146
		3,761,477	4,154,252
Current assets			
Debtors	7	948,067	746,928
Cash at bank and in hand		4,287,644	3,841,857
Total current assets		5,235,711	4,588,785
Current liabilities	8	(1,818,242)	(1,828,241)
Net current assets		3,417,469	2,760,544
Non current liabilities	9	—	(121,679)
Total assets before pension liability		7,178,946	6,793,117
FRS17 pension liability	10	(924,000)	(344,000)
Total assets after pension liability		6,254,946	6,449,117
Represented by			
General fund (excluding FRS17 pension liability)		1,170,802	637,016
FRS17 pension liability		(924,000)	(344,000)
General fund		246,802	293,016
Accident and injury fund		5,203,281	5,014,431
Political fund		804,863	1,141,670
Total funds		6,254,946	6,449,117

Movement in the union's funds are shown on page 201.



M. Wrack – General Secretary



A. McLean – President

Date 10 April 2014

Consolidated cash flow statement

For the year ended 31 December 2014

	2014 £	2013 £
Net cash inflow from operating activities		
Consolidated income and expenditure surplus	673,829	532,326
Depreciation	285,618	315,821
Impairment of property	—	115,000
Loss/(profit) on disposal of fixed assets	2,138	(3,638)
Loss/(profit) on disposal of investments	2,026	(8,434)
Change in debtors	(201,139)	45,111
Change in creditors	(9,999)	53,839
Change in pension liability	(288,000)	(289,000)
Net cash inflow from operating activities	<u>464,473</u>	<u>761,025</u>
Capital and financial investment cash flow		
Purchase of fixed assets	(238,023)	(101,385)
Repayment of hire purchase creditors	(121,680)	(132,741)
Sale of fixed assets	329,000	8,250
Purchase of investments	(63,030)	(92,229)
Sale of investments	49,730	43,658
Repayment of mortgages	25,317	23,015
Net cash outflow from capital and financial investments	<u>(18,686)</u>	<u>(251,432)</u>
Reconciliation of net cash flow to movement in cash		
Increase in cash in the year	445,787	509,593
Net cash as at 1 January 2014	3,841,857	3,332,264
Net cash as at 31 December 2014	<u>4,287,644</u>	<u>3,841,857</u>

Notes to the accounts

For the year ended 31 December 2014

1 Accounting policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.
The rates used are:

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

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.
- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:
Quoted investments – at original cost
Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).
Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received.
- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The non-recoverable element is shown separately in the income statement. All expenditure is shown exclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Actuarial gains and losses are recognised immediately in the consolidated income and expenditure account.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.
- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

Notes to the accounts

For the year ended 31 December 2014

2 Benefits

	2014	2013
	£	£
Legal fees	444,803	363,194
Education	162,472	150,260
Accident and injury claims	1,083,614	1,109,122
Payments for support	25,950	1,500
	1,716,839	1,624,076

3 Administration

	2014	2013
	£	£
Salaries and national insurance contributions	1,769,438	1,724,339
Pension contributions	624,917	614,881
FRS 17 pension scheme adjustment (note 10)	(247,000)	(260,000)
Travel	320,122	355,819
Mileage	540,005	544,408
Hotels	259,160	269,998
Subsistence and evening meals	423,204	466,000
Officials' allowance	627,102	625,659
Motor expenses	37,262	22,326
PAYE agreement	7,321	5,669
Other organising expenses	38,178	51,047
Trade union leave	730,543	895,211
Reports, journals and subscriptions	66,432	76,900
Ballot expenses	69,671	172,538
Donations	78,190	69,934
Goods for presentations and campaigning	266,679	44,713
Repairs and renewals	32,344	81,199
Office expenses	548,631	539,374
Communications	615,954	499,077
Printing and stationery	259,610	593,624
Advertising	59,200	75,644
Insurance	36,681	38,387
Bank charges and interest payable	17,513	20,528
Audit, pension audit and accountancy	41,440	48,605
Professional fees	399,461	355,949
	7,622,058	7,931,829

Notes to the accounts

For the year ended 31 December 2014

4 Fixed assets

	Land and buildings £	Fixtures fittings and equipment £	Motor vehicles £	Total £
Cost				
1 January 2014	3,450,793	1,013,601	184,705	4,649,099
Additions	—	238,023	—	238,023
Disposals	(545,292)	—	(19,984)	(565,276)
31 December 2014	<u>2,905,501</u>	<u>1,251,624</u>	<u>164,721</u>	<u>4,321,846</u>
Depreciation				
1 January 2014	1,118,120	554,661	139,894	1,812,675
Charge for the year	65,604	198,966	21,048	285,618
Disposals	(214,154)	—	(19,984)	(234,138)
31 December 2014	<u>969,570</u>	<u>753,627</u>	<u>140,958</u>	<u>1,864,155</u>
Net book value				
31 December 2014	<u>1,935,931</u>	<u>497,997</u>	<u>23,763</u>	<u>2,457,691</u>
Net book value				
31 December 2013	<u>2,332,673</u>	<u>458,940</u>	<u>44,811</u>	<u>2,836,424</u>

5 Investments

	2014 £	2013 £
Quoted equities and unit trusts		
Standard Life Wealth Ltd		
Market value – £571,732 (2014), £541,241 (2013)	450,104	443,806
Standard Life Wealth Ltd		
Market value – £384,297 (2014), £363,538 (2013)	300,323	295,346
Unquoted equities		
240,000 Unity Trust Bank plc “A” and “C” ordinary shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
	<u>990,957</u>	<u>979,682</u>

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

Notes to the accounts

For the year ended 31 December 2014

6 Long-term loans	2014	2013
	£	£
Mortgages repayable	289,794	315,111
Loans – co-op societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	312,829	338,146

The mortgage loans to officials are secured by a charge on the property.

7 Debtors	2014	2013
	£	£
Trade debtors	514,598	414,314
Other debtors	148,348	106,606
Prepayments	285,121	226,008
	948,067	746,928

8 Current liabilities		
Trade creditors	375,207	415,729
Hire purchase creditors	121,679	121,680
Other creditors	375,690	300,168
Accruals	945,666	990,664
	1,818,242	1,828,241

9 Non current liabilities		
Hire purchase creditors	—	121,679
	—	121,679

Notes to the accounts

For the year ended 31 December 2014

	2014 £'000	2013 £'000
10 FRS17 pension scheme liability		
Staff scheme		
Opening balance	(1,439)	(1,574)
Current service cost	(159)	(181)
Contributions by the union	343	353
FRS 17 pension scheme adjustment	184	172
Interest cost	(335)	(292)
Expected return on scheme assets	298	244
FRS 17 finance cost	(37)	(48)
Actuarial (loss)/gain	(451)	11
Closing balance	(1,743)	(1,439)
Officials' scheme		
Opening balance	1,095	1,106
Current service cost	(197)	(166)
Contributions by the union	260	254
FRS 17 pension scheme adjustment	63	88
Interest cost	(299)	(266)
Expected return on scheme assets	377	343
FRS 17 finance cost	78	77
Actuarial loss	(417)	(176)
Closing balance	819	1,095
Both schemes		
Opening balance	(344)	(468)
Current service cost	(356)	(347)
Contributions by the union	603	607
FRS 17 pension scheme adjustment (note 3)	247	260
Interest cost	(634)	(558)
Expected return on scheme assets	675	587
FRS 17 finance cost	41	29
Actuarial (loss)/gain	(868)	(165)
Closing balance	(924)	(344)

Notes to the accounts

For the year ended 31 December 2014

10 FRS17 pension scheme liability (continued)

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2011 and 30 June 2011 respectively on each scheme and updated to 31 December 2014 by qualified independent actuaries.

The major assumptions used by the actuary for the national officials' scheme.

	At 31.12.14	At 31.12.13
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	2.9%	3.4%
Discount rate	3.5%	4.5%
Inflation rate (RPI)	2.9%	3.4%
Inflation rate (CPI)	1.9%	2.5%

The assets in the scheme and the expected rate of return for the national officials' scheme.

	Long-term expected rate of return	Value at 31.12.14 £'000	Long-term expected rate of return	Value at 31.12.13 £'000	Long-term expected rate of return	Value at 31.12.12 £'000
With profits fund	5.3%	3,830	5.3%	3,365	6.6%	2,922
Secured annuities	4.5%	4,759	4.4%	4,353	4.7%	4,224
Total market value of assets		<u>8,589</u>		<u>7,718</u>		<u>7,146</u>

The major assumptions used by the actuary for the clerical staff scheme.

	At 31.12.14	At 31.12.13
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	3.1%	3.4%
Discount rate	3.6%	4.5%
Inflation rate (RPI)	3.2%	3.6%
Inflation rate (CPI)	2.5%	2.9%

The mortality assumptions are in accordance with the PNA00 medium cohort projections with a 1% underpin.

The assets in the scheme and the expected rate of return for the clerical staff scheme.

	Long-term expected rate of return	Value at 31.12.14 £'000	Long-term expected rate of return	Value at 31.12.13 £'000	Long-term expected rate of return	Value at 31.12.12 £'000
Cash accumulation policy	4.5%	2,610	5.5%	2,382	4.6%	2,591
Secured annuities	4.5%	2,605	4.5%	3,590	4.1%	2,943
Total market value of assets		<u>5,215</u>		<u>5,972</u>		<u>5,534</u>

The union is only subject to corporation tax in line with note 11 and does not therefore account for deferred tax.

As a consequence, there cannot be a deferred tax asset related to the above pension liability.

Notes to the accounts

For the year ended 31 December 2014

10 FRS17 pension scheme liability (continued)

	2014 National officials' scheme £'000	2014 Clerical staff scheme £'000	2014 Total £'000	2013 National officials' scheme £'000	2013 Clerical staff scheme £'000	2013 Total £'000
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The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(7,770)	(6,958)	(14,728)	(6,623)	(7,411)	(14,034)
Fair value of scheme assets	8,589	5,215	13,804	7,718	5,972	13,690
Net asset/(liability) recognised	819	(1,743)	(924)	1,095	(1,439)	(344)

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

Service costs	197	159	356	166	181	347
Interest on obligation	299	335	634	266	292	558
Expected return on scheme assets	(377)	(298)	(675)	(343)	(244)	(587)
Total	119	196	315	89	229	318
Actual return on scheme assets	772	(114)	658	472	260	732

Actuarial gains and (losses) recognised:

Difference between expected and actual return on scheme assets	395	(412)	(17)	129	16	145
Experience gains and losses arising on scheme liabilities and effects of changes in the demographic and financial assumptions underlying the present value of scheme liabilities	(812)	(39)	(851)	(305)	(5)	(310)
Total recognised	(417)	(451)	(868)	(176)	11	(165)
Cumulative amounts recognised	88	(2,115)	(2,027)	505	(2,115)	(1,610)

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

Scheme liabilities at 1 January 2014	6,623	7,411	14,034	6,040	7,108	13,148
Current service cost	197	159	356	166	181	347
Secured liability in members' names	—	(872)	(872)	—	—	—
Interest cost	299	335	634	266	292	558
Contributions by scheme participants	43	32	75	42	34	76
Actuarial loss	812	39	851	305	5	310
Benefits paid	(204)	(146)	(350)	(196)	(209)	(405)
Scheme liabilities at 31 December 2014	7,770	6,958	14,728	6,623	7,411	14,034

Notes to the accounts

For the year ended 31 December 2014

10 FRS17 pension scheme liability (continued)

2014 National officials' scheme £'000	2014 Clerical staff scheme £'000	2014 Total £'000	2013 National officials' scheme £'000	2013 Clerical staff scheme £'000	2013 Total £'000
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Reconciliation of opening and closing balances of the fair value of scheme assets:

Fair value of scheme assets at 1 January 2014	7,718	5,972	13,690	7,146	5,534	12,680
Expected return on scheme assets	377	298	675	343	244	587
Actuarial gain	395	(412)	(17)	129	16	145
Contributions by employer	260	343	603	254	353	607
Contributions by scheme participants	43	32	75	42	34	76
Secured liability in members' names	—	(872)	(872)	—	—	—
Benefits paid	(204)	(146)	(350)	(196)	(209)	(405)
Fair value of scheme assets at 31 December 2014	<u>8,589</u>	<u>5,215</u>	<u>13,804</u>	<u>7,718</u>	<u>5,972</u>	<u>13,690</u>

2014 £'000	2013 £'000	2012 £'000	2011 £'000	2010 £'000	2009 £'000
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Amounts for the current and previous five years:

Present value of scheme liabilities	(14,728)	(14,034)	(13,148)	(13,248)	(11,136)	(10,211)
Fair value of scheme assets	13,804	13,690	12,680	11,481	10,448	9,295
Deficit in scheme	(924)	(344)	(468)	(1,767)	(688)	(916)
Experience adjustments on scheme assets	(17)	145	206	92	174	534
Experience adjustments on scheme liabilities	851	310	(953)	(1,098)	78	(1,169)

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2015 is £606,000.

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

Notes to the accounts

For the year ended 31 December 2014

11 Taxation

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

12 Operating leases

As at 31 December 2014 the union has future commitments under non-cancellable operation leases as follows:

	2014	2013
	£	£
Within one year	114,298	111,907
Between one and two years	199,968	311,876
Between three and five years	—	2,391

Analysis of officials' salaries and benefits

For the year ended 31 December 2014

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	71,514	Area manager	Competent "B"
Andy Dark	Assistant general secretary	67,464	Area manager	Competent "A"
Sean Starbuck	National officer	62,280	Group manager	Competent "B"
John McGhee	National officer	62,280	Group manager	Competent "B"
David Green	National officer	62,280	Group manager	Competent "B"
Paul Woolstenholmes	National officer	62,280	Group manager	Competent "B"

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

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	8,822	48,057	5,621
Andy Dark	Assistant general secretary	8,234	45,336	6,657
Sean Starbuck	National officer	7,554	41,852	11,953
John McGhee	National officer	7,546	41,852	14,588
David Green	National officer	7,519	41,852	9,418
Paul Woolstenholmes	National officer	7,509	41,852	3,701

Note: Full-time officials currently pay 11% of salary in employee pension contributions. The executive council is currently reviewing the pension provision for full-time officials.

Members of the executive council

For the year ended 31 December 2014

Benefits

Name	Office held	Officials' allowance £
A. McLean	President	10,150
J. Barbour	EC and vice-president (to 19 October 2014)	7,027
I. Murray	EC and vice-president (from 20 October 2014)	7,669
D. Limer	EC and national treasurer	8,772

The following executive council members were paid an officials' allowance at the rate of £7,395 per annum:

R. Robertson	J. Parrott
J. Quinn	R. Matthews
A. Noble	T. McFarlane
K. Brown	S. Riley
B. Downey	T. Mitchell
G. Mayos	J. Arnold
K. Handscomb	
I. Leahair	

Note: The union made reimbursement to local authorities of £730,543 (2013 – £895,211) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the certification officer (who is an independent officer appointed by the secretary of state) and the police.

Where a member believes that the financial affairs of the union have been conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

The above statement is taken from the certification officer website.

Section



Obituary

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

2013

Forename	Surname	Region	Brigade	
David Mackinnon	Kelly	1	Scotland	
Alexander Michael	Parlane	1	Scotland	
David Andrew	McDougall	1	Scotland	
Alan Robert	Adair	2	Northern Ireland	
Stephen Alexander	McDowell	2	Northern Ireland	
David Royston	Lewis	3	Tyne and Wear	
Antony James	Moore	4	South Yorkshire	
Ian Paul	Daddy	4	Humberside	
Neil David	Coates	4	North Yorkshire	
Jamie Neil	Horrocks	5	Greater Manchester	
Andrew Steven	Donker	5	Greater Manchester	
Stephen Alan	Hunt	5	Greater Manchester	On duty
Gordon	Bosward	5	Cumbria	
Lee Colin	Hughes	5	Greater Manchester	
Carl Geoffrey	Davies	5	Greater Manchester	
Andrew Peter	Norman	6	Leicestershire	
Philip Norman William	Nesbitt	6	Leicestershire	
James Anthony	Greally	7	West Midlands	
Wyn	Cornelius	8	Mid and West Wales	
Gareth	Davies	8	Mid and West Wales	
Terence John	Copping	9	Hertfordshire	
Martin Robert	Sibley	9	Essex	
Robert Edward	Pope	10	London	
David Andrew	Cox	10	London	
Robert John	Breeding	12	Buckinghamshire	

The executive council records with deep regret the deaths of the following members:**2014**

<i>Forename</i>	<i>Surname</i>	<i>Region</i>	<i>Brigade</i>
Alan Martin	Brown	1	Scotland
Paul Kenneth	Stewart	2	Northern Ireland
Nial Alexander	Hamilton	2	Northern Ireland
Richard James	Kelly	3	Cleveland
John Anthony	Hoban	3	Durham
Peter Cameron	Brown	3	Durham
Penelope Jayne	Steele	3	Tyne and Wear
Paul Andrew	Watson	3	Northumberland
Robert	Gallant	4	Humberside
Martin William	Biglin	4	Humberside
Peter	Oxley	4	Humberside
Paul John	Ashton	5	Merseyside
Paul James	Cockburn	7	West Midlands
Ceri Huw	Owens	8	South Wales
Joseph	Keighley	9	Essex
David Christopher	Longe	10	London
Mark David	Breeden	10	London
James Alexander	Bruff	10	London
Prince Theophilus	Gordon	10	London
Darren Allan	Laimbeer	10	London
Gary John	Prunty	11	Kent
Clifford	Cox	11	Surrey
Peter Michael	Cresswell	11	Surrey
John	Isham	12	Isle of Wight
Keith William	Dunstan	13	Devon and Somerset



Fire Brigades Union

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