



# PRELIMINARY AGENDA

**Fire Brigades Union**  
**91st Conference, Brighton**  
**5th, 6th, 7th and 8th June 2018**

## FIREFIGHTERS



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**FIRE BRIGADES UNION CENTENARY 1918-2018**

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# PRELIMINARY AGENDA

FIRE BRIGADES UNION

Bradley House  
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Surrey KT2 7AE

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

## FIREFIGHTERS



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**FIRE BRIGADES UNION CENTENARY 1918-2018**

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# **PAY AND CONDITIONS**

## **1. RETAINED DUTY SYSTEM (RDS) PAY INCREASE**

Conference recognises that the current Annual Retaining Fee can no longer be deemed acceptable as it fails to adequately compensate for the commitment of RDS personnel, the disruption to their family life, the adverse impact on their primary employment and the increasingly high expectations from Fire and Rescue Employers.

Conference therefore instructs the Executive Council to use all necessary resources to negotiate and agree a substantial increase to the Annual Retaining Fee paid to RDS employees. This should be a minimum of 40% of the appropriate annual basic pay of the whole-time equivalent for 100 hours per week availability.

**NORTHERN IRELAND**

## **2. EMERGENCY FIRE CONTROL**

Conference recognises the vital, lifesaving role that Members in Emergency Fire Control give to the Fire and Rescue Service. This is highlighted at incidents such as the house fire in Warminster on 18 December 2017 when Fire Control gave lifesaving advice to a woman trapped by the fire and made sure she was by a window so that firefighters could carry out an immediate rescue on arrival. Conference recognises that this incident, which is in the finest lifesaving traditions of the Fire and Rescue Service, has been replicated on numerous occasions across UK Fire and Rescue Services.

Conference therefore demands that the Executive Council mount an immediate campaign to raise political awareness of the lifesaving work of Emergency Fire Control with the aim of achieving a rate of pay for Emergency Fire Control Members which is the same as that of the equivalent pay rate for firefighting roles.

**DORSET & WILTSHIRE**

### **3. FUNDING OF COUNCIL FIRE AND RESCUE SERVICES**

County Council Fire and Rescue Services are facing a greater financial crisis due to the simply devastating austerity cuts heaped upon the public services. These services have no ability to hold or use reserves and have limited funding income locally, these services are at breaking point forcing the downgrading and closing of fire stations.

Conference demands that the Executive Council negotiates at the NJC to secure recognition of the extreme funding differences of County Council Brigades compared to Fire Authorities, Metropolitan Authorities and other types of Authorities and seek agreement from the NJC to resolve this issue.

CUMBRIA

### **4. SHIFT SYSTEMS**

Conference opposes the opportunistic methods employed by Brigades to impose an agenda of cuts to operational staff in the name of modernisation. Conference instructs Officials that when a Fire and Rescue Service conducts a review of shift systems this must be done in a holistic way across the service, from top to bottom rather than simply target the operational crews in isolation. Conference also instructs Officials that all proposed shift systems for Grey Book staff must adhere to the principles of Grey Book shift systems and be compliant with the Service's Integrated Risk Management Plan.

HEREFORD & WORCESTER

### **5. FACILITY TIME FOR BRIGADE OFFICIALS**

Conference recognises the increasing pressures placed upon Brigade Officials. Since the demise of the Central Fire Brigades Advisory Council and national attendance standards being replaced by IRMPs (amongst other factors), Brigade Officials have increasingly found themselves protecting their Members' terms and conditions on a local level. Brigade Officials are often faced with changes to shift pattern, staffing cuts, compromised ridership levels and various other issues. Conference believes that increasingly the future direction of UKFRSs lies with Brigade Officials and that they need greater support to carry out their role. Training and support is provided by the Union, but many Officials do not receive sufficient facility time to deal with these pressures.

Therefore, Conference instructs the Executive Council to raise this issue at the NJC with a view to seeking better agreements for Brigade Officials' Trade Union facility time.

SHROPSHIRE

## **6. WORK OUTSIDE FIREFIGHTER ROLEMAPS**

Conference is concerned that the “duty to collaborate” between emergency services, and Police and Crime Commissioners taking over governance of Fire and Rescue Services, will put increasing pressure on our Members to carry out new work which may not fall within the firefighter rolemaps.

Conference deplores the decision of some Brigades to mobilise crews to searches for “missing persons” (MISPERs). These incidents are often not of an emergency nature and Conference strongly believes that this work falls outside the firefighter rolemaps and therefore should be negotiated at the NJC, similar to that of EMR.

Conference believes that these MISPER incidents are only one example of potentially many future challenges to the work of firefighters. To meet this challenge, Conference instructs the Executive Council to put the following in place:

- Training for Brigade Officials to better understand and interpret the rolemaps
- Training and support for Brigade Officials to be able to resist efforts from Brigades to introduce work that does not fit within the rolemaps.

SHROPSHIRE

## **7. STANDARD RANK STRUCTURE**

Conference, to support the safe control of firefighting operations there needs to be a drive to stop the creation by Fire and Rescue Services around the UK of roles/ranks that sit outside any agreed framework.

Conference would like to see all fire and rescue services operating within the same rank structure, rank to role has resulted in a rush to the bottom with different interpretations around UK Fire and Rescue Services.

Conference supports a campaign by the FBU to get back a standardised rank structure for UK Fire and Rescue Services.

OFFICERS NATIONAL COMMITTEE

## **8. DUTY SYSTEMS**

Conference notes the varied nature and number of shift patterns in operation throughout the United Kingdom Fire and Rescue Services.

Furthermore, that some shift patterns exist with collective agreement and some exist without.

Conference therefore asks that an audit is undertaken of individual Brigades to ascertain the structure of all shift systems and whether or not such systems are working by collective agreement. The findings of the audit will be produced in a report by January 2019 and a strategy developed to assist Brigade Officials in resisting trials of shift patterns which are not in accordance with Section 4, Part A, Paragraph 7 of the national conditions of service (Grey Book).

**SOUTH YORKSHIRE**

## **9. 24/72 DUTY SYSTEM**

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

Conference acknowledges that 24 hour duty systems are being worked by Fire and Rescue Services in the UK.

These duty systems have become very popular with FBU Members working the 24 hour shift pattern. The 24/72 Duty System can provide substantial financial and work life balance benefits, while stopping cumulative shift effect.

Conference agrees to allow Brigade Officials the ability to negotiate on a 24/72 duty system.

**NOTTINGHAMSHIRE**



## **10. GREY BOOK RATES OF PAY**

Conference condemns the prolonged and sustained financial attacks from successive governments on the UK Fire and Rescue Services. Chief Fire Officers and Fire Authorities consistently 'fall into line' with the budgetary settlements being forced on them by the current Westminster Government without any attempt to fight back.

These 'cuts' are regularly being made to frontline firefighter posts through the changing of duty systems. A reluctance to recruit has led to many Fire and Rescue Services reducing their establishment levels through retirements.

To compensate for these reductions in staffing levels, Chief Fire Officers are now introducing policies to cover shortfalls in crewing through the use of firefighters working in excess of their Grey Book contractual hours for flat rate pay.

Conference calls upon all Members at all levels of the Fire Brigades Union to refuse to work additional hours for rates of pay that are not in accordance with the Grey Book conditions of service.

NOTTINGHAMSHIRE

## **11. RETAINING FEE**

Conference notes the decision made by Conference in 2009 in respect of Resolution 18 on the Retaining Fee, moved by the National Retained Committee. Conference also notes the position taken in respect of pay last year.

The current and inadequate Annual Retaining Fee is still no longer deemed to be acceptable to our Retained Duty System (RDS) Members. It still fails to recognise the commitment of RDS firefighters, the disruption to their family life, the adverse effect on their primary employment and the increasingly high expectations from Fire and Rescue Service Employers. More worrying still, in many Brigades, the retention of RDS firefighters is becoming increasingly difficult with more leaving than joining. Taking a look at our own RDS membership over the last eight years will highlight this trend.

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

NATIONAL RETAINED COMMITTEE

## **12. AUDIT OF PART-TIME WORKERS CONDITIONS**

Conference tasks the Executive Council to undertake an audit of UK Fire and Rescue Services to ascertain to what extent that each is complying with their legal requirements under part-time workers legislation. That a subsequent report be generated and circulated not later than 12 months from the end of this Conference.

NATIONAL RETAINED COMMITTEE

## **13. FIRE AND RESCUE SERVICE APPRENTICESHIPS**

Conference notes that increasing numbers of Fire Services are looking to adopt apprenticeship schemes leading to direct entry into a firefighter role. While this is an opportunity to secure and protect future establishments and save resources on Fire Service recruitment in the long term, it is important that our Union Officials are engaging with Fire Service Managers to ensure the best terms and conditions for apprentices.

Also as important is the recognition that apprenticeships can be an important tool in addressing the lack of diversity that still blights UK FRSs. The right outreach strategy for advertising apprenticeships has the potential to ensure that all Members of our communities can be made aware of this opportunity for a career in the operational Fire Service.

Conference calls upon the Executive Council, in consultation with the other equality sections, to produce an FBU Best Practice document on FRS Apprenticeships. This will assist our local and Regional Officials in any discussions with FRS management on the structure of their local apprenticeship schemes and to demand that diversity in local schemes is a priority. The guidance to be produced before Conference 2019.

B&EMM NATIONAL COMMITTEE

## 14. PAY STRATEGY

Conference notes the following:

- i) The Executive Council Policy Statement on 'Firefighters Pay' 2017, in particular the part which states:
  - "2. The union will launch a campaign, lobbying MPs and the employers, to explain how firefighters' pay has fallen behind in recent years*
  - 3. The FBU will consult members via brigade committees and other channels in order to determine how to develop wider campaigning on pay*
  - 4. The FBU will continue to work with the other unions and the TUC/ STUC/ICTU on a campaign to 'break the pay limit'."*
- ii) The absence of a significant 2017 pay offer to address the years of pay restraint faced by FBU Members.
- iii) The absence of any agreeable pay offer to consider the expansion of NJC rolemaps in line with the wider workstreams.

Therefore Conference demands that the Executive Council immediately begin to formulate a wider strategy/campaign on pay as per the 2017 Conference position, via membership consultation, and in doing so consider all political and industrial avenues available to us, including industrial action.

NORFOLK

## 15. PAY

Conference notes the negotiations undertaken to date in relation to pay. Conference also notes Conference policy in relation to the work undertaken to explore broadening the role of a firefighter.

Conference acknowledges the real anger felt from our Members towards a Government that they view as wholly ambivalent to the work undertaken by our Members during the workstream trials.

Conference also acknowledges the anger felt by our Members due to Government policies forcing a £2500 real term pay cut on them over recent years.

Conference instructs the Executive Council that in the absence of a negotiated pay settlement acceptable to our Members for 2017/18 that a ballot for industrial action is commenced.

GMC

## **16. UNRESTRICTED AND UNCONDITIONAL PAY WHEN DIAGNOSED WITH A PROGRESSIVE OR LIFE THREATENING CONDITION**

Conference recognises the devastating impact that being diagnosed with a progressive or life threatening condition such as cancer or Parkinson's disease can bring to an individual and their family.

Not only is it a mental drain but the financial implications whilst someone receives their treatment can become overwhelming.

Conference urges the Executive Council to work with Employers to recognise such illnesses in the same way that injuries in the workplace are recognised and guarantee that disability leave and full pay are given to that individual.

**NORTHUMBERLAND**

## **17. MATERNITY PAY AND CONDITIONS**

Conference is disappointed to have to raise this once again, the subject of the basic levels of maternity pay provided in most UK Fire and Rescue Services (FRSs). The issue of discrepancies across UK FRSs in the financial provision within maternity policies is extreme. In an FRS where the basic or statutory minimum pay is provided, women lose 10% of their pay as soon as they commence maternity leave. This only lasts for 6 weeks when they lose a further 40% going onto half pay for the rest of their ordinary maternity leave, which is usually 33 weeks.

Several FRSs have negotiated improved policies for pregnant staff and have used the NWC FBU Model Policy: Negotiating Maternity, Paternity and Adoption Rights, as a basis for negotiations. Many FRS women and families have benefitted from this. If women are truly valued in the FRS community, then pregnancy and maternity needs to be revisited and better financial provision should be at the heart of every FRS policy.

Conference calls on the Executive Council, with support from the NWC, to immediately enter into negotiations with our employers to update and increase the minimum maternity pay and to also update the wording in the Grey Book, to include legislative changes, terminology, changes to parental leave and the inclusion of fertility treatment. This would provide the opportunity to have a more consistent and fair approach to maternity and related topics for all our Members.

**NATIONAL WOMENS COMMITTEE**

## **18. MISSING PERSONS**

Conference is aware that several Brigades across the country are currently responding to 'Missing Persons' calls to assist the police.

Conference believes that responding to these 'Missing Persons' incidents does not fall within the firefighter rolemap, therefore Conference calls on the Executive Council to raise this issue with the National Joint Council to agree a national position on this issue.

WARWICKSHIRE

## **19. CONTRACTS OF EMPLOYMENT**

Conference is appalled that various Fire and Rescue Services (FRSs) have resorted to issuing contracts of employment to new entrants that contain non-Grey Book and consequently unagreed conditions of service.

Those FRSs have done this without attempting any negotiation with the FBU either locally or nationally which is in itself contrary to the protocol for Good Industrial Relations contained within the Grey Book.

Conference recognises that this issue has national ramifications and as such instructs the Executive Council to adopt a national strategy that will direct and assist local Officials as and when this arises in their respective Brigades. This strategy should include consideration of appointing Head Office Officials to assist in that Brigade and also a model template for correspondence and a plan of action.

Conference also instructs the Executive Council to immediately contact the NJC Employers National Joint Secretary with a view to achieving an assurance that all FRSs will abide by the agreed National Conditions of Service as described by the Grey Book and associated NJC circulars.

Any failure or refusal of the NJC in that regard will result in an immediate recall of Conference with a view to commencing a national dispute which may include industrial action up to and including strike action.

MERSEYSIDE

## **20. CONTRACTS OF EMPLOYMENT**

Conference is alarmed at the issuing of contracts of employment to FBU Members which are in direct opposition to the agreed NJC rolemaps.

Conference notes that it is not in the gift of Principal Officers, Fire Authorities or any other governance model of the Fire Service to unilaterally change the role of a firefighter and/or firefighter control at a local level. Any expansion of the role that FBU Members perform must be done through the NJC and ultimately agreed by the democratic mechanisms of this Conference.

Conference also notes that the potential expansion of FBU Member roles has been the subject of 5 workstreams and a series of nationally agreed trials, which raised many serious issues and concerns, with most of these serious issues and concerns yet to be resolved to the satisfaction of the majority of FBU Members.

Conference is concerned that the issuing of non NJC compliant contracts of employment is a direct attack on collective bargaining at a national and local level and see it as a clear indication that some Fire Service Employers have no intention to participate and adhere to national negotiations at the NJC or the NJC itself and failing to adhere to NJC Circular 09/05.

Conference demands that the Executive Council raise the subject of contracts of employment at the NJC immediately and issues a joint statement condemning contracts of employment containing contractual requirements which sit outside NJC rolemaps.

Conference also demands that the NJC conducts a full national audit of contracts of employment to understand the scale and depth of the problem.

Conference instructs the Executive Council to issue a clear position to all Chief Fire Officers that any attempts to circumnavigate collective bargaining and broaden the role of FBU Members without a national collective agreement will be responded to with all options considered; including local industrial action.

**WEST MIDLANDS**

## **21. NATIONAL OVERTIME/ADDITIONAL HOURS BAN**

Conference is extremely concerned by the ongoing cuts to frontline fire provision across the UK. These cuts affect negatively both firefighter and public safety.

Fire and Rescue Services are increasingly using overtime and single rate additional hours to 'prop up' staffing following cuts to frontline staffing numbers. Using overtime and additional hours over a long period of time leads to a smaller workforce, lower pay, working longer hours and a block on recruitment.

Conference therefore calls on the Executive Council to ballot FBU Members as soon as possible with a recommendation to invoke industrial action in the form of a national overtime and additional hours ban.

CLEVELAND

## **22. ANNUAL LEAVE**

Conference notes that the Grey Book was last updated in 2009 with some additions and amendments in the intervening period and up to the current date. However, Members have raised concerns that the current legal minimum leave entitlement has increased and that the Grey Book is potentially now not compliant with current legislation.

The Grey Book provides Members, Officials and Fire and Rescue Services with a clear framework with which to work from, setting out minimum terms and conditions for our Members. In order that FBU Officials and Fire and Rescue Services are clear on the legal minimum requirements, the Grey Book must reflect all current legislation.

Conference instructs the Executive Council to carry out the following:

1. Conduct a review of the Grey Book in its entirety checking for compliance with current employment legislation.
2. Review all current Fire and Rescue Services leave policies and local agreements to ascertain if leave provision is compliant with current legislation.
3. Subject to the outcome of the above reviews, raise the issue of leave entitlement with the National Joint Council with a view to amending the Grey Book where necessary and ensuring it is compliant with current legislation.

LINCOLNSHIRE

## 23. TRADE UNION FACILITIES (FULL-TIME EMPLOYEES)

Conference notes Section 4, Part C, Paragraph 28 of the Grey Book (as amended by CIRCULAR NJC/04/11) which states:

*“28. Where a **part-time employee** (including an employee on the retained duty system) attends a joint consultative or negotiating meeting outside of his or her normal working time the time spent at the meeting should be paid or time off in lieu granted. Where a retained duty system employee attends such a meeting and receives payment instead of time off in lieu they shall be paid at the appropriate basic hourly rate for his/her role”.*

Conference recognises and applauds the vitally important contribution that part-time employees make to the work of the Union and insists that they should continue to be remunerated in keeping with Paragraph 28.

Conference also recognises that whilst full-time employees may be afforded facility time to carry out their trade union duties, they may not be fully released from their primary employment to do so and may therefore occasionally find themselves compelled to attend consultative or negotiating meetings outside of their normal working time.

Conference insists that full-time employees be treated in the same way as part-time employees in this respect and therefore demands that Paragraph 28 be amended to read:

*“28. Where **an employee** (including an employee on the retained duty system) attends a joint consultative or negotiating meeting outside of his or her normal working time the time spent at the meeting should be paid or time off in lieu granted. Where a retained duty system employee attends such a meeting and receives payment instead of time off in lieu they shall be paid at the appropriate basic hourly rate for his/her role”.*

NORTH WALES



## 24. SHIFT DUTY SYSTEM

Conference notes there are currently a large variety of different shift duty systems being worked throughout UK Fire and Rescue Services. Some of these duty systems comply with Section 4, Part A, Paragraph 3 of the National Conditions of Service (Grey Book) and some do not.

Resolution 5 from Devon and Somerset carried at Conference 2017 stated:

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

Conference therefore instructs the Executive Council to carry out objective research into the different duty systems being worked in UK Fire and Rescue Services and produce a report of its findings. This research should look into whether these systems follow the principles set out at Section 4, Part A, Paragraph 3 of the National Conditions of Service (Grey Book) and should also consider whether or not there are benefits to shift systems that do not comply with the existing national duty systems set out at Section 4, Part A, Paragraph 7 of the National Conditions of Service (Grey Book). The report should be made available by December 2018 in time for it to be considered by the Executive Council and Conference 2019.

HUMBERSIDE

# PENSIONS

## 25. GREY BOOK REDEPLOYMENT

Conference notes the worrying lack of Grey Book redeployment opportunities both locally and nationally for Members who are no longer able to maintain their physical fitness.

Conference Policy 2005 states that should redeployment of an FBU Member be required, then that redeployment will be within their existing rolemap, as a minimum, thereby maintaining the same terms and conditions.

When the Westminster Government introduced the New Firefighters' Pension Scheme (NFPS) on 6th April 2006 a promise was given that there would be sufficient redeployment opportunities for firefighters who could not maintain operational fitness. Penny Mordaunt the Fire Minister in 2015 also gave assurances over redeployment opportunities for firefighters unable to maintain fitness.

Conference instructs the Executive Council to:

- Establish the current number of Grey Book redeployment opportunities nationally
- Reinforce and restate the 2005 Conference Policy position with the Employers via the NJC
- Hold the Government to account on its failure to meet the assurances given in the 2006 Pension Scheme proposals.

This work should be concluded prior to the next FBU Conference and reported to all Officials.

GMC

## 26. PENSIONS

Conference notes Emergency Resolution 4 – Firefighter Pensions in the Aftermath of the General Election, passed by Conference 2015.

Conference further notes the inequity in actuarial reductions imposed by the Westminster Government.

Conference agreed; 'The FBU message to the new Westminster Government and to other governments is that we are not going away and we will continue to fight for pensions for firefighters which properly reflect the challenges of their occupation.' And that 'Conference reaffirms that the FBU's pension dispute is not resolved and our campaign will continue.'

Particularly, Conference notes that it is still the case that; 'The pension schemes remain unfair, unworkable and contain different elements in Northern Ireland, Scotland, Wales and England, which ultimately result in different benefits for firefighters.'

Conference reaffirms that the FBU's pension dispute is not resolved and our campaign will continue.

Therefore, Conference instructs the Executive Council to reinvigorate our political campaign and political work with sympathetic MPs and other political representatives.

Conference further instructs the Executive Council raise with the Westminster Government, as a matter of urgency, the inequity in actuarial reductions across the different schemes.

ESSEX

# OPERATIONS, HEALTH AND SAFETY

## 27. NATIONAL STANDARDS FOR WORK-RELATED MENTAL HEALTH ISSUES

Conference recognises the stressful circumstances that FBU Members can be exposed to at work and the detrimental impact to their mental health such exposure can have.

Conference also notes that there is no national standard relating to how UK Fire and Rescue Services should respond to work-related mental health issues.

Conference therefore instructs the Executive Council to lobby employers to secure national standards to deal with Members who suffer with work-related mental health issues.

NORTHERN IRELAND

## 28. MENTAL HEALTH, WORKING WHILST UNWELL

Research has indicated that LGBT people are up to three times more likely to suffer from a mental health condition than the rest of society.

Conference suspects that the actual impact of mental health illness is unseen for reasons such as stigma around mental wellbeing and draconian workplace sickness and absence policies that seek to persecute employees for being ill.

As a consequence of further stigma around sexuality and gender identity the impact on LGBT members is likely to be disproportionately higher.

Whilst conference acknowledges that the impact of mental illness on LGBT members may be higher, research on the overall impact on all our Members is needed.

Conference calls on the Executive Council in conjunction with the Health and Safety Committee to develop a membership survey to primarily establish evidence around the following questions:

1. How many Members are suffering or have suffered a mental health related illness?
2. Is the illness work related?
3. Have they ever gone to work whilst they have felt sufficiently unwell to perform their duties?

Conference acknowledges that whilst conducting such a survey it may be an opportunity to ask the membership other health related questions and would leave these to the discretion of the Executive Council and Health and Safety Committee.

LGBT COMMITTEE

## **29. INFECTIOUS DISEASES, PROTECTING OUR MEMBERS**

Over a decade ago a policy was developed by the LGBT Committee for use by our Members and Officials when dealing with issues around potential infection from HIV and other infectious diseases.

Since the policy was released, advances have been made in the prevention and treatment of such diseases and Conference believes that it is time for the policy to be reviewed.

Conference calls on the Executive Council to liaise with the LGBT Committee with a view to updating the policy.

LGBT COMMITTEE

## **30. FIRE APPLIANCES USED AS AMBULANCES**

This Conference is angered by the lack of real investment by Central Government into the NHS generally and the Ambulance Service specifically and will stand side by side with our sisters and brothers in their respective Unions' campaigns to raise investment into those vital public health sectors.

However this Conference is outraged by the fact Fire Appliances have been used to transport victims of incidents to hospital.

It should be noted that no blame is put on FBU Members on making such a difficult moral decision.

Therefore this Conference calls on the FBU to enter into talks with our Employers National representatives regarding the ending of this draconian and dangerous but well-meaning act, with an aim of producing guidance issued to local FRSs which would discourage such use of appliances.

WEST YORKSHIRE

## **31. MENTAL HEALTH, NATIONAL POLICY AND GUIDANCE**

With the dramatic rise in mental health issues and the better recognition of signs and symptoms within some Fire and Rescue Services, Conference is concerned that this issue is not being addressed with the same seriousness across all services in the UK.

Therefore Conference demands that the inclusion of the recognition of mental health issues in the Fire and Rescue Service be included within the Grey Book. A national policy and guidance be produced and circulated to all services in the UK. This should include the minimum training that should be provided.

CUMBRIA

### **32. CANCER SCREENING OF FIREFIGHTERS**

With the rise of cancers within the Fire and Rescue Service which is above the national average for other workers, Conference believes it is time that recognition of this should be within the Grey Book and free testing be offered to staff.

Therefore Conference demands that the Executive Council negotiates at the NJC (to include within the Grey Book) the right to free cancer screening and treatment, and also exemption from sickness monitoring and capability procedures of all cancers. This will be made available for firefighters who are regularly exposed to hot fire conditions and also for those who have been exposed within their career to these hot fire conditions.

CUMBRIA

### **33. MENTAL HEALTH**

Conference commends the Executive Council on the production of the Mental Health guidance document and recognises the importance of its content, but feels much more can be done. There is too much expectation still put upon the individual to recognise the condition of their own mental health. With 1 in 4 predicted to suffer from a mental illness at some point in their lives, Conference instructs the Executive Council to allocate funding for FBU mental health services, specifically reinstating the confidential call line, and to investigate further ways in which support can be provided to our Members.

HEREFORD & WORCESTER

### **34. FIREFIGHTER FITNESS TRAINING TIME**

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

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

NATIONAL RETAINED COMMITTEE

### **35. TOXINS IN THE WORKPLACE**

Conference recognises the lack of movement nationally in the drive to tackle toxins in the workplace.

Research internationally has shown that toxins are a link to many workplace cancers and in those countries steps have been taken to overcome these issues. The current research is not recognised by UK Fire and Rescue Service employers, this should be questioned and acted upon.

Conference urges the Executive Council to work with Employers to recognise this research and act upon it in the same way that other international Fire and Rescue Services already have.

**NORTHUMBERLAND**

### **36. OCCUPATIONAL STRESS VALIDATION**

Conference recognises that increasing occupational stress levels continue unabated across all levels of membership. The resulting levels of mental ill-health remain a serious and debilitating consequence for an unprecedented number of Members.

Occupational pressure of increased workloads and expectations during times of severe reductions in pay, funding, resources and personnel are clear contributors to poor mental health.

Conference urges the Executive Council to work with Employers to recognise occupational stress as an illness or injury arising from authorised duty whilst agreeing clear definitions around such conditions and effects.

**NORTHUMBERLAND**

### **37. WOMEN'S-FIT PERSONAL PROTECTIVE EQUIPMENT AND WORKWEAR**

Conference is concerned at the ongoing issue around the total lack of proper women's-fit Personal Protective Equipment (PPE) and workwear uniform. Complaints from our women Members centre on gloves that are too big, shirts that are too long, no women's fit shoes and completely inadequate PPE. This is a health and safety issue but it also puts our women Member's in a difficult position by having to complain. Positive Action is high on the agenda nationally yet services up and down the country are not showing the duty of care, its legal obligation to women by providing them with correct fitting PPE and workwear uniform.

Our uniform and PPE is the first line of defence and protection that should be afforded to us as a given. A one size fits all attitude is not acceptable and the health and safety of all our Members is paramount, yet our Members' safety is being compromised.

Conference calls upon the Executive Council to put immediate pressure on services to resolve this issue as a matter of priority and make sure all forms of uniform and PPE provided comes in correct fitting sizes for women and all our Members.

NATIONAL WOMENS COMMITTEE

### **38. FITNESS TESTING**

Following on from the Firefit Conference and a notable increase in social media activity around the drill ground assessment and recommended strength test we recognise those who carried out the original research have a vast knowledge but the research has failed to take into account an ageing workforce and a more diverse subject base should have been utilised for the original research.

Firefit have recently asked Fire and Rescue Services to support further research and Conference asks that the Executive Council immediately:

- engages in this research through Brigade, Regional and National Officials
- engages with the NWC
- publically supports this research.

This further research is to ensure a full and diverse subject base is used in the future.

NATIONAL WOMENS COMMITTEE



### 39. FIREFIGHTER FITNESS

Conference is concerned regarding the introduction of the 'Drill Ground Assessment' test and its apparent correlation to the cardio-respiratory fitness standards ( $\text{VO}_2$  max).

Conference recognises that firefighters should have sufficient levels of cardio-respiratory fitness, strength and muscular endurance to enable them to carry out their tasks safely and effectively. Conference further recognises that fitness levels decline with age though this may be mitigated by fitness training and maintaining a healthy lifestyle.

The introduction of  $\text{VO}_2$  max as a firefighter aerobic fitness measure is welcomed particularly in light of the research published by Edinburgh University in 2017 and the direct link to potential cardiac arrest which has also been identified by other prominent academics in the field of fitness.

However, the manner in which Fire and Rescue Service's test firefighters  $\text{VO}_2$  max remains a concern and it appears that there is a plethora of different fitness testing occurring throughout UKFRSs.

The FBU issued advice to Brigade Secretaries through a Head Officer circular in December 2016 in which it was stated;

*As part of the development work on the drill ground assessment, firefighters were taking part in trials designed to provide evidence to show what pass mark time equated to an individual having a  $\text{VO}_2$  of 42.3. These trials involved a range of firefighters of all ages and gender undertaking the drill ground assessment. After a considerable amount of work, evidence has demonstrated that the pass time for the drill ground assessment is 11 minutes 11 seconds.*

The concern is that despite the evidence mentioned within the circular firefighters are reporting that they are unable to complete the test within the specified time despite having a  $\text{VO}_2$  max far exceeding 42.3.

This becomes particularly difficult when Officials are attempting to achieve the FBU stated position that any firefighter who cannot achieve a  $\text{VO}_2$  max of 42.3 be removed from operational duties until such time as they can pass the drill ground assessment as indicated within the flow chart attached to the circular.

Conference recognises that functional testing should run alongside the current surrogate tests designed to ascertain  $\text{VO}_2$  max but they should not form the basis of a hybrid functional fitness/ $\text{VO}_2$  max test where practice and technique can be the difference between a pass and a fail.

Conference calls for the link between functional testing and cardio-respiratory ( $\text{VO}_2$  max) testing to be removed and further instructs the Executive Council to carry out a review into both functional and cardio-respiratory testing around the country to ensure that national standards are developed and adhered to.

MERSEYSIDE

#### **40. MENTAL ILL HEALTH FBU OFFICIALS AND REPS**

Conference notes that 1 in 4 people will be affected by mental ill health at some point in their life. Mental ill health can affect a person's ability to cope with the demands of everyday life. Work can be the catalyst for fire service personnel where mental ill health can be directly attributed to repeated exposure to traumatic incidents and events, the impact of physical injuries and work load pressures. Fire and Rescue Services throughout the country are recognising the effects of mental ill health on their employees, many are pledging to support their employees by signing up to the Mind Blue Light campaign and similar mental health support services.

FBU Reps and Officials are not excluded from this 1 in 4 count. The very nature of an FBU Rep role is to represent, support and advise our Members with FBU Reps holding these duties in the highest regard. The FBU Rep is the active listener to Members' concerns, issues and hardships. Discipline and capability cases are often complex and require a high degree of research, planning and preparation where Reps will work around the clock to provide the strongest defence. The pressure to achieve acceptable negotiations between FBU Reps and Employers within the current political climate are virtually impossible. Failed or unacceptable negotiations still have to be communicated to Members and the messenger (the Rep) is often in the firing line from frustrated Members following poor Employer decisions or decisions that the employee disagrees with. There have been cases where Reps have had no option but to resign from their duties, some have had duties removed from them for failing to perform. Reps have been isolated/victimised/bullied by Employers just for carrying out official duties. Reps will often turn to their Branch Secretary or another Rep for advice when dealing with these complex issues. While this unofficial route serves a purpose for the short term or quick wins and advice it is recognised that there is no such qualified network available to our Reps currently that aims to monitor and support our Reps for the long term. With this in mind it is vitally important that we take into consideration the mental wellbeing of our FBU Reps and Officials, to provide a qualified support network.

Conference asks the Executive Council to explore the feasibility of adopting an official mentoring programme that will be issued to all Reps in a bid to support them throughout their role. Supporting such a programme will show its dedicated Reps that the Executive Council are serious in supporting mental health within the Union structures.

LANCASHIRE

#### **41. LINE RESCUE STANDARDS**

Conference is concerned that there is a difference in standard operating procedures, and therefore safety, across different Fire and Rescue Services in the UK regarding the provision of line rescue services. Consequently, this Conference is also concerned that some Members are being put at more risk of accident and injury whilst carrying out line rescue duties than others.

Conference therefore calls upon the Executive Council to carry out a survey of all UK Fire and Rescue Services via FBU structures on Line Rescue Policies and Procedures in order to compare all and produce an FBU best guidance document on Line Rescue Procedures and Safety by FBU Conference 2020

CLEVELAND

#### **42. BA GUIDELINES**

Conference notes that across the country Fire and Rescue Authorities have been considering the removal of BA Guidelines and in some cases have already removed them from frontline appliances.

Thermal Imaging Cameras (TICs) have become important tools to firefighters and Junior Officers, but they do not fulfil the critical role a guideline fulfils for access and egress into complex premises. Therefore TICs cannot be suggested as a control measure for the removal of guidelines.

Conference instructs all Officials of this Union to oppose the removal of these safety critical pieces of equipment.

LINCOLNSHIRE

#### **43. MENTAL HEALTH RELATED TO THE WORKPLACE**

Conference is concerned that mental health related to the work place is on the increase and is affecting our Members' health and wellbeing. The Health and Safety Executive figures show that stress is more prevalent in public service industries which includes the Fire and Rescue Service.

The Grey Book recognises that an employee on authorised sick leave as a result of an illness or injury arising out of authorised duty shall be entitled to full pay for twelve months. However, it is increasingly difficult for any mental health illnesses or injuries to be recognised within this.

In order to support Officials representing Members with work related mental health, we request that the Executive Council, at negotiations within the National Joint Council, seek to expand the definition to specifically include "mental health" as an injury or illness. This should be placed on the agenda at an appropriate National Joint Council meeting and progress reported back to FBU Conference in 2019.

SCOTLAND

#### **44. WELFARE PROVISION FOR UNION REPS/OFFICIALS**

FBU Reps and Officials are committed to supporting Members and tackling issues that affect them, Conference recognises the excellent work done by Reps and Officials in this regard.

Conference also recognises the excellent FBU Mental Health Awareness course offered to FBU Officials.

Mental ill health can be directly affected by repeated exposure to traumatic incidents, work related pressures and taking responsibility for helping Members through difficult times.

Women in particular have increased pressure of working in a physically demanding role until aged 60, working through menopause, pressures to return to work following pregnancy and post-natal depression.

It is important that we consider the mental wellbeing of our Reps and Officials within our Union and support them as best we can.

Conference instructs the Executive Council to:

- explore the provision of well-being training for all Reps and Officials with a wellbeing section put into appropriate FBU courses starting with the Branch Reps course
- consider a response through identified dedicated regional trauma support officers within the Union structure, utilising, where possible those already in place in Fire and Rescue Services to support Reps and Officials through difficult times
- look at an external provision where no regional trauma support officers can be identified.

**DURHAM AND DARLINGTON**

## **45. WELFARE PROVISION**

Conference notes the heroic actions of both firefighting and control Members at recent traumatic incidents including the tragic Grenfell Tower fire. These traumatic incidents can have a detrimental impact on our Members' welfare and mental health.

Conference also notes the FBU education provided in the form of the excellent Mental Health Awareness course given to Union Officials.

The welfare response from UK Fire and Rescue Services (FRSs), following these traumatic incidents can be varied, often reactive, and given by untrained members of staff, if there is any response at all.

Therefore Conference instructs the Executive Council to:

- survey all UK FRSs to understand the response to mentally traumatic incidents, discover how timely that response is
- ask what training is given to those responders
- survey all UK FRSs to understand what training and education is given to individuals to recognise stress and develop coping mechanisms
- ask what level of training those educators have
- seek to produce a NJC Mental Health best practice guidance with a view to encouraging all UK FRSs to adopt this best practice.

**DURHAM AND DARLINGTON**

# **FIRE AND RESCUE SERVICE POLICY**

## **46. AERIAL APPLIANCES**

Conference notes the vital role of aerial appliances in fire and rescue operations across UK Fire and Rescue Services. These appliances are indispensable across a wide range of tasks and provide firefighters with effective firefighting and rescue capabilities which mitigate damage and save lives. Conference believes that these appliances must be primary crewed in order to ensure rapid deployment and a guaranteed attendance at incidents.

Conference believes it is a disgrace that so many of these appliances have seen crewing levels cut due to politically driven budget cuts caused by the Government's austerity programme. Conference applauds Fire Brigades Union Brigade Committees who have fought such cuts but recognises that centrally driven budget cuts by Government require a national campaign of defence. Conference therefore demands that the Executive Council launch a national campaign which highlights the vital role of aerial appliances within the UK Fire and Rescue Services and the necessity for such appliances to be primary crewed. Conference demands that this campaign has as its aim the provision of additional finance from Government to Fire and Rescue Services to provide for primary crewing of aerial appliances.

**DORSET & WILTSHIRE**

## **47. PRIMARY CREWING OF AERIAL APPLIANCES**

Conference notes how cuts have impacted upon public and firefighter safety including through the practice of not primary crewing aerial appliances on wholetime stations. Conference therefore instructs the Executive Council to lobby employers to secure a national standard that will ensure aerial appliances across the United Kingdom are primary crewed.

**NORTHERN IRELAND**

#### **48. NATIONAL STANDARDS FOR PROMOTION**

Conference, the process for promotion within UKFRSs used to be standard, fit for purpose, transparent and available for all who wanted to participate.

Since the removal of statutory examinations, individual Fire and Rescue Services have been able to set their own standards and processes that are determined locally, often without any consultation or involvement of the FBU.

Conference calls for the Executive Council to work with all UK Fire and Rescue Services and other stakeholders to set a national standard and process for promotion at all levels. This process must be transparent, consistent, transferable, related to the role requirements, accessible for all, fit for purpose and suitable to ensure operational safety of firefighters.

OFFICERS NATIONAL COMMITTEE

#### **49. NATIONAL FIREFIGHTER SELECTION PROCESS**

Conference notes that a number of Fire and Rescue Services (FRSs) in the UK have begun to recruit new wholetime firefighters. Conference is concerned that a number of these Fire and Rescue Services have used their own local recruitment process and have failed to implement the “National Firefighter Selection Process”. The “National Firefighter Selection Process” is a DCLG led piece of work developed with the support and assistance of many different groups within FRSs, including the FBU, and published in 2009.

The processes were developed nationally and were put in place to ensure that Fire and Rescue Services had a robust process based around the necessary PQAs, which was equality impact assessed and legally compliant.

Conference believes that a failure to implement the “National Firefighter Selection Process” by an FRS could lead to the dilution of nationally agreed standards for firefighter roles and a potential for firefighters to lack confidence in colleagues recruited by a different FRS.

Conference therefore demands that the Executive Council raise this issue with the NJC and Government and seek an assurance that the “National Firefighter Selection Process” is recommended as best practice for all recruitment within UK FRSs.

DEVON & SOMERSET

## **50. FIRE AND RESCUE SERVICE (FRS) RECRUITMENT**

After years of austerity measures that have seen the Fire Service operating at dangerously low establishment levels, many Fire Services are now looking to recruit firefighters.

The level of BME operational staff remains scandalously low, especially in Fire Services that have a high density of BME in their communities. In many of those services there has historically been little or no regard given to positive action or outreach initiatives that give BME communities an awareness of the Fire Service as a career option.

Conference recognises the work of the Inclusive Fire Service Group and the FBU role on it. We believe that the role of the Union is vital in demanding that the Fire Service takes measures to encourage and increase the numbers of BME staff in UK FRSSs.

Conference calls upon the Executive Council to produce, in consultation with B&EMM, Positive Action and Outreach best practice for our Brigade Officials so that they can demand of local Brigades:

- Positive action and outreach activity prior to all recruitment campaigns that give all in our communities the opportunity to apply for firefighter roles
- Fair and transparent selection processes
- A consistent presence in BME communities so that there is an awareness of a Fire Service career.

This guidance to be produced before Conference 2019.

**B&EMM NATIONAL COMMITTEE**

## **51. DUAL CREWING OF HIGH RISE APPLIANCES**

Conference notes that Chief Fire Officers have made budgetary savings by reducing firefighter numbers. Often it is the case that previously permanently crewed high rise aerial firefighting appliances are now 'dual' crewed.

This has in turn delayed the attendance of these much required specialist resources and when considering the awful recent incidents these decisions must face scrutiny.

Conference instructs all Officials of the Fire Brigades Union to oppose the dual crewing of all high rise aerial appliances and raise immediately with Fire and Rescue Authorities that they are returned to being primary crewed.

**LEICESTERSHIRE**



## **52. NATIONAL PROMOTION PROCESS**

Conference instructs the Executive Council to raise the issue of promotion, along with any associated processes, in UK Fire and Rescue Services with the national employers. This, with a clear position to seek a national standard for promotion across all the Grey Book roles. In turn this will provide a fair and equal system across all Fire and Rescue Services which allows roles to be easily transferable and recognisable across all Brigades.

A report should be presented at Conference 2019, with updates provided through the FBU structure on the progress of this issue.

DERBYSHIRE

## **53. ATTENDANCE TIMES**

Conference notes the devastating effect the Conservative Government's ideological austerity program is having on our public services, including the Fire Service.

The reduction in Government funding for the Fire Service has resulted in a reduction in fire cover and a subsequent increase in risk to both our Members and the public.

Fire Authorities and Chief Fire Officers often implement the reductions through their IRMP, distributing fire cover against demand and not risk, agreeing extensions to attendance times to facilitate the downgrading of fire cover.

Conference instructs the Executive Council to produce an annual report, collating attendance targets and actual performance with the intention of assisting local Officials in their campaigns against cuts.

ESSEX

## **54. CRITICAL ATTENDANCE STANDARDS (CAST) 2018**

Conference previously supported the use of the Fire Brigades Unions' Critical Attendance STandard (CAST) and intervention window methodologies (as recommended in the 2004 Fire Brigades Union National IRMP document) when formulating Brigades IRMP plans. However, in light of significant changes in Fire Service knowledge and procedures, namely Operational Guidance Breathing Apparatus (OGBA), National Operational Guidance (NOG), Incident Command and the significant lessons learnt in tragic events since its inception, there is a need to comprehensively scrutinise and rewrite the FBU CAST document in order to ensure that the content is current and consistent with the needs of the Fire Service today.

Conference calls on the Executive Council to make provision for this work to be completed as a priority in 2018.

MID & WEST WALES

## **55. EMERGENCY INCIDENT COVER BASED ON RISK NOT BUDGET CUTS**

Conference reaffirms its demand that Fire and Rescue Services must implement true life-risk based fire and emergency incident cover as required by the principle of Integrated Risk Management Planning and that this continues to be sustainably funded.

Any review of a Fire and Rescue Services resources and incident cover must not be driven by budget cuts and must be based on risk.

Conference further reaffirms its demands that Brigade Officials and the Executive Council challenge, by judicial review and/or via the HSE, any local cuts that undermine the principle of life risk based fire cover and the safety and security of firefighters and the communities we serve where the evidence clearly supports this.

SCOTLAND

# GOVERNMENT POLICY AND LEGISLATION

## 56. GOVERNMENT PROPOSALS ON GENDER RECOGNITION ACT

In the run up to the 2017 General Election the Conservatives made a pledge if elected to government to reform the Gender Recognition Act making it easier for Trans people to legally register in their gender.

Progressive politics like this from a Conservative Government are unusual and campaigners should be wary of the true agenda. As a result of the proposal there has been some disagreement from campaign groups normally associated with the promotion of equality. Division amongst equality campaigners is good news for the Conservatives and campaigners should be mindful of this potential agenda.

Conference notes that the current Gender Recognition Act does not meet the needs of those it was introduced to afford rights to. Conference welcomes the opportunity to amend the Gender Recognition Act but also that Trans is a complex issue.

The Government has stated their intent to enter a consultation phase around the reform of the Act and there will be opportunity for the Trade Unions to make submissions. Conference calls on the Executive Council to ensure that the LGBT Committee in their advisory capacity are at the core of any recommended submission from the FBU.

LGBT COMMITTEE

## 57. FRONTLINE CUTS

Conference acknowledges the impact that the Government's austerity agenda has had on public services, and how the consequences have been felt by our communities. FBU Officials and Members have worked hard to avoid redundancies and job cuts, but are frustrated that during these times Fire and Rescue Services have seen increases to their budget reserves. Conference instructs that the Executive Council table at the NJC that Fire and Rescue Services adhere to the following as a guiding principle: that Fire and Rescue Services should no longer be allowed to sit on vast reserves whilst continually changing duty systems, reducing crewing numbers on fire appliances and closing fire stations.

HEREFORD & WORCESTER

## **58. GRENELL SCANDAL MUST LEAD TO CHANGE**

Conference believes the Grenfell tower fire of 14th June 2017 was a national scandal, exposing the stark cost of increasing complacency and the need for proper investment, infrastructure and regulation.

We send deepest condolences to victims of this terrible fire and demand that all necessary action is taken to prevent such a shameful tragedy from happening again.

In particular we demand a change from the prevailing culture of 'light touch' or 'self-regulation', and particularly in the regulatory system covering the 2004 Housing Act, where there is significant dysfunction and potential conflict of interest.

We demand an enhanced role for the Fire and Rescue Service here, with funding to enable a more pro-active programme of inspection, audit and enforcement to be undertaken by the Fire and Rescue Service, either independently, or in liaison with existing enforcing authorities.

DEVON & SOMERSET

## **59. RESERVES HELD BY FIRE AND RESCUE AUTHORITIES**

Conference notes with some alarm the increase in reserves that some Fire and Rescue Services appear to be amassing. It is a cause for greater alarm that of those Fire and Rescue Services that have the largest amount of reserves held it appears that these are generated by large annual underspends achieved by cuts to the frontline firefighter jobs.

The Minister responsible for fire has, in January 2018 stated, in response to a question in the House of Commons regarding the impact of reduced funding for the Fire and Rescue Service, that funding will continue to flatline due to the millions held in reserves by the Single Authority Model, as in the Government's view this demonstrates that Fire Services have adequate funding.

Whilst a modest reserve is financially prudent this should be limited to less than 10% of the total annual budget and Conference therefore calls on the Executive Council to urgently meet with the Employers and call for an end to this practice of cutting the frontline in order to generate reserves of up to 90% in some cases, of total annual budgets.

CHESHIRE

## **60. EMERGENCY FIRE CONTROLS**

Conference notes that the Fire and Rescue Services Act 2004 states that a Fire and Rescue Authority must make provision for the purpose of:

- (a) extinguishing fires in its area, and
- (b) protecting life and property in the event of fire in its area

It also states that in making this provision a Fire and Rescue Authority must make arrangements for dealing with calls for help and for summoning personnel.

Our Emergency Fire Control Rooms are the first point of contact for the public in a fire service related emergency, their primary function being to ensure that Fire and Rescue Authorities fulfil their statutory duties to respond to emergencies and administer humanitarian assistance.

Emergency Fire Control Rooms should not be run as businesses or to make a profit.

Therefore, Conference instructs the Executive Council to commence discussions with all relevant parties to:

- Ensure Fire and Rescue Services, through the use of Emergency Fire Control Rooms continue to meet their statutory responsibilities
- Ensure that Emergency Fire Control Rooms remain under local Fire Authority Control
- Return North West Fire Control back under Fire Authority Control.

CONTROL STAFF NATIONAL COMMITTEE

## **61. CSNC INVOLVEMENT IN FBU'S RECOMMENDATIONS FOLLOWING GRENFELL**

Conference notes that following the tragic Grenfell Tower incident a number of concerns have been raised by Emergency Fire Control Members. These concerns include:

- Fire Survival Guidance
- Adequate levels of supervision
- Staffing in Emergency Fire Controls, particularly at night
- Resilience in Emergency Fire Controls
- Staffing numbers being determined by call number not work load
- "Buddy" arrangements
- Counselling and support for Members
- Unsafe working practices.

Conference demands that the concerns of our Emergency Fire Control Members are taken into account during any Fire Brigades Union discussions regarding Grenfell and with the assistance of the Control Staff National Committee are raised at local and national management level.

CONTROL STAFF NATIONAL COMMITTEE

## **62. UNIVERSAL BASIC INCOME**

Conference notes the need for a rebuilding of a modern social security system for men and women as part of tackling poverty, inequality and the threat to labour from automation.

Conference believes that, until all Employers pay a real living wage, welfare payments will play a necessary role in ensuring that workers are able to make ends meet.

Conference expresses its concerns over the Conservative Government's cuts and attitude to the welfare system, especially under the draconian Universal Credit system. These cuts and system will cause increased levels of deprivation for many working families. The current system has been made increasingly punitive and has effectively been used to stigmatise benefit claimants. The operation of sanctions pushes people into destitution for trivial reasons.

Conference notes the growing popularity of the idea of a 'Universal Basic Income' with a variety of models being discussed here and around the world.

Conference believes that a basic unconditional and non-withdrawable income paid to everyone, has the potential to offer genuine social security to all.

Conference agrees that the FBU will campaign to defend in-work benefits to ensure that workers have access to a proper welfare system that ensures those on low pay are free from poverty.

Conference believes that the FBU should acknowledge Universal Basic Income and argue for a progressive system that would be easier to administer, easier for people to navigate, paid individually and that is complementary to comprehensive public services and childcare provision.

WEST MIDLANDS

## **63. POLICE COLLABORATION**

Conference is extremely concerned at the Conservative Party policy of allowing Police and Crime Commissioners (PCCs) to run Fire and Rescue Services (FRSs).

This policy is an attack on democracy at the corporate level of local Fire and Rescue Services and links the FRS with the Police far too closely which can cause real issues for firefighters on the frontline of our humanitarian service.

Therefore Conference demands that the Executive Council take all necessary steps to resist PCC takeovers and influence the Labour Party to produce a clear manifesto and work in Parliament to reverse the decision to allow PCCs to run FRSs whilst they are in opposition and if they were to become the Government in the future.

CLEVELAND

#### **64. FIRE HYDRANTS – NEW DEVELOPMENTS**

Conference is concerned that housing developers are not including sufficient access to water supplies in the form of hydrants for firefighting, be that location of or adequate numbers of fire hydrants. Conference is also concerned that Fire and Rescue Services carry the cost burden of supplying fire hydrants in the majority of cases.

Fire and Rescue Services must pay for the installation of fire hydrants where requested – the average price being approximately £900 per fire hydrant.

Building developers should be legally required to pay for the supply and installation of all fire hydrants. The specification, amount and location to be determined by the Fire and Rescue Service.

Conference instructs the Executive Council to make representations and lobby all appropriate authorities, including the relevant Government departments, specifically it will make submissions to the Grenfell Inquiry and Dame Hackitt's review of Building Regulations.

LINCOLNSHIRE

# TRADE UNION AND LABOUR MOVEMENT

## 65. CENTENARIES OF STRUGGLE TOGETHER

In this Centenary year for the FBU, this FBU Conference reaffirms its support to the Palestinian people, who have endured a century of struggle for their lives and liberty.

The FBU has a proud tradition of internationalism, and we pay tribute particularly to our ex-General Secretary Ken Cameron, now sadly deceased, who championed the cause of Palestine when it was much less well known than today in the UK. We further congratulate FBU Scotland for its continuing solidarity work, bringing Palestinian firefighters to train in Scotland.

This Conference believes the situation in Israel/Palestine is deeply harmful for both Palestinians and Jews. The founding and dominant Israeli ideology of Zionism promotes separateness and exclusive rights for Jews (from anywhere in the world), while in the process systematically stealing resources from territory internationally recognised as Palestinian, in the process often denying Palestinians even the most basic rights, and subjecting them to an oppressive and violent military occupation. This ongoing injustice is an obvious recipe for endless conflict, which, like any occupied people, Palestinians have a right enshrined in international law to resist.

Conference believes that peace will only come to the land of Israel and Palestine when Israel ceases to be an exclusivist, apartheid and settler-colonial state, and instead becomes a state with equal rights for all, that does not occupy and/or steal the land of others.

Conference calls on the UK and other Governments to cease aiding and abetting Israel, and instead apply meaningful sanctions on Israel for its many and serial crimes against international law and human rights.

In the absence of any such Government action, this Conference reaffirms its support for a non-violent campaign to boycott Israeli goods, disinvest from Israeli institutions, and work for sanctions similar to those imposed against apartheid South Africa, in solidarity with Palestinian civil society that has issued this call for support.

DEVON & SOMERSET



## **66. FAR-RIGHT EXTREMISM**

Conference notes with concern the rise of far-right extremist groups and individuals who openly promote division and hatred within our communities. Lessons of the past must be learned and the FBU must stand alongside comrades within the wider Trade Union movement to challenge this divisive scourge.

Conference encourages FBU Officials and Reps to mobilise Members locally to join official protests against extremist groups and individuals wherever and whenever they demonstrate. This would highlight once again that the FBU stands in solidarity with other organisations in openly challenging racism, division and the scapegoating of minorities within society.

GMC

## **67. CONDEMNATION OF THE TREATMENT OF THE ROHINGYA PEOPLE**

Conference is appalled at the alleged state sponsored violence, oppression and human rights breaches against the Rohingya people in Myanmar. The treatment of the Rohingya people is described by the United Nations as textbook ethnic cleansing.

Conference instructs the Executive Council to join the growing number within the international community in condemning the atrocities being carried out against the Rohingya people and to support the Rohingya Solidarity Campaign.

CHESHIRE

## **68. CUBA BLOCKADE**

Conference notes with concern the renewed vigour which the Trump administration has put to the illegal and racist blockade of Cuba.

Conference further notes that in October 2016, the United Nations General Assembly voted for the 25th consecutive year on a resolution calling for an end to the illegal blockade of Cuba, in that vote 191 countries – the largest amount in the vote's history – voted for an end to the blockade, and historically, zero countries voted against – just the US and Israel abstained. In October 2017, following the election of Donald Trump and his 'new' Cuba policy, the US and Israel returned to voting against Cuba's resolution; 191 countries voted in favour of ending the blockade, 2 against and zero abstentions.

Conference instructs the Executive Council to redouble all efforts to support the abolition of the illegal blockade working with the Cuba Solidarity Campaign, TUC and sister Trade Unions with a Head Office Circular explaining the campaign to be circulated to all Branches in a timely manner.

LANCASHIRE

## **69. MANDATORY RESELECTION**

As the FBU is again affiliated to the Labour Party, it is essential that the FBUs position on Labour Party policy is made clear.

Conference condemns any Labour Party Member of Parliament who attempts to de-stabilise the Labour Party and who seeks to return the Party to a pro-austerity position.

Conference notes that under the leadership of Jeremy Corbyn, the Labour Party is being returned to a Labour Party that truly represents the working class.

Therefore, Conference agrees that MPs should not assume that their elected position is a 'job for life'. They represent their constituency but ultimately they are selected by and accountable to their Constituency Labour Party.

To ensure democratic accountability and the rights of party members to select candidates that reflect their views, Conference supports the need for mandatory reselection of Labour Party MPs in each Parliament as essential.

**WEST MIDLANDS**

## **70. FBU DELEGATION TO PALESTINE**

Conference reaffirms its commitment to the vital practical support facilitated by the FBU in training Palestinian firefighters. In order to progress this practical support for future Palestinian firefighter training, Conference agrees to organise an FBU delegation to Palestine in conjunction with the FBU International Committee. This delegation will take place before Conference 2020.

**SCOTLAND**

# EDUCATION

## 71. FBU EDUCATION – INCLUSION

Conference notes with some concern that one of the least attended courses on our national education programme are the Fairness at Work and Equality courses. This has led to one of those courses being cancelled in 2017, resulting in no equality education or information for FBU Reps and Officials.

While we understand that trade union leave is problematic to access, making attendance on courses difficult, it is also important that our Reps and Officials are aware of current equality legislation, practices and issues.

Conference calls upon the Executive Council to:

- Ensure that inclusion and equality matters are included in other appropriate FBU courses including the Branch Reps course
- That there is always an inclusion and equality session at the FBU National School
- Ensure that the equality sections are fully consulted on inclusion and equality education within our education programme.

BGEMM NATIONAL COMMITTEE

## 72. SOCIAL MEDIA TRAINING

Conference recognises that this Union has adopted social media as a tool for campaigning at a national level.

Conference applauds a number of local FBU Brigade Committees that have adopted the use of social media as an effective campaigning tool at a local level. Conference acknowledges this takes place on an ad hoc basis.

Conference instructs the Executive Council to design and deliver appropriate training for Brigade Committees to effectively campaign using social media, via accounts set up and administered at Brigade Committee level. This training is to be developed and in place by Conference 2019.

NORTH YORKSHIRE

### **73. POLITICAL ENGAGEMENT STRATEGY**

Conference recognises the importance of political campaigning and the need for this Union to be as active as possible within the Labour Party.

Conference calls on the Executive Council to create a future candidates' political education programme, with the objective of increasing the number of FBU Members selected as prospective candidates for elected offices. This education programme is to be developed and in place by Conference 2019.

**NORTH YORKSHIRE**

# EQUALITY AND FAIRNESS AT WORK

## 74. EQUALITY

Conference notes with concern that following the decision to remove sectional representation from the Executive Council this body has now become entirely composed of white men.

Conference further notes that this is also the case with all elected Head Office positions.

As the FBU has been the historic equality champions within the UK Fire and Rescue Service, Conference seeks reassurance that the Executive Council and Head Office has the appropriate skill set, resources and representation to effectively lead and fight for the equality agenda within the Fire and Rescue Service. Conference therefore instructs the Executive Council to instigate a full and thorough investigation on this matter and report the findings with recommendations to the next Conference.

AVON

## 75. SEXUAL HARASSMENT IN THE WORKPLACE

The impact of sexual harassment in the workplace can have a damaging effect on the recipient's mental and physical health, often resulting in poor performance and attendance at work. The cost to an organisation can also be considerable. It is therefore a major issue.

This Union is committed to representing women, however, any Member may experience sexual harassment. The FBU and the Fire Service should encourage victims to refer the case to the Police for investigation immediately. In all cases the wishes of the victim must remain paramount.

Conference therefore instructs the Executive Council to educate and inform Reps to ensure that they support and encourage victims to contact the Police and report any form of sexual harassment in the workplace.

LONDON

# ORGANISING AND MEMBERSHIP

## 76. 25 YEAR MEMBERSHIP IT DATABASE

Conference recognises the commitment and solidarity demonstrated by Members for their long term membership and support of the FBU. 25 years' membership is recognised by the awarding of a commemorative pin. However, the current practice that requires Brigade Committees to be notified by qualifying recipients leaves the presentation of awards a game of chance and it is often the case that Members wait beyond 25 years for their award, or in some cases, retire without ever being recognised. Conference calls for the development of a system that automatically notifies the relevant Brigade Committee of a Members qualifying status and allows the award to be made to all qualifying Members at an appropriate time.

LONDON

## 77. GREEN BOOK MEMBERSHIP

Following the decision taken by Conference 2015 to "broaden the scope for FBU membership to reflect the changing industry in which we work", the FBU have recruited a number of new Members from Green Book staff, those Members have welcomed the opportunity to join and are now proud to be FBU Members.

To date, FBU Officials have represented those Members on a wide range of individual issues and as word spreads about those experiences and the fact the FBU does now recruit Green Book staff those numbers are increasing.

Conference believes it would assist local Officials to recruit and represent Green Book staff if the Executive Council were to commission and issue a bespoke membership pack for Green Book Members including but not limited to; an introduction to the FBU, details of subscription rates and details of what specific benefits are available to Green Book staff.

Conference requests that the work to produce these packs should begin as a matter of urgency and that they should be made available to Officials as soon as is reasonably possible prior to Conference 2019.

MERSEYSIDE

## **78. FLEXIBLE CONTRIBUTION RATES**

Conference notes that rightly the contribution rate for Control Members is set at the same level as wholetime or job share operational firefighters.

Staff who are on reduced earnings but not on an exact 50% job share split are being charged full rate, not one relevant to their earnings, which can be a deterrent to them retaining their FBU Membership.

Conference instructs the Executive Council to review the application of Union contribution rates and introduce a sliding scale between 50% and full contribution rate to reflect the wages being earned by our Members.

**CONTROL STAFF NATIONAL COMMITTEE**

# INTERNAL ADMINISTRATION

## 79. NATIONAL DATABASE OF INFORMATION REQUESTS

Conference notes that through the Mailgate system, the number and types of requests for information from Officials are increasing. Conference recognises that the gathering and sharing of this information is a very useful tool for Officials throughout UK FRSs. However Conference is also aware that because of the rotational nature of Officials within Brigade, Sectional and Regional positions the same or similar questions/requests are getting asked repeatedly. Therefore Conference instructs the Executive Council to produce a secure database system for all information requests by Officials. In doing this the information requested can be stored securely and used by Officials, thus allowing a more consistent approach by all Officials. An update on the progress of this work will be given at the next Conference by the Executive Council.

TYNE & WEAR

## 80. NATIONAL POLICY TEMPLATE DATABASE

Conference is aware that the number of requests from FBU Officials to share current policies and procedures are on the incline. Conference also notes that these policies shared by Officials are often varied and missing clear information, instruction and guidance. Conference believes that a database of policy templates would aid FBU Officials when reviewing and/or negotiating policies which in turn would bring a more consistent approach within UK FRSs. With this in mind Conference instructs the Executive Council to produce a National Policy Template Database. An update on the progress of this work will be given at the next Conference by the Executive Council.

TYNE & WEAR

## 81. ON-LINE FBU DISCUSSION FACILITY

Conference believes that efficient communications are vital for any Trade Union in terms of passage of relevant information to all Members. At present there are a number of avenues of communication for Members outside of the established lines of communication such as the Branch structure as detailed within the Rule Book. These are often on social media sites such as Facebook or WhatsApp and are often open to all including non-FBU Members and the public. Conference believes that a secure password protected discussion forum would allow all FBU Members both locally and nationally to share ideas, opinions and good practices in a safe and secure area. This should be complementary of the existing Branch structures set out within the Rule Book. With this in mind this Conference instructs the Executive Council to investigate the plausibility of such a secure system and report its findings at the next Conference.

TYNE & WEAR



## 82. FUNDRAISING SITES

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

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

WEST YORKSHIRE

## 83. DIRECT DEBIT/CHECK-OFF

Conference condemns the Trade Union Act 2016 in its entirety and the vast majority of it should be repealed within 100 days of the next General Election Labour victory. Nevertheless, in the meantime this Conference agrees that the "one size fits all" view of placing everyone onto direct debit is not working and may result in some Members dropping out of the Union forever.

Conference notes Rule B(2)(5)(i)

*A member shall pay his/her contributions to the Union by either deduction from salary at source or direct debit.*

Therefore this Conference calls for an end to the campaign to switch everyone onto direct debit and allow individual Members the choice to remain on or revert back to check-off with immediate effect.

WEST YORKSHIRE

## **84. REPORTING BACK FOLLOWING EXECUTIVE COUNCIL MEETINGS**

Transparency and accountability must be at the heart of any democratic Trade Union. To ensure maximisation of trust, it is vital that Members are able to scrutinise the conduct and decisions of Officials. This applies particularly to the Executive Council, which is the governing body of our Union between Conferences and in whose Members is invested considerable power.

Conference notes that Executive Council Members are currently prohibited from reporting details of individual votes, other than their own, cast at Executive Council meetings. This has the effect of cloaking the decisions of the Executive Council in secrecy and undermining the relationship between it and the membership.

Conference therefore agrees that, with immediate effect, Executive Council Members will be free to report details of all individual votes following meetings of the Executive Council.

LONDON

## **85. UNION STRUCTURE**

Conference notes that reviews of the Union structure have taken place and that some changes have been implemented. Conference also notes that the subject of National Officers has been debated on several occasions with regard to their number and employment status. Conference also notes that National Officer elections have not taken place and remain suspended.

Conference believes that failure to address this issue will hinder the Union's effectiveness and instructs the Executive Council to bring forward proposals at the earliest opportunity to resolve this issue. Conference expects this to be resolved and implemented, with any necessary rule changes, by the end of Conference 2019.

SHROPSHIRE

## **86. ARRANGEMENTS AND ORGANISING FOR CONFERENCE**

Conference is concerned that the current timescales applicable to the submission of resolutions do not take proper account of the modern pace of change within Fire and Rescue Services and can leave resolutions out of date by the time they are tabled at Conference.

Conference therefore calls on the Executive Council to instigate a review of the arrangements and organising of Conference with the aim of achieving a closing date for receipt of resolutions which is closer to the date of Conference than is currently the case.

CORNWALL

## **87. RESOLUTION PROGRESS REPORTING**

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

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

OFFICERS NATIONAL COMMITTEE

## **88. CAMPAIGN AND PROMOTIONAL MATERIAL**

Conference instructs the Executive Council to research the options available for the supply of new branded FBU campaign and promotional material. Amongst other things this could include items such as flags, banners, t-shirts, caps and badges.

A set of items should be purchased for each individual Brigade to use and this should be sent to the Brigade Secretary for use within their Brigade. This work to be completed and facilities in place by the end of 2018.

DERBYSHIRE

## **89. CANVASSING AND ELECTIONS**

Conference instructs the Executive Council to set up a task and finish group on the issue of canvassing for elections within the Fire Brigades Union.

The group should provide recommendations to the Executive Council on how to ensure that election candidates can make themselves and their commitments known to the membership. The Executive Council should establish a standardised procedure whereby Members receive notification of such details on candidates wishing to stand.

This process should be applied at the nomination stage, the election stage or both. Any information provided by candidates should be approved by the Executive Council to ensure equal and fair representation to the membership.

Conference instructs the Executive Council to provide a resolution on this issue to Conference 2019.

DERBYSHIRE

## **90. MOBILE APP**

Conference notes the ever expanding forms of digital communication and interactive platforms available and Conference also notes the wide range of FBU Members engagement with the various digital platforms currently being utilised by FBU Head Office and Brigade Committees.

Conference applauds the FBU digital communication strategy and welcomes the improvement to the FBU website. Conference recognises the hard work that is put into this by Head Office staff.

Conference agrees that a one-stop digital platform which is exclusive to FBU Members, where membership administration and benefits can be accessed and which also includes access to FBU resources, news and other information is an avenue not yet fully explored.

Conference therefore agrees that the Executive Council should begin a feasibility study into producing a dedicated FBU application which would be available on all mobile devices operating systems to further engage and inform FBU Members and to also give FBU Members an ability to view and maintain their membership details.

Conference agrees that subject to the Executive Council feasibility study, an FBU APP should be created and available to FBU Members by Conference 2019.

WARWICKSHIRE

## **91. ESTABLISHING A GENERAL STRIKE FUND**

Conference notes with alarm the biggest attacks in history on jobs, terms and conditions across UK Fire and Rescue Services.

To this end, Conference instructs the Executive Council to create a general strike fund, separate to the Unions other funds, supported by Member contributions, to support Members engaged in industrial action.

CHESHIRE

## **92. 100 YEARS OF THE FIRE BRIGADES UNION**

Conference notes with pride that the 1st October 2018 represents the formal centenary of the Fire Brigades Union. Conference applauds every Member of the Fire Brigades Union in our 100 year history who has stood by the aims and values of our Union and, in so doing, built a safer, fairer and more professional Fire and Rescue Service.

Conference recognises the debt we owe to previous generations of FBU Members who fought and sacrificed in order to defeat exploitation and unfair working practices in our industry. Conference takes pride in the legacy left to us by these previous generations and recognises that, through their struggle, current generations of firefighters have a profession which is highly valued by society and protected through national collective bargaining on conditions of service and pay.

Conference recognises our duty, as the current generation of FBU Members, to defend what our predecessors fought so hard to pass to us and reaffirms our commitment to do so. In this, the centenary year of the Fire Brigades Union, Conference calls on all Members to recognise and celebrate the legacy left to us through a continued commitment to build our Union as a stand-alone Fire and Rescue Service Trade Union, to never sell out conditions which have been passed on to us by previous generations and to continue the proud tradition of acting as custodians of our service by passing on safe, fair and professional working practices to the next generation of FBU Members.

GLOUCESTERSHIRE

### **93. FIREFIGHTERS 100 LOTTERY**

Conference recognises the outstanding contribution to good causes made by the Firefighters 100 Lottery and applauds every supporter who has participated. In the first 12 months after its launch the Firefighters 100 Lottery raised more than £120,000 for good causes and gave significant support to injured FBU Members as well as giving vital funding to ensure that firefighters who have fallen in the line of duty are properly commemorated and remembered.

Conference fully supports the Firefighters 100 Lottery and calls on all Members to assist in building the number of supporters who sign up to it. Conference believes that the Firefighters 100 Lottery should be a feature of as many FBU activities as possible and calls for an ongoing campaign to ensure that the lottery and its contributions to good causes be well publicised across all FBU communication platforms.

Conference calls upon the Executive Council to ensure the materials which outline the work of the lottery and encourage participation are made available to Officials and distributed at meetings and workplaces. Conference also calls for regular features on the positive work of the lottery to be published in 'Firefighter' and for the lottery to be a feature of FBU stands at the TUC and Labour Party Conferences.

Conference calls on all Members and Officials to be ambitious for the Firefighters 100 Lottery and work to enhance its supporter base and therefore its ability to help commemorate the bravery and sacrifice of firefighters killed and injured in the line of duty.

GLoucestershire

### **94. REGIONAL AND SECTIONAL SECRETARIES MEETINGS**

Conference notes that there is no requirement within the Rule Book for the Regional Secretaries and National Sectional Secretaries to hold combined meetings during any given year. Conference believes that the Regional Secretaries/National Sectional Secretaries are an integral, strategic and important part of our structure.

Conference instructs the Executive Council to convene a minimum of two combined Regional Secretaries/National Sectional Secretaries meetings per annum and to carry out any necessary alterations to the Rule Book that are required.

LANCASHIRE

## **95. MAIL COMMUNICATION WITH MEMBERS**

The current level of post that is delivered to workplaces and home addresses is a financial drain on this Union. In the centenary year this Union must look at all options to become more efficient and ensure the financial viability of operating in the 21st Century. We must embrace technology and make it work for the benefit of our Members both now and in the future.

Conference asks that a full review of the FBU postal address list is carried out and a determination made of what is actually required to be physically posted to stations, regional offices, and Officials' home addresses.

Conference asks that a full review of costs for postage is carried out with a view to moving to paperless communication where ever possible.

This work should be carried out within six months of the resolution being carried by Conference.

STAFFORDSHIRE





# CONFERENCE STANDING ORDERS

## CONFERENCE STANDING ORDERS

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

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

