

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018



EXECUTIVE COUNCIL'S REPORT 2018

91st CONFERENCE
5 – 8 JUNE 2018



Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT

TO THE

91st CONFERENCE

2018

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Vice-president/President-elect: **Ian Murray**

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FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018

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PRESIDENT-ELECT'S INTRODUCTION

TIME TO STRENGTHEN OUR UNION

It is an honour to have been elected president of the FBU. We face myriad challenges over the next few years and as president I will endeavour to do all I can to improve the working lives of all our members.

I would like to pay tribute to my predecessor Alan McLean, who has presided over the FBU at a very difficult time in the union's history. Faced with a government hell-bent on cutting all public services, Alan had to make very tough decisions to ensure the future of our organisation. I thank him for his commitment and loyal service to our union.

It is important that our union comes together and unites in order to fight for our members – the union is nothing without the membership. There is no question that our union remains strong, united and battle ready. I look forward to working with the executive council in our fight to secure the future of the fire and rescue service.

The FBU faced many battles over the last year. The executive council made a very robust pay claim and the employers were prepared to breach the pay cap. However, the offer put forward was not acceptable to members and negotiations continue on potentially broadening the role of firefighters, the emergency medical response trials ceased. The battle on pay continues.

FBU members are rightly proud of the intervention firefighters made at Grenfell Tower. Our officers, crews and control staff did their professional best in unbelievably challenging circumstances and were justly praised by the public and politicians. But we know such a fire should never have happened. It will be our job to hold central government to account, to ensure nothing like this fire can ever happen again.

The FBU campaigned on every level over the past year. Our legal cases on pensions and day crewing have progressed, while we have made important gains in safety and health. Our union punches above its weight with governments and in the labour movement. Our education programme is second to none. We are pioneers for progress on fire policy, equalities and improving conditions. This annual report shows the huge amount of work put in to defend our members.

The FBU reaches its centenary this year. This will be a great opportunity to learn from our predecessors and to secure our own future. Our independent firefighters' union is irreplaceable – this year is the time to renew our strength and sense of purpose.

This union is the conscience of the fire and rescue service. Without the FBU, the service would face complete decimation. There will be little respite from government cuts, but we will not give an inch to their austerity agenda. We owe it to ourselves and those who will join our profession in years to come to fight for better jobs and conditions.

We should remember: together we are strong and united we are formidable.

Ian Murray

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

FBU activity on pay and conditions increased significantly during 2017, reflecting discussions at FBU conference and on brigade committees. In addition a recall conference on pay and emergency medical response (EMR) was held in March.

The union continued to negotiate on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). Despite threats from ministers, the FBU continued to defend UK-wide pay and conditions bargaining and the 'Grey Book' as the best means to achieve improvements for all firefighters, regardless of role or duty system.

Linda Dickens, professor of industrial relations at Warwick University, chaired the NJC during 2017 and her report is below.

FBU members, like other workers across the public sector, are subject to the Westminster government's 1% pay freeze, imposed from 2012 and reiterated by successive administrations. The FBU commissioned research on the impact of pay cuts on firefighters over the last decade when measured against inflation.

During 2017 the FBU conducted protracted negotiations through the NJC to secure a pay rise for firefighters. The fire and rescue service employers' offer of 2% with substantial changes to conditions and other uncertainties was not accepted by the FBU. Instead employers offered a 1% pay rise as an interim measure, while negotiations continue. After consultation with members through the union's committee structures, it was agreed that this rise should be implemented.

The FBU took action on control members' pay, apprenticeships and car tax relief for officers. It supported wider action on the government's pay policy by the trade union movement as a whole. The union will continue to make the case for a modern, professional fire and rescue service, and for the appropriate pay and reward system to support it.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2016-17

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC), including the Middle Managers Negotiating Body (MMNB), is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire and Rescue Services Act 2004 (for England and Wales), Fire (Scotland) Act 2005 and the Fire and Rescue Services (Northern Ireland) Order 2006.

The NJC handles issues that affect all employees from firefighter to area manager. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station manager to area manager.

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

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

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

For this year Alan McLean served as Vice Chair of the NJC and Cllr Nick Chard as Vice Chair of the Middle Managers Negotiating Body.

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

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2016/17 is attached to this report.

Introduction

- 1. In my fourth year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. This work is outlined in this Annual Report of the Independent Chair, which covers the period from 1 October 2016 to 30 September 2017.*

What do we do?

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

Meeting dates in 2016-2017

- 3. The National Joint Council met on two occasions; 14 February 2017 and 1 June 2017. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2017 was approved at the AGM meeting of 5 October 2016. The Middle Managers Negotiating Body also met on those dates.*
- 4. Additionally, an Away day-type event was held for NJC members on 9 March 2017. The University of Hertfordshire team made a presentation on its independent evaluation of the FRS trials connected to broadening the role of the firefighter. The day provided an excellent opportunity for discussion in a less formal environment.*

Issues under consideration during 2016-2017

5. *Issues under consideration by the National Joint Council and, as appropriate, the Middle Managers Negotiating Body, on which there were written and oral reports from the Joint Secretaries, included:*

2017 Pay Award

6. *The Employees' Side put forward a pay claim on 24th May seeking a pay increase to be applied from 1 July 2017 and for that rise to be applied to CPD payments. It highlighted its concern about falling behind inflation, rising pension and national insurance costs and the widening of the role of the firefighter.*
7. *In response the Employers' Side has indicated support for the position of a significant increase in salary in the context of agreement on broadening role and taking into account affordability.*
8. *At the time of writing this report, negotiations are continuing.*

Pay, Terms and Conditions: Workstreams

9. *The NJC is committed to working jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. It was agreed that it would include:*
- the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed role maps*
 - the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future taking into account matters of interest in England, Scotland, Wales and Northern Ireland.*
10. *The work has been informed by the deliberations of five workstream groups, each of which considered a broad category of fire service activity:*
- Environmental challenges*
 - Emergency medical response*
 - Multi agency emergency response*
 - Youth and other social engagement work*
 - Inspections and enforcement*
11. *The workstreams have discussed a broad range of new potential activities which firefighters could carry out including detailed discussion on key areas such as co-responding and wider work to assist members of the local community, as well as deployment in incidents of marauding terrorist firearms attack (MTFA).*
12. *The negotiation on broadening the role continues to draw upon the outcomes of the workstreams.*

NJC Trials

13. *As part of this work the NJC agreed 38 trials within 36 services covering:*
- Slips, trips and falls assessments and offering preventative measures to reduce the risk of injury.*
 - Winter warmth assessments including offering fire and flu advice to reduce the number of excess winter deaths.*
 - Improving community response to cardiac arrest patients by offering Heartstart advice and allowing the British Heart Foundation the opportunity to use FRS premises to carry out courses for the general public.*
 - Offering assistance to health partners by supporting bariatric people in terms of lifting those that have fallen.*
 - Training of staff in Dementia Awareness. Offering advice and referral opportunities to members of the community that it is felt would benefit from assistance.*
 - Offering alcohol harm and reduction advice as well as signposting individuals that it is felt would benefit from help in this area.*
 - Offering smoking cessation advice as well as signposting individuals it is felt would benefit from help in this area.*
 - Providing advice and promoting local activities to residents in order to reduce loneliness and isolation.*

14. *A team led by the University of Hertfordshire (which included medical and economic analysts) was commissioned by the NJC to undertake an independent evaluation of the trials. The report, 'Broadening Responsibilities: Consideration of the Potential to Broaden the Role of Uniformed Fire Service Employees', was published in February 2017.*
15. *A joint Technical Working Group has been set up, and is making good progress, in connection with learning points relating to the NJC trials e.g. mental well-being, training, mobilisation.*
16. *The NJC has more recently commissioned New Economy to undertake a cost benefit analysis of the trials, building upon the work done by the University of Hertfordshire. This will also inform lobbying in respect of additional funding to undertake such work.*

Inclusive fire service

17. *The NJC has a continuing commitment to improvement of equality, diversity and cultural issues in the fire service.*
18. *The membership of this NJC-led group, which I chair, involves a number of other interested parties within the fire service including the NFCC, RFU and FOA. It has also engaged with wider special interest groups.*
19. *Since my last report the group has engaged directly with employees within the fire service to inform its work. A number of focus groups were held with female, BME and LGBT employees. This was followed by four workshops held in the South East, North, South West and Midlands which tapped into the rich vein of experience of FRS Equality and Diversity Officers and local union representatives. Two workshops were then held with senior FRS managers given the importance of involvement and commitment at that level. All were very well attended with feedback suggesting the participants welcomed the opportunity to debate the issues within such a forum and make suggestions for the work going forward.*
20. *Based upon the work undertaken, which also included a survey of all employees and a benchmarking survey of all FRSs, the group identified a number of practical strategies designed to lead to improvements at local level. The strategies were published in the summer and have been well received. Responses stating current and future actions are currently being analysed and an overview document will be provided to all interested parties. The group will then move into more of a monitoring role, recognising that it may be appropriate to amend or refresh some of the strategies as time passes.*
21. *Work will also continue e.g. with the new Inspectorate in England, to endeavour introduce a consistent approach to data collection which will reduce the burden on authorities whilst ensuring other necessary organisations and this group can access a single set of data.*
22. *In addition, this group has also contributed to the review of the Fire and Rescue Service Equality Framework.*

Apprenticeships

23. *Following on from the successful partnership work with the Fire Brigades Union through its National Learning Centre which saw the introduction of an Advanced Level Apprenticeship in Exercise and Fitness in services last year, the NJC accepted an approach from County Durham and Darlington FRS this year to work in partnership on the introduction of its the Business Fire Safety Apprenticeship scheme and to communicate with other FRSs on the potential for its use more widely should individual FRSs wish to do so.*
24. *As part of that commitment the NJC ran a joint event in April 17 with CDDFRS providing information uniquely to FRS elected members, managers and local union representative levels together. The event also included an update provided by Staffordshire FRS on the Trailblazer position. The seminar was very well attended and feedback suggests it was also felt to be a very useful event.*

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations: progress regarding implementation of the Employment Tribunal settlement agreement

25. *The settlement process for these long running cases is expected to shortly conclude.*

26. *Settlement payments have all been actioned and where linked to Employment Tribunal cases such cases withdrawn.*
27. *In cases where an individual cannot be found or has not responded to any communication Tribunal is currently being advised that the union has withdrawn its support. Once that has taken place the respective FRA will apply for the affected employment tribunal case/s to be struck out.*
28. *This long-running legal case has evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome including in a legal context.*

General Joint Secretariat Activity

29. *Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.*
30. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings. This happened twice this year.*
31. *The Joint Secretariat normally meets formally every four to six weeks to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.*
32. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
33. *The Joint Secretariat also leads discussion in the sub-Committee on changes to role maps and national occupational standards and the joint Technical Working Group (trials).*
34. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement.*
35. *The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.*
36. *In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.*

Joint Secretariat – Local Conciliation

37. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the Joint Secretariat when requested by both parties to do so can provide a confidential conciliation process in order to assist the parties in identifying a mutually agreeable outcome.*
38. *The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.*
39. *Over the last year conciliations covering a total of 11 issues have been undertaken.*

Resolution Advisory Panel (RAP)

40. *The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement. The current Independent Chair of the RAP is Professor William Brown.*
41. *The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2016/17.*

Technical Advisory Panel (TAP)

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

43. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2016/17.

44. A number of circulars have been issued since the last report of the Independent Chair:

NJC/1/17	Independent Chairs report – final
NJC/2/17	Inclusive Fire Service Group update
NJC/3/17	Apprenticeship Schemes
NJC/4/17	Broadening Responsibilities of FRS – main report
NJC/5/17	Herts report – NJC Away day
NJC/6/17	Technical Working Group
NJC/7/17	Pay Claim 2017
NJC/8/17	IFSG Improvement Strategies
NJC/9/17	Pay Claim update

General and Conclusion

45. There are several aspects to the role of Independent Chair. This year it has involved:

- chairing of NJC and MMNB meetings
- consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings
- ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided
- chairing of Inclusive Fire Service Group meetings
- meeting with Home Office officials
- provision of this annual report

46. I took forward my stated intention to explore concerns about the effective functioning of the NJC and consider whether and how they might be addressed within the existing constitutional framework. In this connection I held meetings with representatives of FOA and RFU and had discussions with the Joint Secretaries on improving certain processes.

47. As noted earlier, a successful 'away day' event was held this year. It would be useful to explore further opportunities for topic based discussion among NJC members in an environment less formal than the NJC meetings.

48. NJC and MMNB meetings which I chair constitute a formal and more visible part of considerable and varied activity undertaken by the Joint Secretaries, the various parties, working groups and joint working parties. I wish to express thanks to all those who have been involved in such activity over the past year operating under the auspices of the NJC/MMNB and commend their achievements.

49. The Report notes that the Joint Secretariat responded to a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level. I draw attention to it here since, together with the formal conciliation role provided by the Joint Secretariat, this constitutes a valuable but largely hidden aspect of NJC work in helping avoid and resolve disagreements.

A3 PAY RATES AND CPD PAYMENTS

New pay rates were published in the FBU's all members circular (2017HOC0642MW) and are included in this report for the record (circular NJC/14/17).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2017

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	22,459	10.26	15.39
Development	23,394	10.68	16.02
Competent	29,934	13.67	20.51
Crew Manager			
Development	31,816	14.53	21.80
Competent	33,187	15.15	22.73
Watch Manager			
Development	33,905	15.48	23.22
Competent A	34,847	15.91	23.87
Competent B	37,112	16.95	25.43
Station Manager			
Development	38,602	17.63	26.45
Competent A	39,761	18.16	27.24
Competent B	42,576	19.44	29.16
Group Manager			
Development	44,458	20.30	Not applicable
Competent A	45,791	20.91	Not applicable
Competent B	49,284	22.50	Not applicable
Area Manager			
Development	52,194	23.83	Not applicable
Competent A	53,758	24.55	Not applicable
Competent B	57,252	26.14	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2017 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,246	1,123	10.26	3.94
Development	2,339	1,170	10.68	3.94
Competent	2,993	1,497	13.67	3.94
Crew Manager				
Development	3,182	1,591	14.53	3.94
Competent	3,319	1,659	15.15	3.94
Watch Manager				
Development	3,391	1,695	15.48	3.94
Competent A	3,485	1,742	15.91	3.94
Competent B	3,711	1,856	16.95	3.94
Station Manager				
Development	3,860	1,930	17.63	3.94
Competent A	3,976	1,988	18.16	3.94
Competent B	4,258	2,129	19.44	3.94
Group Manager				
Development	4,446	2,223	20.30	3.94
Competent A	4,579	2,290	20.91	3.94
Competent B	4,928	2,464	22.50	3.94
Area Manager				
Development	5,219	2,610	23.83	3.94
Competent A	5,376	2,688	24.55	3.94
Competent B	5,725	2,863	26.14	3.94

Column 1 shows the full annual retainer (10% of the full-time basic annual salary, as set out in Appendix A).

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time basic annual salary, as set out in Appendix A).

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2017

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	21,336	9.74	14.61
Development	22,224	10.15	15.23
Competent	28,437	12.99	19.49
Crew Manager (Control)			
Development	30,225	13.80	20.70
Competent	31,528	14.40	21.60
Watch Manager (Control)			
Development	32,210	14.71	22.07
Competent A	33,105	15.12	22.68
Competent B	35,256	16.10	24.15
Station Manager (Control)			
Development	36,672	16.75	25.13
Competent A	37,773	17.25	25.88
Competent B	40,447	18.47	27.71
Group Manager (Control)			
Development	42,235	19.29	Not applicable
Competent A	43,501	19.86	Not applicable
Competent B	46,820	21.38	Not applicable

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2017

	£ per annum
Fire Control Operator equivalent	
During first six months	19,128
After six months and during 2nd year	19,975
During 3rd year	20,924
During 4th year	21,953
During 5th year	23,910
Leading Fire Control Operator equivalent	25,606
Senior Fire Control Operator equivalent	
During 1st year in rank	26,262
During 2nd year in rank	27,258

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2017

	£ per annum
Aged 16	10,390
Aged 17	11,164
Aged 18	22,459

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2017

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	732	Lincolnshire	381
Bedfordshire	645	London	909
Buckinghamshire	558	Merseyside	693
Cambridgeshire	571	Mid and West Wales	610
Cheshire	738	Norfolk	601
Cleveland	941	Northern Ireland	624
Cornwall	297	Northamptonshire	654
Cumbria	513	Northumberland	798
Derbyshire	762	North Wales	616
Devon and Somerset	543	North Yorkshire	455
Dorset and Wiltshire	686	Nottinghamshire	912
Durham	832	Oxfordshire	678
East Sussex	538	Royal Berkshire	681
Essex	587	Shropshire	671
Gloucestershire	370	South Wales	640
Greater Manchester	893	South Yorkshire	999
Hampshire	636	Staffordshire	687
Hereford and Worcester	669	Suffolk	391
Hertfordshire	712	Surrey	704
Humberside	697	Tyne and Wear	962
Isle of Wight	317	Warwickshire	575
Kent	626	West Midlands	928
Lancashire	698	West Sussex	508
Leicestershire	651	West Yorkshire	848

The above CPD payments were published in circular NJC/15/17 and in the FBU's all members circular (2017HOC0642MW), after negotiations at the NJC.

In London the national CPD rate is combined with national pay rates to form London standard pay rates.

The table excludes the Scottish Fire and Rescue Service as local negotiations continue to take place.

A4 UNION PAY CAMPAIGNING

The FBU's campaign on pay, arising from the 2016 conference, continued into 2017. The context for the union's work has been the Westminster government's imposed public sector pay cap of 1% since 2012, which has meant annual pay rates have generally been below the annual rate of inflation.

The FBU worked with other unions campaigning on pay. A TUC report, *Public Sector Pay Restraint in England*, published in January 2017, estimated firefighters have lost more than £2,000 because of the pay cap. The TUC also estimated that if the pay cap continues until 2020, firefighters could lose a further £1,500 on top of past losses. The impact of pay cuts on firefighters' living standards was featured in the TUC report, *Lift the Cap*, published in June. FBU reps took part in the TUC's pay lobby on 17 October.

A5 FBU PAY NEGOTIATIONS

The FBU also sought to negotiate a pay rise through the NJC. Previously, the NJC agreed the following commitment:

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

This has included consideration of how the workforce's skills and commitment can be utilised, including the type of activities undertaken. During 2017 work continued with workstreams developing potential areas of work, such as environmental challenges, emergency medical response (EMR), multi-agency emergency response, youth and other social engagement work, as well as inspections and enforcement.

The executive council's pay group met on 26/27 January to consider the research evidence and the union's pay strategy. The NJC meeting on 14 February discussed pay and conditions.

On 21 March an FBU recall conference convened in Blackpool to discuss the EMR trials and pay campaign. The FBU's annual conference held between 10-12 May in Blackpool also discussed a range of resolutions on pay, including an executive council statement.

The NJC meeting (circular 7/17) on 1 June discussed the FBU's pay claim (2017HOC0279AD). The employers' side consulted with fire and rescue services during June.

On 1 July the employers' side made an offer, which included an immediate 2% increase on basic pay and CPD payments. The offer also included a further 3% increase with effect from 1 April 2018, subject to agreement on broadening the role of firefighters (such as emergency medical response) and obtaining central government funding. The executive council welcomed the commitment to exceed the pay cap, but determined that the offer was not acceptable (2017HOC0342MW). On 25 July after consultation with members, the union told employers the proposals were inadequate in that form (2017HOC0392MW).

After further negotiations and correspondence from the employers, the executive council agreed to consult members on the offer between 23 August and 13 September (2017HOC0442AD). The executive council met on 13 September and decided not to accept the proposals (2017HOC0500MW). The reasons for this rejection varied between members and across different parts of the union, but they included:

- A lack of clarity and certainty in the employers' proposals
- Uncertainty about funding arrangements following years of cuts from central government
- The failure to clearly address years of falling real wages
- Concerns about the details of some of the areas of new work under discussion and consideration
- In at least one case, the introduction of completely inappropriate work into a fire and rescue service through the NJC trials
- The failure of some employers at local level to address the serious concerns of staff on operational, safety, training and welfare issues in relation to the NJC trials.

As a result of the decision on pay, the NJC trials on emergency medical response and other work ceased on Monday 18 September (2017HOC0498MW). The FBU remained committed to discussing the future of the service and the need to address the pay and conditions of firefighters.

In a letter dated 19 September, the employers proposed that NJC pay rates should be increased by 1% (2017HOC0509MW). Further discussion on pay continued, including at 5 October NJC meeting. On 1 November the employers confirmed that their revised proposal was not conditional on any other matters, nor would it be considered as necessarily a final settlement of pay in relation to the current pay round. The executive council consulted members on the proposal (2017HOC0518MW). On 7 December the executive council announced that agreement had been reached that pay and CPD rates would be uplifted by 1%, effective from 1 July 2017. This was not a final settlement (2017HOC0642MW).

A6 FBU FIREFIGHTERS' PAY RESEARCH

The executive council commissioned Incomes Data Research (IDR) to assess the impact of government pay policy on firefighters' living standards. The research showed that firefighters have lost around 12% in real terms over the last decade – which amounts to more than £5,000 a year if pay had risen simply with the consumer prices index of inflation. The executive council also commissioned IDR to carry out a job evaluation of modern firefighting. The researchers found significant new areas of work had been undertaken and new skills developed since the 2002-03 pay dispute. They also found that the new areas of work arising from the NJC workstreams would also strengthen the union's case for pay increases due to greater productivity.

A7 RECALL CONFERENCE 21 MARCH

On 21 March an FBU recall conference convened in Blackpool to discuss the EMR trials and pay campaign. The conference carried the executive council's resolution:

NATIONAL JOINT COUNCIL: WORK-STREAMS, PAY AND CONDITIONS

Conference notes the background statement issued by the executive council, which sets out recent developments in discussions on pay, conditions and other matters at the National Joint Council.

Conference remains of the view that the strategy it has developed over more than four years remains the best way forward and the best way to address the concerns of all members about pay, terms and conditions, emergency cover and the long term sustainability of our service.

This position can be summarised:

- *We believe that the adoption of a long term strategic approach is absolutely correct.*
- *We believe that the broad terms of the strategic approach agreed by previous conferences remain correct.*
- *Whilst maintaining a strategic approach, tactics may need to be adapted to take account of changing circumstances.*

We face many opponents who would want to see the fire service suffer continuing cuts and fragmentation with attacks on collective bargaining and the further undermining of pay and conditions. The ultimate aim for some of these is the wholesale privatisation of the fire and rescue service across the UK and an ever greater use of volunteer agencies to undermine and by-pass the need for professional firefighters. That route will do nothing to protect and improve public or firefighter safety; we reject it and will campaign relentlessly against it.

However, there is an urgent need to address the very significant concerns and objections identified by FBU members in relation to EMR and wider work considered under these discussions. There is also an urgent need to address the lack of progress on MTFA due to obstacles created by government.

Conference agrees the following:

1. *To maintain the strategy previously set out and agreed to develop the fire and rescue service as modern and professional public protection and emergency response service with national professional standards at the heart of all future work.*
2. *To ensure that the case for national professional pay and conditions remains at the heart of this approach and that employers and governments are fully aware that there must be progress on fire service pay.*
3. *To finalise the FBU research on pay and to publicise this as appropriate as part of our campaign to improve pay. This should involve briefing meetings with members around the country.*
4. *To develop further lobbying and campaigning activity in order to make the case for investment in our service to undertake on a sustainable basis the work required to tackle the range of risks faced by our communities.*
5. *To make clear to governments and employers that further attacks on the NJC or on national collective bargaining arrangements risk the ending of the delicate discussions around the future work of our service and create unnecessary conflict within the fire and rescue service.*
6. *To instruct the Executive Council to immediately discuss with the employers revising the current EMR trials in order to urgently address the most vital areas of concern on operational, safety and welfare*

issues and to report on this to conference in May 2017. Trials of EMR (including wider work) will continue while the Executive Council addresses the following:

- a. A national agreement to address the operational, safety, welfare and related concerns identified by FBU members.
- b. A national agreement with the employers to lobby and explore the mechanisms to secure sustainable funding for the fire and rescue service in relation to new areas of work.
- c. Agreement for oversight committees at national and local level to monitor progress in any trials, including agreed mechanisms to address concerns raised.
- d. Agreement with the employers for a clear timetable to address the pay and conditions demands of the FBU in relation to the work-streams project.
- e. Agreement for satisfactory collection of robust data from all participating services.
- f. Discussions with governments in all parts of the UK regarding the sustainability of the work identified by the five NJC work-streams.
- g. Setting a clear end date for these trials; no later than the end of November 2017. Prior to any such date the Executive Council will report to members with recommendations for the next steps. At that time, and in the absence of
 - clearly identified sustainable funding
 - a clear commitment from the employers for a pay structure to reflect the potential new work identified by the work-streams, the trials and related non-contractual work will cease.
7. To demand that government ministers put in place the necessary collaboration measures to ensure data is adequately shared so that best practice can be developed from the trials.
8. To inform and consult all members about the strategies agreed by conference, the progress made and the problems identified.
9. To further review the situation by Conference in May 2017.
10. Conference instructs the Executive Council to submit a pay claim for 2017 and, in the absence of an acceptable pay settlement for 2017 for FBU members, the current additional and non-contractual work being carried out under the umbrella of the work-streams will cease.

A8 FBU CONTROL STAFF PAY RESEARCH

Resolutions at the May 2017 conference instructed the executive council “to conduct a review into the pay rates of control staff with a view to bringing the rate up to 100% of that of our operational colleagues’ pay instead of the current rate of 95%”. Immediately following conference, the executive council commissioned IDR to carry out the job evaluation study of control firefighters’ work, to assess changes since the pay dispute and how control staff work compares with operational firefighters.

The researchers visited control rooms and interviewed leading Control Staff National Committee members. They found that significant new areas of work had been undertaken and new skills developed over the previous decade. However they did not find sufficient evidence to justify the demand for parity between control staff and operational firefighters.

A9 FBU EMR RESEARCH

During autumn 2016 the union surveyed leading FBU officials in all 36 brigades participating in EMR trials. The executive council discussed the results of the investigation at its 7-9 February meeting and a summary was circulated to members (2017HOC0124MW). A number of serious concerns were raised, including:

- Insufficient communication between the ambulance control and fire control staff, leading to firefighters mobilised to the wrong kind of calls or incidents outside of the agreement
- The late or in some cases non-attendance of an ambulance
- Failure of the ambulance service to pass on vital information to firefighters – such as ‘do not resuscitate’ orders.

Additionally, although minimum standards of training had been set out, these were not applied consistently across all participating services. Refresher training programmes also needed to be addressed.

Crew size and the type of vehicles deployed has also been raised. A crucial set of concerns were raised on health and safety, including:

- Immunisation from hepatitis B, tetanus and other infection control measures
- The provision of suitable personal protective equipment
- Support mechanisms to avoid worsening the mental health of staff
- Violence towards firefighters.

The FBU survey also identified a number of cases where intervention by local FBU reps has led to important modification of the trials, including inoculation, crew size and mobilisation protocols in cases of repeated fatalities. In some cases management established a liaison body or committee to oversee the trials, giving FBU officials an opportunity to intervene and make improvements. In other cases, this was done.

A10 BROADENING RESPONSIBILITIES REPORT

On 28 February, the *Broadening Responsibilities* report was published (2017HOC0142MW). It evaluated the EMR trials carried out by firefighters in brigades across the UK over the previous eighteen months. The report was commissioned by the National Joint Council (NJC 4/17), representing both the FBU and the employers. It was carried out by independent researchers from the University of Hertfordshire. The researchers obtained data from 38 out of 50 fire and rescue services across the UK. Overall the report found:

- Firefighters have attended more than 42,000 co-responding incidents during the trial period – about 8% of the total calls for all incidents across the UK during that time and one-in-five calls for stations undertaking co-responding incidents
- Firefighters generally arrive quicker than the ambulance service to all incidents (62%) and especially to time-critical incidents (93%).
- For the aggregate survey, firefighters were able to respond almost nine minutes faster than the ambulance service on average
- Firefighters attended more than 10,000 chest/heart/cardiac incidents – including more than 4,000 cardiac arrests
- Firefighters also attended more than 218,000 wider health incidents.

The report also contained detailed analysis of a small number of automated external defibrillator (AED) downloads. These showed that firefighters intervening at cardiac incidents (in the sample available) delivered a very high standard of intervention, what the authors call ‘best in class’ when compared with international studies.

Importantly, the researchers identified a whole range of operational matters – many of them on health and safety – which confirm the concerns raised by FBU members and officials during the trials. The FBU concerns are addressed in more detail in a separate circular. The biggest concerns highlighted by firefighters were being dispatched to inappropriate incidents where they did not have the necessary skills to support the patient; waiting for an ambulance to arrive and having to provide care firefighters were untrained for; and difficulties experienced with fatalities, which has been traumatic for some firefighters.

The report also identified important issues such as Hepatitis B vaccinations, disclosure and barring Service (DBS) checks and other matters – especially training – that should be resolved by employers before they expect firefighters to carry out this kind of work. The NJC (circular 05/17) hosted a seminar on 9 March, where the *Broadening Responsibilities* report was presented (2017HOC0173AD).

A11 TECHNICAL WORKING GROUP ON THE EMR TRIALS

The NJC (circular 06/17) established a technical working group to develop guidance on matters of operational concern identified by the respective sides (including as appropriate those in the University of Hertfordshire report). The group carried out surveys on local consultation arrangements and on mental health (2017HOC0242AD).

A12 NEW ECONOMY RESEARCH

In July the NJC commissioned New Economy consultants to carry out a cost benefit analysis of firefighters responding to cardiac arrest incidents, to supplement the previous research undertaken by the University of Hertfordshire. The report was intended to help secure the funding necessary to protect and enhance the fire and rescue service.

The NJC (circular 12/17) published the report on 14 November. It estimated that firefighters could save 700 people suffering cardiac arrest annually and that in financial terms, every pound invested would return around £4 in savings to the health service and other agencies. The report also clarified start up and ongoing costs to the fire and rescue service of carrying out this work (2017HOC0577AD).

A13 NORTH WEST FIRE CONTROL PAY CLAIM

In October 2017 the FBU submitted a pay claim to North West Fire Control, to reflect exactly what control staff would receive from NJC negotiations. The NWFC pay claim has mirrored the NJC award in previous years.

A14 FIRE AND RESCUE SERVICE APPRENTICESHIPS

FBU conference in May 2017 carried an executive council statement on fire and rescue service apprenticeships. In February NJC circular (03/17) set out the position on apprenticeships. Apprenticeships are a Westminster government programme, which has been exploited by some fire and rescue services. The FBU is clear that apprenticeships should not be a replacement for normal recruitment and has sought to introduce safeguards into the process to avoid abuse of apprentices and any apprentice scheme.

A15 OFFICERS' CAR TAX

With effect from April 2017, new legislation means that fire and rescue services are no longer able to make a reduction to the benefits-in-kind tax liability calculation to allow for business mileage liability for provided and leased cars fitted with audible and blue light devices. This means firefighters – particularly officers – can no longer claim tax relief on business mileage.

The issue was discussed at NJC and MMNB meetings on 5 October 2017. The NJC (circular 10/17) committed to take steps to remedy the situation, including urging the Chancellor to address the issue in the Budget (2017HOC0545AD).

A16 NJC FIRE AND RESCUE SERVICE SURVEY

As part of the discussions around scoping fire and rescue services' future activity, the NJC carried out a survey of the current level of activity in fire and rescue services. The returns were scrutinised by head office and brigade officials, with results expected in 2018.

A17 DUTY SYSTEMS

During 2017 the FBU tackled further attacks on existing duty systems and the imposition of new duty systems. These were discussed through the NJC's joint secretaries' resolution mechanism and through legal action (see Section J).

A18 NJC – FBU AND EMPLOYERS' REPS

1 October 2016 to 30 September 2017

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Simon Amos	Chris McGlone	Dave Allan	Darrell Pulk (to 4/5)
Danni Armstrong (to 21/6)	Alan McLean	Nick Chard	Simon Spencer
Andy Dark	Ian Murray	Jeremy Hilton	Sian Timoney
Barry Downey (22/6 to 6/9)	Andy Noble	Rebecca Knox	Fiona Twycross
Paul Embery (from 1/7)	Peter Preston	Mary Malin (to 14/3))	Linda Van den Hende
Richard Jones (from 7/9)	Lynda Rowan-O'Neill	Roger Phillips (from 7/9)	Vacancy (from 4/5)
Ian Leahair (to 30/6)	Matt Wrack		
Grant Mayos		<i>Scottish FRS</i>	<i>Welsh LGA</i>
Tam McFarlane		Kirsty Darwent	Paul Cannon (to 4/5)
		Pat Watters	David Poole (from 20/7)
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A19 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

1 October 2016 to 30 September 2017

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Mark Ames (from 11/11)	Grant Mayos	Dave Allan	Darrell Pulk (to 4/5)
Simon Amos	Alan McLean	Nick Chard	Simon Spencer
Danni Armstrong (to 21/6)	Chris McGlone	Jeremy Hilton	Sian Timoney
Andy Dark	Ian Murray	Rebecca Knox	Fiona Twycross
John Denvir (to 2/4)	Jim Quinn	Mary Malin (to 14/3)	Linda Van den Hende
Barry Downey (22/6 to 6/9)	Lynda Rowan-O'Neill	Roger Phillips (from 7/9)	Vacancy (from 4/5)
Craig Drinkald	Mark Watson (from 3/4)		
Mick Higgins (to 10/11)	Matt Wrack	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Richard Jones (from 7/9)		Kirsty Darwent	Paul Cannon (to 4/5)
		Pat Watters	David Poole (from 20/7)
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Glyn Morgan		Carmel McKinney	

SECTION B

PENSIONS

B1 INTRODUCTION

Firefighters' pensions continued to be an important focus of the FBU's work during 2017, with a number of legal developments with implications for members, both working and retired.

Many of the issues arose from the Westminster government decision to close the 1992 Firefighters' Pension Scheme (FPS) and the 2006 New Firefighters' Pension Scheme (NFPS), and to impose the 2015 Firefighters' Pension Scheme. Similarly, the Local Government Pension Scheme (LGPS), the pension scheme for control staff has also been affected.

There were important developments during the year regarding the FBU's legal challenge to the firefighters' pensions scheme based on age discrimination. Other matters concerned the pensions ombudsman and government legislation and guidance.

B2 AGE DISCRIMINATION ON FIREFIGHTERS' PENSIONS

When the 2015 Firefighters' Pension Scheme was imposed, transitional arrangements were made whereby some older firefighters were exempted from the requirement to leave the FPS or the NFPS and transfer to the new 2015 scheme. The FBU argued at the time that all firefighters who were already employed in the fire and rescue service should be permitted to remain in their pre-existing scheme. The union also argued that the proposed design of the new scheme was completely unworkable because it presupposed that firefighters would be able to continue working in operational roles until they reach age 60. Despite the extensive evidence submitted to support our case, the government refused to accept it.

Instead it exempted some, but not all, existing employees, allowing them to remain in their old scheme – either on the basis that they would never have to transfer or on the basis that they could remain in their old scheme for a while but would have to transfer sometime between 1 April 2015 and 31 March 2022. In broad terms, anyone who was in the FPS and was 48 years or older when the new scheme was introduced would remain in the FPS. Anyone aged between 44 and 48 would have to transfer, but at a later date depending on how old they were. The same arrangements were made for members of the NFPS, but the relevant ages for NFPS members were ages 53 and 49.

These categories of 'fully protected', 'taper protected' and 'unprotected' were determined simply by reference to proximity to retirement. The government ignored the FBU's point that many FPS members expected to retire somewhere between age 50 and 55. Instead, the rule it laid down was simply based on age on 31 March 2015.

Either way, proximity to retirement is simply another way of saying that someone is older. That means older members receive protection and younger members do not, raising obvious age discrimination issues.

The sex and race profile of the fire and rescue service has changed in recent times. The consequence is that female and black and minority ethnic firefighters are more likely to be younger. Discriminating against younger firefighters has the effect of indirectly discriminating against female and BME firefighters.

All of that was admitted by the Home Office and the Welsh government, who were the respondents to the test cases being fought (these test cases concern firefighters in England and Wales but the outcome will be the same in the Scottish and Northern Irish cases we have lodged). But they said that the discrimination was lawful.

Sometimes discrimination can be lawful. But it is up to the discriminator to prove that. To do so, they have to show that:

- What they were trying to achieve was a 'legitimate aim'; and
- Their discriminatory conduct was an appropriate and reasonably necessary way of achieving their legitimate aim.

This is what the FBU has challenged through the courts (2017HOC0076MW).

B3 EMPLOYMENT TRIBUNAL: JUDGES' PENSIONS

More than 200 judges at various levels of the judicial structure brought age discrimination claims regarding the reform of the Judicial Pension Scheme (JPS), a close parallel to the claims brought on behalf of younger firefighters who were transferred into the 2015 Firefighters' Pension Scheme. The employment tribunal judgement in the judges' cases published on 16 January 2017 was a comprehensive win for the claimant judges.

As in the FBU cases, the Westminster government conceded that the transitional arrangements, made when the 2015 scheme was introduced, discriminate on the grounds of age. It maintained, however, that it was pursuing a legitimate aim, which meant that the discrimination was lawful.

The employment tribunal strongly disagreed. It said that the legitimate aim which the government claimed – the need to protect those who are closest to retirement – is just another way of saying that it is legitimate to discriminate on the grounds of age. Saying someone is closer to retirement is just a different way of saying that they are older.

The tribunal went on to say that even if that was a legitimate aim, the means the government used to pursue it was disproportionate. It should have balanced the government's desire to reform pensions, in a consistent way across the public sector, against the effects of the changes on the younger judges. There was little evidence to show that it had examined those effects, and no evidence that the balancing exercise had been conducted and came out in favour of changing the Judicial Pension Scheme. The means the government used to pursue the claim was disproportionate.

Following the tribunal outcome, the government appealed against the judges' decision.

B4 EMPLOYMENT TRIBUNAL: FIREFIGHTERS' PENSIONS

The employment tribunal decision concerning the transitional arrangements for the 2015 Firefighter's Pension Scheme was handed down on 14 February 2017. The tribunal concluded that these arrangements did not discriminate on the grounds of age, sex or race. The FBU was disappointed with the decision – particularly in light of the judges' successful tribunal only a month before (2017HOC0108MW). The union therefore decided to appeal the case.

B5 EMPLOYMENT APPEAL TRIBUNAL PROCESS

The FBU filed a Notice of Appeal on 17 March 2017, seeking to set aside the decision made by the employment tribunal in the age discrimination claims made by more than 6,000 firefighters regarding the introduction of the 2015 Firefighters' Pension Scheme.

The legal argument is that the transitional provisions, which permit older firefighters to remain in the older, and significantly better, 1992 Firefighters' Pension Scheme, discriminate on the grounds of age and cannot be justified. Younger firefighters who were members of the 1992 scheme had just as good a case as their older colleagues in retaining the former, better pension arrangements. The government argues that it is legitimate to provide protection for members who are closer to retirement age. The FBU's response is that protecting someone who is nearer to retirement from the pension changes is just another way of saying that the government wants to protect older workers, and that is exactly what the age discrimination legislation prohibits. In fact, it can be argued that the older workers have less need of protection because they will suffer from the new pension arrangements for a shorter period of time and have already built up a larger pension under the old terms. The FBU's Notice of Appeal listed 21 separate errors of law in the employment tribunal's decision (2017HOC0176MW).

In May 2017 the FBU's appeal passed the 'sifting process' and so was able to progress. The employment appeal tribunal made an order consolidating the appeals made by the government against the judges, together with the FBU's case against the government. The FBU believes there are clear and obvious overlapping issues in both cases and that this consolidation was to the advantage of the FBU's case (2017HOC0244MW).

The appeal began on 11 December and ran until 14 December 2017. Daily summaries of the proceedings were provided to members via brigade secretary circulars (2017HOC0650DG, 2017HOC0651DG, 2017HOC0653DG and 2017HOC0654DG). The decision was not expected for at least six weeks.

B6 EMPLOYMENT APPEAL TRIBUNAL OUTCOME

On 29 January 2018 the employment appeal tribunal partially overturned the original judgment and found in favour of the FBU's case, referring the issue of proportionality back to the employment tribunal. The case was returned or 'remitted' to the employment tribunal to weigh up properly the government's alleged need to implement the 2015 transitional arrangements against the damage that they did to firefighters, who missed out on protection just because of their age. The employment appeal tribunal agreed with the FBU's argument that the employment tribunal had to conduct this balancing exercise and failed to do so. In a parallel decision, the employment appeal tribunal dealt with the new pension scheme for judges created in 2015. The government said it would appeal against both cases.

B7 LEGISLATION: AMENDMENT ORDER 2017

The Firefighters' Pension Scheme – Amendment Order 2017 came into force on 6 October 2017. The order makes minor amendments to the 2015 scheme rules, primarily dealing with an issue around ill-health process for members who are in transitional protection.

If a situation arises whereby a scheme member is awaiting a determination from the Independent Qualified Medical Practitioner and is facing an imminent transition into the 2015 scheme, the rules have been amended so that if they are subsequently awarded an ill-health pension they will remain in their existing scheme for the award.

The FBU believes this amendment is a sensible approach to the situation, but is not expected to affect a great deal of individuals (2017HOC0499SS).

B8 COMMUTATION

In July 2017 the FBU received a letter from the senior adjudicator for the pensions ombudsman explaining that they were not prepared to accept the union's complaint in relation to the date applied for retrospective application date in the 'Milne' commutation challenge. The executive council decided to dispute the opinion and to ask the pensions ombudsman to issue a formal determination on this issue.

In November the FBU received a determination from the pensions ombudsman, which did not uphold the union's complaint. The ombudsman did not accept that it is a matter of maladministration, but instead it was an actuarial judgement issue and as such did not have the jurisdiction to deal with complaints about actuarial judgements. Second, the ombudsman did not accept that there was a firm commitment on a date to have the work completed. Third, any specified date would still create a cliff edge continuing to give the retiree all or nothing.

After careful consideration and legal advice, including examining the excess costs involved in such a legal challenge, the executive council decided in December that the union had pursued the matter as far as it could and would not appeal.

B9 PENSIONABLE PAY

It became clear during 2017 that some fire and rescue authorities were using their own interpretation of pensionable pay. The union decided to support two cases with the pensions ombudsman, one in Mid and West Wales and one in Warwickshire. In September head office issued a circular clarifying what is and is not counted as pensionable pay (2017HOC0487SS).

B10 DUTY SYSTEMS PENSIONABILITY RESOLUTIONS

FBU conference 2017 supported two resolutions relating to the pensionability of payments associated with some duty systems. In August head office asked brigade committees to provide information on the position in their local area, particularly day crewing (2017HOC0416SS).

B11 PENSIONS LEGAL CASE: SAME SEX PARTNERS

In July, head office assessed the implications for firefighters of an important legal case, Walker vs Innospec, on pensions for same-sex partners. The union has identified an issue in the 1992 Firefighters' Pension Scheme, although because of the timescales involved it is unlikely to affect any active members of the 1992 scheme. However the union is also looking at a similar issue in the LGPS. The judgment may affect a number of retired or out of trade members, and some members of the RDS 'modified' scheme (2017HOC0394SS).

B12 CLUB TRANSFERS

In March head office circulated club transfer guidance for England. The guidance was produced by the Westminster government's fire pensions team for pension administrators. It is important for FBU officials who sit on local pension boards (2017HOC0148AD).

B13 NATIONAL AUDIT OFFICE INVESTIGATION

In February the FBU circulated a National Audit Office report into police and firefighters' pension scheme commutation factors. The report looked at the chain of events that led to the government paying £711m in compensation to 34,000 pensioners who retired from the police and firefighters' pension schemes between 2001 and 2006 without receiving their full pension entitlement. It found that due to the extent of the legal process in the case, some police and firefighters were retired for more than 15 years before they received their full pension entitlement from government (2017HOC0068AD).

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

Health and safety remained high on the FBU's agenda during 2017. FBU conference carried a wide range of resolutions, including those on mental health, personal protective equipment (PPE), contaminants and cancer, ridership, safety notices, risks from new technologies and hot fire training. Many of these issues were brought into sharp focus by the Grenfell Tower fire on 14 June.

Conference resolutions and other ongoing priorities were discussed at the union's health and safety committee. The impact of health and safety risks on the trade and equality sections of the membership was raised. The union also revitalised its safety reps network and intervention into joint safety committees, which are crucial for tackling matters at local level.

C2 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

The FBU health and safety committee held four meetings during 2017, all at head office:

- 23 March
- 20 June
- 19 September
- 22 November.

The meetings were attended by senior officials from most regions, as well as executive council members, sectional reps and national officers. It established working groups to oversee the implementation of particular conference resolutions.

The committee heard regional reports, serious accident investigations and other safety concerns. It discussed developments with the Grenfell Tower fire, the cultural inhibition to report near misses, PPE (including for women firefighters), zip failures, diesel emissions, problems with control systems, fireground facilities and PPE design.

FBU HEALTH AND SAFETY COMMITTEE ATTENDANCE 2017

	23 March	20 June	19 September	22 November
EC	Alan McLean Matt Wrack Andy Dark Chris McGlone Jim Quinn Andy Noble Ian Murray Ian Leahair	Alan McLean Andy Dark Sean Starbuck Chris McGlone Jim Quinn Andy Noble Les Skarratts	Ian Murray Andy Dark Chris McGlone Jim Quinn Andy Noble Les Skarratts	Ian Murray Sean Starbuck Andy Noble Les Skarratts
R1	David Hart	Dave Hart	David Hart	David Hart
R2	Brian Cunningham	David Nichol	Brian Cunningham	Brian Cunningham
R3	Karl Wager	Karl Wager		Karl Wager
R4	Mick Loney	Mick Loney	Matthew Williams	Mick Loney
R5	Gary Bennett	Gary Bennett	Gary Bennett	
R6	Gary Bellfield		Gary Bellfield	Gary Bellfield
R7	Pete Goulden			
R8				Simon Fleming
R9			Steve Kerridge	
R10	Gareth Beeton	Gareth Beeton	Steve White	Gareth Beeton
R11	Martin Hyndman/ Mike Saunders		Martin Hyndman	Martin Hyndman
R12	Dave Chappell	Dave Chappell		Dave Chappell
B&EMM				
CSNC	Lynda Rowan-O'Neill			
LGBT				
NRC	Peter Preston	Tam Mitchell		Tam Mitchell
NWC	Helen Tooley	Clare Hudson		Helen Tooley
ONC	Greg Ashman			Greg Ashman

C3 ORGANISING FOR HEALTH AND SAFETY

During 2017 the union took steps to renew its network of health and safety reps, including updating our database of reps (2017HOC0181AD). Head office officials underlined the importance of participating in joint health and safety committees, even where other organisations are represented.

The importance of safety reps and safety committees was underlined in a letter on 24 April 2017 from the FBU's solicitors Thompsons to assistant general secretary Andy Dark, arising from the coroner's inquest into the death of Stephen Hunt in Greater Manchester (2017HOC0234AD). The solicitors stated:

"It is also clear that representation on statutory health and safety committees will be important in ensuring that the FBU is accorded Interested Party status in any future inquests following operational incidents, whether or not any deceased person is a member of the Union. It is of fundamental importance that the FBU is properly represented at any such inquests which will be of concern to all operational members."

"The position is that the Union will be in a much stronger position to secure Interested Party status where there is a statutory Health and Safety Committee and where the FBU is represented on that Committee. As you know under the Safety Representatives and Safety Committees Regulations 1977, recognised unions have the power to appoint Safety Representatives and it is those Safety Representatives who have the right under the Health and Safety at Work Act 1974 and the 1977 Regulations to require employers to establish Safety Committees."

C4 FIREFIGHTERS' MEMORIAL DAY

On 4 May 2017 the inaugural Firefighters Memorial Day took place across the UK. It was called by the Firefighters Memorial Charitable Trust and the FBU. Scores of events involving hundreds of firefighters took place, including on-duty personnel sounding sirens for 30 seconds at midday, followed by a minute's silence on station forecourts (2017HOC0204DG).

Firefighters Memorial Day is primarily intended for remembering the ultimate sacrifice of those fallen firefighters who died while serving their communities. Firefighters Memorial Day is also an opportunity to acknowledge the bravery and dedication of all serving and former firefighters for their commitment to saving lives and protecting our communities across the world.

The Trust has 2,486 names of firefighters on its verified records who have died on duty while serving their communities. Some 2,441 of those names are already on the National Firefighters Memorial (in St Paul's Churchyard) and 45 more recently verified names will be added to the memorial later this year (with funds raised by the Firefighters 100 Lottery).

Firefighters Memorial Day in the UK coincides with International Firefighters Day (IFFD) observed by many countries across the world since 1999 to commemorate the dedication, commitment and sacrifices of firefighters everywhere. International Firefighters Day was initiated following the deaths of five firefighters in Linton, Victoria, Australia in December 1998 (2017HOC0179MW).

C5 FATAL ACCIDENT INVESTIGATION: NORTHUMBERLAND

FBU reps undertook a fatal accident investigation into the sudden and unexpected death on 2 February 2017 of firefighter Tom Naples in Northumberland.

C6 SERIOUS ACCIDENT INVESTIGATION MEMORANDUM

The FBU is seeking to establish consistent memoranda of understanding for serious accident investigations across brigades in the UK. The union believes every brigade should have a memorandum of understanding in place, so that all issues such as notification of an event, the role we will undertake, and our rights under health and safety legislation and a team identified in advance, are clarified and agreed. Head office has sought best practice examples, with the aim of standardising these agreements (2017HOC0356SS).

C7 SERIOUS ACCIDENT INVESTIGATIONS: SCOTLAND

FBU safety reps have been involved in a number of serious accident investigations in Scotland, including:

- An incident on 25 August 2016 in Greenock, Renfrewshire, which resulted in life-changing injuries to a firefighter
- An incident on 17 December 2016 in South Queensferry, which involved the loss of communications and water while wearing BA at an operational incident
- An incident on 22 July 2017 in Dunfermline, where a BA wearer fell into a hole, sustaining fractured ribs.

C8 SERIOUS ACCIDENT INVESTIGATION: HUMBERSIDE

On 10 March 2017, four firefighters were injured when an explosion ripped through a property in Beverley Road, Hull. FBU safety reps carried out a serious accident investigation and met with management to discuss the action plan.

C9 SERIOUS ACCIDENT INVESTIGATIONS: STAFFORDSHIRE

During 2017 FBU officials carried out a serious accident investigation into the injury sustained by a member on 25 November 2016, while attending a real fire behaviour training day at the Staffordshire training facility at headquarters in Stone.

The FBU represented FBU members affected who attended the training event. Officials were also involved in the immediate investigation and report submitted by the service investigation team. As part of the investigation, the FBU submitted its own recommendations to senior management of Staffordshire Fire and Rescue Service from the evidence gathered jointly. These were accepted and actioned by the service.

C10 MENTAL HEALTH

The executive council took steps to progress the union's multifaceted mental health work during 2017. Head office officials raised these matters with ministers, MPs and the employers. The NJC established a technical working group to tackle issues arising from the emergency medical response trials, including mental health (see paragraph A11).

The executive council agreed a definition of work-related stress based on Health and Safety Executive language: "The adverse reaction people have to excessive pressures or other types of demand placed on them at work." This was raised at the NJC, in light of some employers disregarding the law and guidance on stress.

Head office began to investigate the incidence of suicide among firefighters and assisted with ongoing academic research on post-traumatic stress disorder (2017HOC0171MW).

The union also intervened after the Grenfell Tower fire to ensure mental health support was in place for members affected. The London Fire Brigade under Boris Johnson cut the number of counsellors trained to help firefighters process traumatic scenes witnessed on the job from 14 to two.

New advice for union reps on tackling work-related stress from the TUC (2017HOC0090AD) and ACAS (2017HOC0351SS) were circulated to brigade officials.

C11 FIREFIGHTERS AND CANCER

FBU conference over many years has instructed the executive council to investigate the contaminants, toxins and other substances firefighters are exposed to as part of their work. Understandably, given the uncertainty around many of the hazards faced, there is a legitimate fear of exposure to carcinogens and other substances that could cause ill health and death.

The FBU has pursued a two-pronged strategy in recent years. First, the union has sought to prevent exposure to contaminants as far as possible and to control the risks. This work has continued, including examining working practices and testing of new PPE. In 2017 head office officials discussed these issues with the Home Office, emphasising the need for more government-funded research.

FBU conference in 2017 re-committed the union to campaigning to introduce presumptive legislation for cancers associated with firefighting, that where firefighters become ill they will be compensated. Head office officials met with the TUC and academics, including gathering international evidence where legislation has been introduced in some states in the United States, Canada and Australia.

The Industrial Injuries Advisory Council (IIAC) is the government body that certifies occupational diseases for compensation in the UK. To qualify for compensation, each cancer or other disease must meet the burden of proof 'more likely than not' (risk of 2.0 or greater) required by IIAC. Previously, at the FBU's request IIAC has published two reports about firefighters and cancer:

- *IIAC, Testicular cancer in fire fighters, IIAC position paper 21, (20 June 2008).*
- *Richard Graveling and Joanna Crawford, Occupational health risks in firefighters, (1 November 2010).*

These reports showed some evidence of elevated risk for firefighters, but none that reached the required burden of proof. In September 2017, a further report by Joanne Crawford, *Firefighters and cancer: the epidemiological evidence* confirmed the earlier findings of elevated risks, but none that were double. This means that at present IIAC would not support presumptive legislation. The executive council reviewed the evidence and asked head office officials to investigate further academic work to explore whether additional studies can help us break the log-jam.

C12 BURNS

A resolution at FBU conference instructed the executive council to gather data from all fire and rescue services for comparison on the number of firefighters who have suffered burns in the last five years. The Home Office does not publish figures by brigade, but figures for England as a whole showed the following:

Year	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Burns	20	11	6	10	7	7	4

Source: Fire statistics table 0507: Non-fatal firefighter casualties from fires by nature of injury, England

The executive council determined that such figures reflected massive under-reporting and were in themselves no guide to trends. Head office officials raised the issue of faulty official statistics with ministers, MPs, the inspectorate and the employers.

C13 BRITISH HEART FOUNDATION

In April 2017 the FBU supported research funded by the British Heart Foundation (BHF), which found that exposure to extreme heat while firefighting increases blood clotting and risk of heart attack. The study by researchers at the University of Edinburgh, and published in the journal *Circulation*, may help to explain why cardiovascular events – such as heart attacks – are the leading cause of death among firefighters on-duty.

Nineteen non-smoking, healthy firefighters were randomly selected from the Scottish Fire and Rescue Service to participate in two exercises at least a week apart, including a fire simulation and a controlled exposure. The fire simulation exposed 17 of the participants to extremely high temperatures, resulting in an average increase in core body temperature of 1 degree Celsius among participants as they attempted a mock rescue from a two-story structure.

Core body temperatures remained high for three to four hours following the fire simulation. The firefighters' blood also became stickier and was more than 66% more likely to form potentially harmful clots after the fire simulation. The researchers concluded that fire and rescue services should limit the time each firefighter spends tackling a blaze and avoid multiple wears, as well as helping them to cool down and rehydrate after exposure.

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

This year fire and rescue service policy was dominated by the Grenfell Tower fire on 14 June 2017, one of the most appalling tragedies of modern times. After terror attacks in London and Manchester, the FBU continued to negotiate on marauding terrorist firearms attack (MTFA) and related matters. This year the new fire inspectorate for England was established. The National Fire Chiefs Council (NFCC) was also set up, with some opportunities for the FBU to participate. The FBU worked with teacher trade unions on fire safety in schools.

FBU conference included resolutions on police vetting, private companies and training. Other contractual matters were dealt with through the NJC (discussed in Section A). The FBU contributed to a range of operational guidance produced by various governments during the year. The FBU took part in a range of fire and rescue service stakeholder bodies, such as the Fire Sector Federation (FSF), Chief Fire Officers Association (CFOA), Fire Protection Association (FPA) and other bodies. Dave Sibert, the FBU's fire safety and IRMP advisor has been tasked with these important areas of work.

D2 FIRE INSPECTORATE IN ENGLAND (HMICFRS)

In July the Home Office announced that Her Majesty's Inspectorate of Constabulary (HMIC) would be expanded to take on the role of inspectorate of fire and rescue authorities in England. The Fire and Rescue Services (Appointment of Inspector) (England) (Revocation) Order 2017 made the necessary legal changes.

HMIC was renamed Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Tom Winsor, previously HM Chief Inspector of Constabulary, became Chief Fire and Rescue Inspector for England. The first inspections were expected to take place in spring 2018, with every authority in England inspected by the end of 2019.

In October, FBU officials attended an event to introduce the inspectorate, hosted by Zoë Billingham, HM Inspector of Fire and Rescue Services. In December HMICFRS launched a consultation on fire and rescue services inspection, after it was announced that Suffolk, Staffordshire and West Yorkshire would take part in the pilot inspections in spring 2018.

D3 NATIONAL FIRE CHIEFS COUNCIL (NFCC)

The National Fire Chiefs Council (NFCC) was formed on 1 April 2017. The NFCC is made up of all chief fire officers across the UK and has a full time chair. The NFCC chair is elected by CFOA individual members for an initial two year term and replaces the role of CFOA president. In 2017 Roy Wilshire became the NFCC chair.

The Home Office and NFCC published guidance on the National Coordination and Advisory Framework (NCAF), which deals with resilience and mutual aid in major incidents (2017HOC0197AD).

The NFCC established committees on its key priorities:

- Finance (Phil Hales – West Midlands)
- Health (Peter O'Reilly – Manchester)
- International (Paul Walker – Cornwall)
- Operations (Dan Stephens – Merseyside)
- Prevention (Stewart Edgar – Gloucestershire)
- Protection and Business Safety (Mark Hardingham – Suffolk)
- Sector Improvement and Assurance (Geoff Howsego – Hampshire)
- Sector resource (Chris Strickland – Cambridge)
- Workforce (Ann Millington – Kent).

These bodies replaced the old CFOA committees, but are more open to other stakeholders in the fire and rescue service. The FBU took part in some committees at their first meetings in July.

The Home Office launched a consultation about re-employing senior fire officers post-retirement, on 21 February 2017. The FBU submission argued that such re-employment afforded pay and pensions privileges to chief offices, while adversely affecting officer and middle managers' promotion, as well as hitting workforce diversity.

D4 REVIEW OF THE BUILDING REGULATIONS

In July 2017 the Westminster government established an Independent Review of Building Regulations and Fire Safety, following the Grenfell fire. Judith Hackitt, former chair of the Health and Safety Executive and of EEF, the manufacturing employers' federation, was appointed to lead the review.

The review reports to Amber Rudd, the home secretary and Sajid Javid, the communities minister. It is examining:

- the regulatory system around the design, construction and on-going management of buildings in relation to fire safety
- related compliance and enforcement issues
- international regulation and experience in this area.

The review runs alongside the public inquiry (see Section E). The FBU made a comprehensive submission to the review in October, arguing for the revision of Approved Document B, the amendment of the fire Safety Order, official guidance on fire risk management and national professional standards for fire risk assessment. In December 2017 Hackitt published her interim findings. Further work was expected in 2018.

D5 MARAUDING TERRORIST FIREARMS ATTACK (MTFA)

This year there were further appalling terrorist attacks, notably:

- 22 March at Westminster (2017HOC0180MW)
- 22 May at the Manchester Arena (2017HOC0271MW)
- 3 June at London Bridge and Borough Market.

These had implications for firefighters' involvement in marauding terrorist firearms attack (MTFA).

The FBU's policy was established at the 2013 conference and in subsequent executive council discussions. The union's broad position has been:

- support in principle for a fire and rescue service role in MTFA response
- support is dependent upon safe systems of work; sufficient pay, compensation and pension arrangements
- existing engagement by members being undertaken on a voluntary basis only
- members not committing to contractual arrangements via the primary or a secondary contract outside of a national agreement.

The Westminster government continues to maintain that MTFA is a contractual requirement, while governments in Scotland, Wales and Northern Ireland have acknowledged it is not a contractual requirement. The vast majority of fire and rescue authorities in England (with the exception of Greater Manchester) also accept that MTFA is not contractual.

Westminster government officials have been taking steps to secure secondary contracts (often called resilience contracts). They have so far refused to acknowledge that non-specialist teams (crews on standard appliances) may also be expected to attend such incidents.

This year head office advised members not to make any contractual arrangements in respect of MTFA response (2017HOC0088AD, 2017HOC0513AD, 2017HOC0533AD). Brigade officials have been urged to discuss the union's policy and its application with members (2017HOC0534AD) and to negotiate arrangements to minimise the risk of attack from assailants when members are travelling alone (2017HOC0265AD). FBU officials have engaged with the Kerslake Review commissioned by Andy Burnham, the Greater Manchester mayor after the Manchester attack.

D6 POLICE VETTING

An FBU conference resolution sought action on the practice of police vetting, which has emerged in a number of brigades in the context of broadening the role of firefighters. This year head office sought legal advice on disclosure and barring checks (often called DBS and previously known as CRB checks) within the fire and rescue services. A number of principal managers have sought to introduce universal DBS checks when this is unnecessary, or introduce enhanced level checks for certain posts, which are also not required. Some fire and rescue services have insisted that individuals declare spent convictions for posts where there is no legal obligation to do so.

D7 NATIONAL OPERATIONAL GUIDANCE PROGRAMME

The National Operational Guidance Programme (NOGP) is a collaboration between the London Fire Brigade, chief officers, the LGA and fire and rescue services in devolved regions. It aims to replace fire and rescue service operational guidance issued by the Westminster government. The FBU is represented on the Operational Guidance Group (OGG), which scrutinises this guidance.

During the year the FBU examined strategic risk assessment guidance for fire and rescue services. The union has emphasised the limitations of Generic Risk Assessments and raised concerns about operational procedures intended to ensure a safe system of work. Head office also asked brigades for views on BA foundation documents (2017HOC0199AD) and fires on board vessels (2017HOC0198AD).

D8 SPRINKLERS IN SCHOOLS

The FBU worked with teacher unions to promote the issue of fire safety in schools during the year. The fire safety design of schools is controlled by the Building Regulations, but in England, the guidance to complying with the Building Regulations is contained in a bespoke document called *Building Bulletin 100* (BB100), written and published by the Department for Education.

The department did not involve fire safety specialists, but still revised the document. Its new draft removed the 'expectation' that all new schools should have sprinklers and removed many of the recommendations for passive fire safety and compartmentation. The FBU and teacher unions sent a joint letter to the department and collaborated at TUC Congress. The Department for Education put its review of BB100 on hold until after the outcome of the Grenfell Tower investigation.

D9 IFE FIREFIGHTER SAFETY SPECIAL INTEREST GROUP

The Institution of Fire Engineers (IFE) has established a Firefighter Safety Special Interest Group, chaired by Adam Course. The first part of the project is to create a detailed database of historic firefighter fatalities with links to all the available documentation. In the longer term, the IFE intends that the database will be international and will be widened to include firefighter injuries. The database will be available as a research tool for anyone who wants to examine causes of firefighter fatalities. FBU members and officials are participating in this important project.

D10 WAREHOUSE FIREFIGHTING PROJECT

The FBU took further steps in the warehouse firefighting project during the year. This work arose from the fire in Atherstone on Stour, Warwickshire in 2007, where four firefighters were killed. Union officials met with Warwickshire firefighters to assess progress to date on learning the lessons from these fatalities. Union officials also worked with Greater Manchester Fire and Rescue Service to test the area firefighters could search in a warehouse in a given time. The interim finding was that firefighters are able to search about 4,000 to 5,000 square metres of warehouse area before conditions become dangerous. This is significant because the current building regulations allow warehouses to be built up to 20,000 square metres without sprinklers. The Grenfell Tower fire has forced ministers to examine Approved Document B and the equivalents in the devolved administrations.

D11 FIRE SECTOR FEDERATION (FSF)

The FBU continued to participate in the Fire Sector Federation (FSF) during 2017. Bedfordshire chief officer Paul Fuller was elected FSF president, replacing Brian Robinson. The FBU has concerns about the direction of the FSF. The union was not consulted on FSF submission to the Hackitt review.

D12 HIGH RISK ACCOMMODATION PROJECT

CFOA's high risk accommodation project was completed and the document officially launched on 4 May 2017. The FBU contributed to the project, seeking to improve the guide's treatment of 'specialised housing', risk assessment and fire safety advice in the home for vulnerable residents.

D13 BRITISH STANDARDS INSTITUTION (BSI)

The FBU continued to participate in key British Standards Institution (BSI) projects where relevant to firefighters. Dave Sibert chairs a panel that is revising BS 7974, the British Standard Code of Practice for Fire Engineering.

D14 FLEXIBLE WORKING

The 2016 FBU conference carried a resolution on flexible working, which was progressed further during 2017. An executive council investigation found that the implementation of flexible working in the fire and rescue service is problematic, especially in an environment of lean-crewing resulting from inadequate funding. The union has approached the Home Office and employers for clarification in light of the flawed Thomas review into firefighters' conditions of service.

D15 INITIAL OPERATIONAL RESPONSE ASSURANCE VISITS

During March and April the FBU participated in joint visits to fire and rescue services concerning Initial Operational Response. Officials visited South Yorkshire, Warwickshire, Norfolk, Mid and West Wales, London and Cornwall (2017HOC0163AD, 2017HOC0164AD).

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

The Westminster government changed as a result of the general election on 8 June 2017. Theresa May remained prime minister but with a reduced majority, dependent on the Democratic Unionist Party for support. Sadly, despite the damage already wrought and the Grenfell Tower fire on 14 June, the Westminster government continued with cuts to the fire and rescue service.

FBU conference in 2017 included a number of resolutions on government policy. These were:

- police and crime commissioners
- fire and rescue service cuts
- the Trade Union Act.

During 2017 the FBU allocated substantial resources into political work. This included submissions to governments at Westminster, Holyrood, Stormont and Cardiff, lobbies by FBU members, meetings with ministers and civil servants and the production of briefings and bulletins, as well as campaigning.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

The Home Office is responsible for the fire and rescue service in England. Amber Rudd MP was home secretary throughout the year, with Brandon Lewis MP as undersecretary of state with responsibility for fire until the general election in June. Nick Hurd MP became fire minister for the second half of the year. FBU officials held several meetings with ministers during 2017.

E3 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – NORTHERN IRELAND

The fire and rescue service in Northern Ireland is a devolved matter and is the responsibility of the Department of Health. FBU officials held numerous meetings with Members of the Legislative Assembly (MLAs) during 2017. Until the collapse of the Northern Ireland Executive on 16 January 2017, the minister responsible for fire was Michelle O'Neill MLA.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The fire and rescue service in Scotland is a devolved matter and is the responsibility of the Scottish government. During 2017, Michael Matheson MSP was cabinet secretary for justice and Annabelle Ewing MSP was the minister for community safety and legal affairs, with responsibility for the fire and rescue service in Scotland. FBU officials held meetings with numerous ministers and Members of the Scottish Parliament (MSPs) during 2017.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and is the responsibility of the Welsh government. FBU officials held meetings with ministers, Assembly Members (AMs) and Welsh government fire branch civil servants during 2017. During 2017, Carl Sargeant AM was cabinet secretary for communities and children, including the fire and rescue service in Wales. The FBU was very saddened by his death in November. Alun Davies was appointed cabinet secretary for local government and public services, which includes the fire and rescue service, in November 2017.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

On 20 February 2017, the Department for Communities and Local Government (DCLG) confirmed its Local Government Settlement, providing figures for the central grant allocated to metropolitan and combined fire authorities in England. They show that the Westminster government has cut the central grant (known as the Settlement Funding Assessment, SFA) to fire authorities by 20% over four years. No new money for the fire and rescue service was forthcoming in the autumn budget in November, indicating that austerity continues, even after the Grenfell Tower fire.

E7 NORTHERN IRELAND ASSEMBLY

Throughout 2017 FBU officials and members engaged with politicians from all parties involved in the Northern Ireland Assembly: DUP, Sinn Féin, Ulster Unionists, SDLP and the Alliance Party. FBU representatives attended party conferences to lobby on behalf of firefighters.

In the absence of a functioning assembly, FBU officials attended a large number of meetings with MPs, MLAs, local councillors and Department of Health senior officials to campaign against proposed budget cuts. This resulted in additional funding being made available for the fire and rescue service in November.

E8 SCOTTISH PARLIAMENT

During 2017 Scottish FBU regional officials engaged regularly with ministers, MSPs and the leaders of all parties at Holyrood, as well as attending party conferences. Denise Christie, FBU Scotland regional treasurer gave evidence to Scottish Parliament's Local Government and Communities Committee on 13 September 2017. The FBU explained the union's concerns about fire safety inspection and cuts to the service in light of the Grenfell Tower fire.

After lobbying by the FBU and Scottish politicians, in November the Westminster government finally announced in the autumn budget that it would legislate to allow VAT refunds from April 2018 for the Scottish Fire and Rescue Service. This could pay for more than 200 additional firefighters each year.

E9 WALES FIRE AND RESCUE CONSULTATIVE FORUM

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During 2017 the forum met quarterly and discussed issues such as tower block fire safety, the emergency medical response trials and the national framework. The Welsh government implemented the statutory duty on fire and rescue services to respond to major flooding on 1 April (see paragraph E11).

E10 GRENFELL TOWER PUBLIC INQUIRY

The Grenfell Tower fire on 14 June 2017 was one of the most appalling tragedies of modern times. This is the worst fire in terms of fire deaths within living memory in the UK. Police announced in November that 71 victims had been formally identified and that they believe all those who died had been recovered. The FBU is immensely proud of our members – firefighters, officers and emergency control staff – who did everything possible to save lives (2017HOC0301MW). The FBU called for a public inquiry into the disaster and this was accepted by the prime minister, who appointed the retired judge Martin Moore-Bick to chair the proceedings (2017HOC0302MW).

The executive council made a submission to the Grenfell Tower inquiry terms of reference consultation, calling for a wide-ranging inquiry encompassing the long-standing regulation agenda, the whole fire and rescue service and social housing, and to ensure ministers and those at the top of government are held to account (2017HOC0396MW). However the terms of reference were too narrowly focused, seeking to avoid key political questions of deregulation and the culpability of Westminster, as well as concentrating on the London Fire Brigade instead of the wider fire and rescue service.

Nevertheless, the FBU has taken part in the public inquiry process. The union successfully attained core participant status, giving our legal team and leading officials more opportunities to intervene in the inquiry, ask questions and protect our members. The FBU's second submission to the inquiry raised a series of key questions and made an initial submission of evidence, particularly from previous tower block fatalities, including those involving firefighters. Head office and London officials attended the opening of the inquiry on 14 September.

Police conducted interviews with firefighters and emergency control staff who worked on the Grenfell Tower fire during 2017. These interviews will be shared with the public inquiry. FBU officials accompanied members to these interviews to provide support and advice (2017HOC0587MW).

The FBU made a third submission to the inquiry ahead of the procedural hearing on 11-12 December. The union challenged the appointments of certain assessors and experts to assist the judge, arguing that the individuals appointed were compromised by their previous involvement in imposing cuts and other working practices on the fire and rescue service, which should properly be examined by the inquiry. The FBU also made a further submission with regard to an expert in social housing, in support of victims and residents who demanded this involvement.

The inquiry was expected to hold public hearings during 2018 and produce an interim report on the first phase of its work, focused on what happened on the night of the fire. A second phase was promised on the background and causes of the blaze after that. The FBU expects the inquiry to be a long drawn out process, but is determined to ensure no stone is left unturned in getting justice for all those affected.

E11 FLOODING RESOURCES AND STATUTORY DUTY

The FBU welcomed the decision by the Welsh government to implement a statutory duty on fire and rescue services in Wales to respond to flooding emergencies. The new duty came into effect in Wales on 1 April 2017. The Welsh Assembly committed £1.8m in funding to replace ageing flooding and water rescue equipment as well as the purchase of a second high volume pump in North Wales. The law follows more than a decade of campaigning by the FBU to secure the duty, which is now in place in Scotland, Northern Ireland and Wales. England is the only part of the UK where firefighters do not have a duty to respond to flooding.

E12 POLICE AND CRIME COMMISSIONERS IN ENGLAND

During 2017 there were some highly significant developments involving police and crime commissioners' (PCCs) involvement with the fire and rescue service in England. On 31 January 2017, the Policing and Crime Bill Act received Royal Assent. The new law allows PCCs to take over the running of a fire and rescue service in England (2017HOC0075DG).

On 1 October, Essex PCC Roger Hirst became the first Police, Fire and Crime Commissioner (PFCC) when he took control of Essex Fire and Rescue Service. Other PCCs expressed interest in taking over their local fire and rescue service, several of whom have submitted applications to the home secretary. Others have ruled out the option owing to a lack of public support.

FBU conference carried an executive council statement on PCCs, which underlined the union's political and industrial opposition to PCCs taking over fire and rescue services, but acknowledging that now the legislation was on the statute book, union officials would have to negotiate with PCCs to protect members' interests. Conference discussed the importance of firefighters' humanitarian role and the importance of fire service independence. Red lines with PCCs include opposition to the single employer model, and support for NJC terms and conditions, as well as opposition to privatisation.

Head office hosted three PCC strategy meetings on 31 January, 25 July and 20 December 2017, to assist local officials in their negotiations with PCCs. National officers circulated government guidance on PCC business cases (2017HOC0131DG) and other policy papers (2017HOC0177DG). Officials also sought to clarify the transfer of undertakings, known as TUPE (2017HOC0625DG).

The FBU made representation to ministers about the independent assessment process, when PCCs want to take over but local fire authorities do not agree, which the FBU believes is neither transparent nor robust (2017HOC0582DG). The executive council submitted a response to the consultation announced on 27 November to enable PCCs to sit and vote on combined fire and rescue authorities.

E13 TRADE UNION ACT

FBU conference 2017 carried an executive council policy statement on the Trade Union Act, which became law the previous year. The FBU strongly opposes the Act, which adds to some of the most restrictive anti-union laws in Europe. The union made detailed submissions against the legislation, the general secretary addressed both Westminster committees during the Bill's passage and FBU members lobbied and demonstrated against it. Head office circulated evidence that the new law is already having an adverse effect on trade union activities (2017HOC0306DG).

During 2017 the executive council had to deal with the implications of the Trade Union Act. The FBU made a submission in 2016 on the transition period for opt-in to political funds, arguing for an extended period. In February 2017 the Westminster government published its response, imposing 1 March 2018 as the implementation date (2017HOC0125DG). This required a rule change at FBU conference and formal approval by the Certification Officer (CO), as well as further work at head office on membership forms.

In April 2017, the government published a consultation and draft regulations on the new enforcement powers for the CO. The Act grants the CO wide-ranging powers to initiate investigations into statutory union activities, even when no member has complained. The Act also gives the CO the power to impose financial penalties on trade unions. The FBU made a submission outlining our opposition to extending the powers of the CO and the introduction of unwarranted, disproportionate and excessive financial penalties (2017HOC0212DG).

In July 2017 the FBU made a submission to the electronic balloting review, led by Ken Knight, the former chief fire and rescue adviser for England. The union argued that electronic balloting should be introduced, to help improve participation in union activities, and that there are sufficient safeguards available – including by political parties. Knight's review was published on 18 December 2017. He recommended that pilots are carried out before online balloting of union members is made legal, disregarding the views of trade unionists and ignoring the existing evidence that it works.

In November the FBU submitted a response to the government's consultation on making trade unions' pay for the costs of the Certification Officer. Section 20 of the Trade Union Act gives the Certification Officer the power to impose a levy on trade unions and employers' associations to recover the cost of oversight and regulation. The FBU is outraged that unions are being forced to pay extortionate costs for government policing of our activities.

E14 TRADE UNION (WALES) ACT 2017

The FBU welcomed Welsh government legislation, which will disapply parts of the 2016 UK government Trade Union Act that relate to devolved public services, including the fire and rescue service in Wales. The Trade Union (Wales) Act 2017 disapplies aspects of new UK government legislation that impose an overall support threshold of 40% on strike ballots, includes provisions on trade union facility time and conditions on payroll deductions for trade union membership – commonly known as check-off. The Act will also protect the position where agency workers are prevented from covering the work of public sector employees during industrial action, in the event that the UK government acts to remove that protection.

E15 FBU PARLIAMENTARY GROUP

The FBU organises a parliamentary group to advance firefighters' interests at Westminster, where many key decisions are made that affect the fire and rescue service. The group, drawn exclusively from Labour MPs, is chaired by Kate Hoey MP, with Jo Stevens MP and Grahame Morris MP as vice-chairs.

The aim of the group is to inform MPs of firefighter issues and influence the direction of government policy. The FBU parliamentary group is a campaigning group. It is not comprised of MPs who have any financial relationship with the union because of their membership, but rather of MPs who wish to work with the union and in the interests of FBU members.

The group meets regularly every six to eight weeks while the House of Commons is sitting, so the union can brief MPs on its current campaigns. The union provides a written report to all group meetings. During 2016, a wide range of issues were raised with MPs, including:

- firefighters' pay and conditions
- the Grenfell Tower fire
- the impact of cuts on the fire and rescue service
- the threat of police and crime commissioners taking over fire authorities.

More than half the MP's belonging to the FBU parliamentary group now hold shadow frontbench positions. Group meetings are regularly attended by a significant number of the frontbench team, including both the leader of the opposition and the shadow chancellor.

FBU PARLIAMENTARY GROUP, DECEMBER 2017
Roberta Blackman-Woods, City of Durham
Richard Burgon, Leeds East
Jenny Chapman, Darlington
Dan Carden, Liverpool Walton
Rosie Cooper, Lancashire West
Jeremy Corbyn, Islington North
Jon Cruddas, Dagenham and Rainham
John Cryer, Leyton & Wanstead
Alex Cunningham, Stockton North
Nic Dakin, Scunthorpe
Emma Dent-Coad, Kensington
Peter Dowd, Bootle
David Drew, Stroud
Paul Flynn, Newport West
Gill Furniss, Sheffield Brightside and Hillsborough
Mary Glendon, North Tyneside
Nia Griffith, Llanelli
Louise Haigh, Sheffield Heeley
Kate Hoey, Vauxhall
Kelvin Hopkins, Luton North
Imran Hussain, Bradford East
Ian Lavery, Wansbeck
Karen Lee, Lincoln
Clive Lewis, Norwich South
Rebecca Long Bailey, Salford and Eccles
Rachael Maskell, York Central
Kerry McCarthy, Bristol East
Andy McDonald, Middlesbrough
John McDonnell, Hayes & Harlington
Conor McGinn, St Helens North
Liz McInnes, Heywood & Middleton
Jim McMahon, Oldham West and Royton
Ian Mearns, Gateshead
Grahame Morris, Easington
Kate Osamor, Edmonton
Laura Pidcock, North West Durham
Lloyd Russell-Moyle, Brighton Kempthorn
Paula Sherriff, Dewsbury
Dennis Skinner, Bolsover
Ruth Smeeth, Stoke-on-Trent North
Cat Smith, Lancaster and Fleetwood
Jo Stevens, Cardiff Central
Karl Turner, Hull East
Chris Williamson, Derby North

E16 TRADE UNION CO-ORDINATING GROUP (TUCG)

The FBU is a founder member of the Trade Union Co-ordinating Group (TUCG), established in 2008 to coordinate campaigning activities at Westminster on issues of common concern between member unions. The TUCG currently comprises 10 trade unions: Bakers, Food and Allied Workers Union (BFAWU), FBU, Napo – the probation and family court staff union, National Union of Journalists (NUJ), National Union of Rail, Maritime and Transport Workers (RMT), National Education Union (NEU), Public and Commercial Services Union (PCS), Prison Officers Association (POA), United Road Transport Union (URTU) and University and College Union (UCU). The TUCG executive council met every two months during 2017 and organised events at TUC congress and at Westminster.

E17 CAMPAIGNING AND LOBBYING

The FBU produced eight issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on police and crime commissioners, local cuts, the Grenfell Tower fire, national cuts, firefighter jobs, the Grenfell public inquiry, fire inspectors and rescues.

The FBU joined other trade unionists and the TUC in lobbying MPs on pay on 17 October. Central lobby at Westminster was packed with FBU members speaking to politicians and clearly visible in uniform. During 2016 FBU officials organised local mobilisations to oppose cuts and secure investment in the service.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

The FBU has a longstanding reputation for solidarity and intervention in the wider labour movement, both within the UK and internationally. During 2017, the union sent delegations to a range of important trade union and labour movement conferences, to articulate the interests of firefighters and to seek support for FBU campaigns.

The FBU also strengthened its links with firefighter unions across Europe and North America during 2017. The union continues to affiliate to a wide range of labour movement-backed campaigns.

FBU conference included a number of resolutions on the trade union and labour movement, including European-wide solidarity, which were implemented in the course of the year.

F2 TUC CONGRESS 2017

The annual Trades Union Congress (TUC) took place on 10-13 September 2017 in Brighton. The conference theme was 'Jobs, rights, investment'. The FBU delegation consisted of Matt Wrack, Alan McLean, Ian Murray, Andy Noble, Tam McFarlane, Sam Rye and Michael Nicholas. The FBU moved two resolutions at the conference, on firefighters' pay and on the Grenfell Tower fire, which were both carried.

The FBU also amended motions on trade union rights and on climate change. FBU delegates also spoke in debates on apprenticeships, mental health and schools' safety. Matt Wrack was elected to the TUC general council and executive committee, while Michael Nicholas was elected to the general council to represent black workers.

F3 TUC BLACK WORKERS' CONFERENCE 2017

TUC black workers' conference 2017 took place on 7-9 April at Congress House, London and had the theme of 'Mobilising black workers and communities'. The FBU delegation consisted of Michael Nicholas, Brian Amos, Anthony Edwards and Daryl Reece. The FBU moved a resolution on black and minority ethnic mental health concerns, which was unanimously supported by conference. Michael Nicholas was elected to the TUC race relations committee for 2017-18.

F4 TUC LGBT+ CONFERENCE 2017

TUC LGBT+ Conference 2017 took place 6-7 July at Congress House, London. The organisation has added the '+' to include a wider range of people under the structure. The FBU delegation consisted of Yannick Dubois, Pat Carberry, Stephen Riddell and Lucy Masoud.

The FBU's motion called for the trade unions to retake Pride and condemned the commercialisation of the event. The current format of London Pride was challenged by trade unionists and other activists this year. An anti-commercialisation demonstration took place at this year's parade with a mass sit-in at the front of the march. The motion was passed. Pat Carberry was elected to the TUC LGBT+ committee for 2017-18.

F5 TUC WOMEN'S CONFERENCE 2017

TUC women's conference 2017 took place on 8-10 March at Congress House, London. The conference theme was 'Women in Unions leading the Fight'. The FBU delegation consisted of Sam Rye, Sarah Gartland, Louise Connell and Clare Hudson. Sam Rye was elected to the TUC women's committee for 2017-18.

The FBU moved two resolutions at the conference: on domestic abuse and sexual violence, including access to vital support services such as Rape Crisis Centres, refuges and domestic violence outreach projects; and on sexual harassment in the workplace, particularly in male-dominated environments like the fire and rescue service. Both resolutions were carried.

F6 ICTU BIENNIAL DELEGATE CONFERENCE 2017

The Irish Congress of Trade Unions (ICTU) biennial delegate conference took place on 4-6 July 2017 in Belfast. The overall theme of the conference was 'Organise, Bargain, Progress'. The FBU delegation comprised Jim Quinn and Stephen Boyd.

Within ICTU, Jim Quinn sits on the Northern Ireland committee, Karen McDowell is vice-chair of the NI LGBT committee and Jim Hughes sits on the retired workers committee (Northern Ireland).

F7 STUC CONGRESS 2017

The annual Scottish Trades Union Congress (STUC) took place on 24-26 April 2017 in Aviemore. The FBU delegation consisted of Chris McGlone, Denise Christie, Gordon McQuade, Brian Cameron, Ian Bryden, Seona Hart and Phil McDonald.

The FBU moved three resolutions on emergency fire controls, investment in the Scottish Fire and Rescue Service and Palestine: firefighters under occupation. These were carried. Chris McGlone was elected to the STUC general council.

F8 STUC BLACK WORKERS' CONFERENCE 2017

The STUC black workers' conference took place on 7-8 October 2017 in Clydebank. Joseph Mendy was the FBU delegate at the event. The FBU moved two resolutions on the public service equality agenda and on mental health.

F9 STUC WOMEN'S CONFERENCE 2017

The STUC women's conference took place on 30-31 October 2017 in Fife. The FBU delegation consisted of Colleen Murray, Denise Christie, Seona Hart and Sandra Brown. Colleen Murray was elected onto the STUC women's committee.

The FBU moved two resolutions on occupational stress, particularly connected to cuts, and on sexual harassment in the workplace. Both resolutions were carried.

F10 WALES TUC

The Wales TUC conference is now held biennially and there was no conference in 2017. The FBU is represented on the Wales TUC general council and played a full part in the work undertaken in Wales. There were several campaigns during the year, including support for the Trade Union (Wales) Act 2017, which disappplies aspects of the UK government's anti-union legislation (see Section E).

F11 LABOUR PARTY

The FBU strengthened its links with the Labour Party during 2017. The FBU supported Labour candidates for the general election in June, particularly MPs who had strongly supported the union in parliament. Labour's manifesto referred explicitly to the fire and rescue service – its first manifesto to do so:

Fire and Rescue Services

Labour will halt cuts to the Fire Service. The Conservatives have cut 10,000 firefighter jobs and closed dozens of fire stations. As a result, response times have got slower and lives have been put at risk.

Labour will recruit 3,000 new firefighters, review staffing levels, and consult on national minimum standards for the service. We will reinstate separate governance arrangements for Fire and Police Services.

We will give the Fire and Rescue Services a statutory duty to coordinate and respond to floods.

Carolyn Harris MP was shadow fire minister for the first half of the year. Following the election, Chris Williamson MP took on the role (2017HOC0353DG).

The Labour Party held its annual conference on 24-27 September 2017 in Brighton. The FBU delegates were Matt Wrack, Ian Murray and Samantha Rye. Also in attendance were Tam McFarlane, Andy Noble, Paul Embery, Denise Christie, Lucy Masoud, Gareth Beeton and Dave Green. The FBU moved a contemporary motion on the Grenfell Tower fire and also organised a fringe meeting on Grenfell with Unite the union.

In November head office issued guidance to brigade secretaries about involvement in local and regional Labour Party structures, including Labour selections for seats on a range of bodies (2017HOC0581DG).

F12 PARTY CONFERENCES

During 2017, FBU officials attended conferences organised by a range of political parties to influence their fire and rescue service policies. This generally involves running a stall, distributing FBU literature and speaking to individuals.

FBU members in Northern Ireland attended the conferences of the five major political parties represented in the Northern Ireland Assembly: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionist Party (UUP), the Social Democratic and Labour Party (SDLP) and the Alliance Party.

During 2017 FBU officials attended the Scottish Labour Party, Scottish National Party (SNP) and Scottish Green Party conferences to lobby politicians about matters concerning the Scottish government.

F13 INTERNATIONAL SOLIDARITY

The FBU has a strong tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns. The FBU was saddened by the multiple firefighter fatalities across the globe, including 30 firefighters in Iran who died at an incident in January. The union expressed our solidarity with the victims and their families. The FBU's international committee met on 29 November.

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which groups together most of the firefighter unions across Europe. The annual EPSU firefighters' meeting was held on 27-28 April 2017 in Brussels. Matt Wrack, Dave Green and Paul Hampton attended on behalf of the FBU. Some 28 delegates participated in the event, which included a visit to the Emergency Response Coordination Centre and discussions on European developments such as carcinogens and firefighters' PPE.

The FBU sent a delegation for the 80th anniversary of the Scandinavian Study Days, a longstanding gathering of firefighters from across Europe. The event was held on 29 May-1 June in Helsinki, Finland. Pete Smith (region 4) and Tony Curry (region 3) attended for the FBU.

The FBU has strong relations with the International Association of Firefighters (IAFF), which organises professional firefighters in the United States and Canada. An FBU delegation comprising Matt Wrack, Ian Murray, Les Skarratts, Barry Downey and Tam McFarlane attended the IAFF's 'John P Redmond Symposium/Dominick F Barbara EMS Conference' in Vancouver, Canada on 6-8 August 2017. The conference included high-level discussions on firefighter health and safety, post-traumatic stress disorder and cancers.

F14 AFFILIATIONS

LABOUR MOVEMENT ORGANISATIONS

European Federation of Public Service Unions (EPSU)	Scottish Trades Union Congress (STUC)
International Centre for Trade Union Rights (ICTUR)	Trade Union and Labour Party Organisation (TULO)
Irish Congress of Trade Unions (ICTU)	Trade Union Co-ordinating Group (TUCG)
Labour Party	Trades Union Congress (TUC)
Momentum	Wales Trades Union Congress (WTUC)
Public Services International (PSI)	

FIRE ORGANISATIONS

Fire Protection Association (FPA)	The Firefighters Memorial Trust
Fire Sector Federation (FSF)	National Fire Sprinkler Network

NATIONAL CAMPAIGNS

Abortion Rights	Local Government Information Unit (LGIU)
British Pensioners and Trade Union Action Association	Maternity Action
Campaign against Climate Change	Marx Memorial Library
Campaign for Nuclear Disarmament (CND)	Mechanics Centre Trust
Campaign for Press and Broadcasting Freedom	National Assembly of Women
Campaign for Trade Union Freedom	National Pensioners Convention
Comprehensive Future	National Shop Stewards Network
Defend Council Housing	People's Assembly
End Child Poverty	Protect our NHS
Fabian Society	Stand Up to Racism
Greenpeace	Stop the War Coalition
Institute of Employment Rights	Trade Union Friends of Searchlight
International Brigade Memorial Trust	Unite Against Fascism
Justice for Grenfell	Unite the Resistance
Labour Research Department (LRD)	Woodcraft Folk
Liberty	Working Class Movement Library

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	Hands off Venezuela
Amnesty International	Justice for Colombia
Burma Campaign UK	Nicaragua Solidarity Campaign
Campaign for Human Rights in the Philippines	Palestine Solidarity Campaign
Committee for the Defence of Iranian Peoples Rights (CODIR)	Venezuela Solidarity Campaign
Cuba Solidarity Campaign	War on Want
Greece Solidarity Campaign	Western Sahara Campaign

F15 BLACKLISTING AND POLICE SPYING ON UNIONS

During 2017 the public inquiry into undercover policing made little progress in revealing more evidence of police spying on FBU officials. Christopher Pitchford, the original chair died during the year and was replaced by John Mitting. Lawyers for a number of trade union core participants in the inquiry (including the FBU) wrote to the chair about the destruction of evidence, as well as the slow pace of proceedings.

F16 WIDER LABOUR MOVEMENT CAMPAIGNING

FBU mobilisations for trade union marches or events included:

- Durham Miners' Gala – region 3, 8 July
- Tolpuddle Martyrs Festival – region 12, 14-16 July
- Burston Strike School Rally – region 9, 3 September
- Various Pride events including London Pride – LGBT committee and region 9, 24 June
- Peoples' Assembly lobby of the Conservative Party conference – head office and region 7, 1 October
- People's Assembly demo (London) – head office 1 July.

Additional support was provided by head office for various events organised by other trade union and community campaigns, as well as events organised to support Labour's general election campaign, including where FBU members were standing.

FBU members and officials attended numerous events in solidarity with the victims, survivors and residents of the Grenfell Tower fire, including the monthly walk. The FBU assisted the Justice for Grenfell campaign with establishing its local office.

The FBU's campaign fire appliance had to be scrapped. A new appliance was purchased and has been retrofitted to meet European emissions standards. After undergoing conversion it is expected to be ready for our centenary year in 2018.

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of ongoing trade union education and supported a programme of nationally organised courses during the year. Hundreds of FBU officials completed accredited courses, while FBU reps were also well represented on other TUC courses. Several hundred members also completed FBU unionlearn courses in 2017.

62 FBU EDUCATION STRATEGY

In 2017 the FBU's education programme consisted of three interlinked parts: an introductory programme for branch and brigade officials – the branch and brigade officials' introductory pathway, a pathway for health and safety representatives – the branch and brigade officials' health, safety and welfare pathway and a follow-on programme for brigade and regional officials – the brigade and regional officials' follow-on pathway. Several new courses were developed in support of the programme. All courses in the programme were delivered by head office at venues across the UK in partnership with TUC tutors. The content of courses continued to be updated to ensure relevance to officials in the current environment.

In July 2017 head office invited relevant officials from all regions and sections to complete a questionnaire designed to help identify education priorities for 2018. Courses in the branch and brigade officials' introductory pathway were identified as a priority and the results informed recommendations to the executive council.

63 PATHWAYS AND COURSES

During 2017, 567 learners successfully completed 29 FBU TUC-accredited courses including three section schools within the education programme, reflecting a significant expansion compared with previous years. Feedback from learners, tutors and officials was generally positive. Pathway courses in 2017 were arranged as follows:

Branch and brigade officials' introductory pathway

- Introductory branch officials and handling members' problems
- Preparing discipline casework and representation at hearings
- Introduction to fairness at work and tackling bullying and harassment
- Handling internal investigations (ADAE) and identifying bullying and harassment.

All courses in the introductory pathway were offered and it is positive to note that this is the second year that both the introductory fairness at work course and the follow-on all different all equal course have run successfully once in the year.

Branch and brigade officials' health, safety and welfare pathway

- Introduction to health, safety and welfare at work
- Understanding mental health Issues, promoting awareness and representing members in the UKFRS
- Handling serious accident investigations.

The handling serious accident investigations course was completely revised and ran successfully twice in the year.

Brigade and regional officials' follow-on pathway

- Developing effective bargaining skills
- Promoting union learning and organising in the UKFRS
- Understanding and handling pension and medical appeals
- Engaging with politics
- Equality in the workplace – employment law update
- National school 2017.

The engaging with politics course was revised and piloted in July and the Equality Law update was a new course for 2017.

In addition to the pathway courses, an officer members' seminar took place in March at Wortley Hall and was supported by Julie Heselwood and Trevor Cave, FBU director of education.

64 ROLE OF THE REGIONAL EDUCATION AND LEARNING ORGANISER (RELO)

Regional education and learning officers (RELOs) attended a meeting at head office in October, providing an opportunity to discuss learning pathways and programme development. RELOs considered the expectations associated with the role, including practical issues such as completion of application forms; how learner completion data is made available to regions regularly from the TRAX database and the challenges of last minute cancellations. Discussion at the meeting also included the results of the training needs analysis survey undertaken in the summer.

Conference resolutions regarding education were discussed and an initial draft of the proposed programme for 2018 was made available for comment at the meeting. The discussion covered matters such as suitable venues and course content, including equality issues and new courses in development.

65 NATIONAL SCHOOL

The national school 2017 took place at Wortley Hall across five days in November and 37 officials and active members attended. The school explored industrial, political, economic and social issues and students were given pre-course assignments, including reading, to help them prepare. The school was opened by the president, Alan McLean, and supported by Sean Starbuck, national officer, and head office staff. Matt Wrack, general secretary, gave presentations on the challenges facing the FBU and the UKFRS and on lessons from the Grenfell Tower tragedy.

The school was divided into two groups and the classes were chaired by Ian Murray, vice-president, Andy Noble, treasurer, and Grant Mayos and Phil Coates, EC members. The course content was developed by Trevor Cave, director of education, and Julie Heselwood, head of TUC education, Leeds City College. Julie Heselwood and Helen Nolan provided TUC tutor support for the school. Guest speakers included Dr Brian

Kelly, Queens University Belfast; Chris Williamson MP, shadow fire minister; Graeme Lester, union learning project support officer and Mark Dunne, union learning project manager. There were also sessions giving information on the Firefighters 100 lottery and preparations for the union's centenary, led by Andy Noble and Keith Handscomb.

66 B&EMM SCHOOL

B&EMM school 2017 took place in October at Wortley Hall and was supported by TUC tutor Sally-Ann Spring, from the TUC education national team. 40 members attended.

67 LGBT SCHOOL

LGBT school 2017 took place in October at the Wellington Park Hotel in Belfast, Northern Ireland and was supported by TUC tutor Julie Heselwood, Leeds City College Trade Union Studies. 25 members attended.

68 WOMEN'S SCHOOL

Women's school 2017 took place in April at Wortley Hall and was supported by TUC tutor Julie Weekes, Huntingdon College Trade Union Studies. 46 members attended.

69 TUC EDUCATION

During 2017 FBU officials and members throughout the regions attended a range of day release courses organised by TUC education and delivered by TUC providers. These included:

- Union representatives stage 1
- Health and safety representatives stage 1
- Union learning representatives.

The most popular of the TUC online e-learning briefings accessed by FBU members and officials were:

- Mental health in the workplace
- Health and safety and organising
- Tackling cancer in the workplace
- Tackling vulnerable employment.

As reported in recent years the situation regarding future public funding for TUC education courses remains uncertain. The 2017 FBU programme was successfully delivered with full support from TUC tutors employed by TUC college partner providers. The executive council will continue to monitor the situation closely and take steps to ensure the continued provision of courses.

610 TUTORS AND CHAIRS

The executive council thanked all tutors and officials who assisted in the union's education provision throughout 2017. The following colleges and tutors have provided an excellent service during the year:

- Leeds City College Faculty of Trade Union Studies: Julie Heselwood, Catharyn Lawrence, Dave Limer, Helen Nolan, Steve Haunch
- City of Glasgow College Department of Trade Union Studies: Mark Pollitt

- Huntingdon College Department of Trade Union Studies: Dawn Livingston, Julie Weekes
- Sally-Ann Spring, TUC education officer.

The executive council also acknowledged the contribution made by Trevor Cave, director of education, to the FBU's education programme over three decades. Trevor was initially a TUC tutor on FBU courses before being appointed as a member of the union's staff and retired at the end of 2017.

611 UNION LEARNING FUND

In 2017 the FBU was successful in securing another round of Union Learning Fund backing. All trade unions with successful bids received grants that were lower than previous years, however the FBU union learning project retained the same high aims and ambitions.

The FBU learning centre has been successful in maintaining or gaining 'A' grades, awards and direct claim status for all qualifications and received an overall 'green' rating in its unionlearn/DfE audit.

The successful pilot programme of providing and delivering a level 3 personal training apprenticeship has resulted in more than 400 FBU members working towards the qualification and the awarding bodies signing off the learning centre with direct claim status for our delivery.

The FBU learning centre maintained a mixed team of Northumberland County Council seconded employees and FBU employees and continued to be fully accredited through City and Guilds, British Computer Society, NCFE and ActiveIQ.

In the last 12 months, the most popular courses with FBU members were team leading, mental health awareness, nutrition and health and autism awareness and we are sourcing a level 2 distance learning course in dyslexia awareness to add to our existing delivery.

The FBU unionlearn has its own dedicated website www.fbueducation.org and Twitter feed @FBULearn and members are encouraged to get involved.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

During 2016 the National Joint Council (NJC) led Inclusive Fire Service Group (IFSG) made substantial progress reviewing equalities in the fire and rescue service and developing improvement strategies. The group organised focus groups and surveys, and issued guidance on implementing inclusion across the service.

FBU conference discussed a range of equality matters, including pay, PPE, the rise in hate crime and the marginalisation of LGBT equality.

During the year the union's equality sections continued to organise, representing members facing discrimination, bullying, harassment or victimisation at work, as well as campaigning in the fire and rescue service and in the wider world.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The FBU plays a leading role in the National Joint Council's (NJC) Inclusive Fire Service Group (IFSG), which was established to develop improvement strategies for the service on issues relating to equality.

The IFSG undertook a number of initiatives to ensure the improvement strategies developed by the group are effective (NJC/02/17):

- Focus groups with a number of female, BME and LGBT employees
- A survey open to all fire and rescue service employees
- Four regional workshops with equality and diversity staff in fire and rescue services and local union representatives
- Two workshops with senior fire service managers
- These activities involved a wide range of FBU members and officials (2017HOC0126AD).

In June the NJC (08/17) published a circular outlining the improvement strategies fire and rescue services should undertake in four key areas: promoting an inclusive culture (which includes tackling bullying and harassment), recruitment, progression and retention. The evidence base came from the comprehensive survey of fire and rescue services carried out by the IFSG (2017HOC0035JM).

Key principles for improving equality include:

- Inclusivity should be embedded in every aspect of the fire and rescue service
- There is a need for visible senior ownership and leadership

- Union involvement should be recognised as an important factor in delivering improvement, particularly in respect of peer to peer involvement
- Fire and rescue services should ensure the workplace is fit for purpose for all groups of employee, including correct personal protective equipment and gender-specific station and fireground facilities.

FBU officials contributed to the proposals and the union strongly backed their implementation (2017HOC0286AD).

H3 B&EMM SECTION REPORT

The FBU's black and ethnic minority members (B&EMM) section has approximately 1,100 members. The committee is aware of some instances where BME trainees were not given the opportunity to join the FBU and had to request information from reps as to how to join. During the year the B&EMM committee tackled a range of incidents of unfair treatment, including ill-health retirement.

B&EMM supported a number of wider labour movement and campaign events during the year. The committee highlighted the upsurge in discriminatory behaviour and language in UK communities and in fire service workplaces after the European referendum. It supported a TUC 'Racism at Work' survey to all affiliates. The committee was also critical of the Westminster government's Racial Disparity Audit, published in October, arguing that it offered no solutions to tackle entrenched racial inequalities. The government's austerity agenda has exacerbated inequalities in the fire and rescue service, by removing diversity targets and cutting recruitment.

FBU delegates attended TUC black workers' conference and Michael Nicholas was re-elected to the TUC race committee and to the TUC general council to represent black workers.

The B&EMM school was held at Wortley Hall, Sheffield on 6-8 October 2017. The B&EMM national committee met three times in 2017:

- 20-21 February in Birmingham
- 6-7 July in Birmingham
- 13-14 December in London.

B&EMM officials also attended the equality sections meetings with the general secretary in 2017. The national committee AGM agreed three motions for the 2018 conference and one resolution for the TUC black workers' conference 2018 agenda.

A list of B&EMM regional reps is found in Section L. Reports of B&EMM participation at labour movement conferences is in Section F. The report of B&EMM school is in Section G.

H4 LGBT SECTION REPORT

During the year the FBU's lesbian, gay, bisexual and trans (LGBT) committee continued to provide support to LGBT members doing casework and assisting with improving workplace policies. The committee supported a TUC survey into the experience of LGBT people at work. The LGBT section used the anniversary of 50 years since the partial decriminalisation of homosexuality in England to campaign during the year. The LGBT school was held in Northern Ireland, the only part of the UK that does not recognise equal marriage. This was strongly supported by FBU region 2 officials.

The LGBT section continues to intervene in Pride events. FBU members, including firefighters who responded to the Grenfell tragedy, marched in the parade through London on 8 July to show solidarity with the LGBT community. In recent years, the parade has faced accusations of becoming a commercialised and corporate event. The FBU argues that it should be reclassified as a political protest.

The LGBT committee held its annual school in Belfast on 18-20 October 2017. The LGBT committee also met four times in 2017:

- 2 February in Birmingham
- 2 June in London
- 25 August in Manchester
- 30 November in London.

FBU conference 2017 passed two LGBT section resolutions on post-Brexit rise in hate crime and challenging marginalisation of LGBT equality. Another resolution on equal marriage for Northern Ireland was remitted to the executive council.

The LGBT section AGM was held on 30 November at head office and three resolutions were endorsed for consideration for the order of business for conference 2018. Throughout the year LGBT and other equality section officials attended meetings with the general secretary and the executive council.

A list of LGBT regional reps is found in Section L. Reports of LGBT participation at labour movement conferences is in Section F. The report of LGBT school is in Section G.

H5 WOMEN'S SECTION REPORT

The FBU's national women's committee (NWC) continued to represent women members during the year. Officials have represented members in sexual harassment and other cases of discrimination. The committee is investigating reports that some services are taking a backward step by reintroducing unisex facilities. The new Firefit strength tests have also caused issues.

PPE remains a significant issue, with some women wearing men's PPE as it fits better, but will not give them the right level of protection. There are various PPE trials going on, which should include women. Officials have also dealt with ongoing issues around menopause and mental health. The NWC is working with head office to update maternity guidance. The committee is also campaigning on domestic abuse and sexual violence, including supporting the white ribbon campaign.

The annual women's school was held at Wortley Hall on 7-9 April 2017. The NWC met on four occasions in 2017:

- 26 January in Cheshire
- 25 May in Glasgow
- 26 September in Bristol
- 20-21 November at Wortley Hall.

During 2017 NWC and other equality section officials attended meetings with the general secretary and the executive council.

A list of NWC regional reps is found in Section L. Reports of NWC participation at labour movement conferences is in Section F. The report of NWC school is in Section G.

H6 ADAE REPRESENTATION REQUESTS

The table shows the number of all different all equal (ADAE) requests for representation received by regional secretaries.

2017	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 01	0					
Region 02	0					
Region 03	0					
Region 04	1*					
Region 05	2**	1				
Region 06	0					
Region 07	4	4				
Region 08	1	1				
Region 09	1	1				
Region 10	3	3				
Region 11	0					
Region 12	1	1				

* Case heard before complete

** Member resigned from service prior to interview

SECTION I

ACCIDENT AND INJURY FUND (AIF)

I1 INTRODUCTION

The management committee of the accident and injury fund (AIF) is chaired by the vice-president and administrated by a national officer.

In 2017 executive council members on the committee were:

Phil Coates

Barry Downey

Jamie Wyatt.

The AIF management committee urges all officials at brigade and branch level to ensure that members adhere to the rules of the fund, with particular attention to the time limits required for submitting claims.

Accident and injury fund									
Summary for the year ended 31 December 2016									
Region		Temporary disablement on duty		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount
		ON DUTY	OFF DUTY						
1	No. of payments		1			1	4	13	£174,311.48
	Amount paid		£3,483.48		£144,117.60	£3,000.00	£23,710.40		
2	No. of payments	68	16		1		2	87	£142,076.88
	Amount paid	£76,940.52	£17,198.16		£36,083.00		£11,855.20		
3	No. of payments				3		1	4	£40,565.60
	Amount paid				£34,638.00		£5,927.60		
4	No. of payments	12	1				2	15	£21,745.36
	Amount paid	£8867.04	£1,023.12				£11,855.20		
5	No. of payments	3	14		2		2	21	£61,632.44
	Amount paid	£3,288.60	£16,850.64		£29,638.00		£11,855.20		
6	No. of payments				5	1		6	£90,668.80
	Amount paid				£84,668.80	£6,000.00			
7	No. of payments				2			2	£29,638.00
	Amount paid				£29,638				
8	No. of payments	24	43		1			68	£75,671.52
	Amount paid	£16,954.56	£34,371.96		£24,345.00				
9	No. of payments	13	4	1	4	1	3	26	£124,281.84
	Amount paid	£12,594.12	£6,747.72	£14,819.00	£65,838.20	£6,500.00	£17,782.80		
10	No. of payments	9	9		7	1	2	28	£147,504.64
	Amount paid	£10,669.68	£7,575.96		£111,403.80	£6,000.00	£11,855.20		
11	No. of payments	6	3		3		2	14	£74,341.16
	Amount paid	£5,407.92	£3,386.04		£53,692.00		£11,855.20		
12	No. of payments	1	4		1		2	8	£60,323.04
	Amount paid	£2,679.60	£4,360.44		£41,486.40		£11,796.60		
TOTAL NO. OF PAYMENTS		136	95	1	36	4	20	292	
Total amount		£137,402.04	£94,997.52	£14,819.00	£655,548.80	£21,500.00	£118,493.40		£1,042,760.76

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In 2017, the FBU legal scheme, working with Thompsons Solicitors, secured nearly £2.9m in compensation for members and their families, at work and away from work. Some of the most significant cases of the year are summarised below.

J2 JUDICIAL REVIEW

SOUTH YORKSHIRE FIRE AND RESCUE SERVICE (SYFRS) AND CLOSE PROXIMITY CREWING SHIFT PATTERNS

The FBU has secured permission to judicially review South Yorkshire's decision to keep close proximity crewing (CPC). This builds on the successful challenge to its use in the case of Mansell and others where the employment tribunal upheld members' claims due to CPC's inherent "blatant failures in compliance" with the Working Time Regulations 1998.

The South Yorkshire Fire and Rescue Service (SYFRS) looked to challenge the compensation payable to members at the employment appeal tribunal. In February 2018, the tribunal upheld the original conclusion. This means that the FBU members involved will be able to give individual evidence to the tribunal judge on the impact they have suffered at a further hearing later this year. The judge will then assess the levels of compensation owed to each of them.

Despite this damning judgment, SYFRS's latest Integrated Risk Management Plan (IRMP) approved CPC's continued use at four fire stations until 2020. The FBU will argue before the High Court that SYFRS is acting unlawfully by knowingly operating an unlawful duty system, and that the IRMP should be quashed.

J3 EMPLOYMENT RIGHTS

MEMBER COMPENSATED AFTER UNFAIR DISMISSAL

An FBU member has been awarded £26,000 for unfair dismissal. The member was dismissed for alleged failure to follow a management request and bullying. Despite working in a large team, only a small number

of the members were interviewed to provide a witness during the investigation. The decision to dismiss the member was upheld at the appeal hearing. However, the employer did accept that there had been some failings, for which a formal investigation would be carried out into the management of the staff in the control room. At the time of her dismissal, the member had 36 years of exemplary employment. No issue with her conduct had been raised in any of her appraisals. The matter was settled in October 2017, just prior to the start of the planned five day hearing.

MEMBER WINS CPD CASE

The member alleged that their employer acted in breach of his contract and/or an unauthorised deduction from wages, when it rejected his Continual Professional Development (CPD) application for 2016 and failed to pay him CPD for the period 11 July 2016 to 16 June 2017. After an investigation, the fire and rescue service, without any admission of liability, agreed to pay the member the CPD payment for 2016-2017 of £989.

MEMBER COMPENSATED FOR WORKPLACE DISCRIMINATION

A member brought claims against the fire and rescue service for direct and indirect sexual discrimination, harassment and victimisation over a period of 10 years. The member secured £60,000.

MEMBER WINS RELIGIOUS DISCRIMINATION CASE

A member secured compensation for race and religious discrimination and constructive dismissal.

The member brought a claim on the basis that he had been denied the same opportunities for promotion as his colleagues. The member was also the subject of an investigation following a complaint arising from an inspection that he had conducted. The employer proposed that the member be demoted in response to the allegation, albeit the threat of the sanction was subsequently removed. The member felt that the investigation against him was unjustified and that this was the final straw in terms of a loss of trust and confidence in his employer.

There was evidence to suggest that the member's line manager had at various times made less favourable comments with regards to Muslims and a grievance submitted against the manager was in part upheld by the council. Thompsons negotiated a settlement on the member's behalf for injury to their feelings.

MEMBER PREVENTED FROM WORKING BY EMPLOYER WINS DISABILITY DISCRIMINATION CASE

A member (who was not a member of a relevant pension scheme) won a disability discrimination case after it was claimed they were no longer fit to work. The member had recently contracted an illness, impairing their ability to fulfil their regular duties. The fire and rescue service who employed them dismissed them almost immediately in reliance on a policy that every operational firefighter must be operationally fit to perform any Grey Book role, no matter what it might entail.

It was successfully argued that there were many roles in the organisation that the member would be fit for despite their illness, such as work in training centres. Efforts should therefore have been made to ensure the member was given one of these roles and a failure to do so discriminated against the member on the grounds of his disability. The case was settled on the morning of the hearing, with an award of compensation secured.

J4 CRIMINAL CASES

FBU MEMBER DEFENDED IN MANSLAUGHTER CASE

Thompsons represented a former watch manager from Merseyside during a police investigation into gross negligence manslaughter after the death of two people in a house fire. When the fire service first attended the scene, they could not locate the fire. After returning the same day, firefighters were met with a significant fire that had been hidden in the loft of the adjacent property. No further action was taken by the police and the member's actions were explicitly exonerated by the coroner. The FBU supported the case as the fire and rescue service refused to fund on the basis that there was a conflict of interest.

J5 PERSONAL INJURIES

MANCHESTER FATALITY CASE

The claim for the family of Stephen Hunt was successfully concluded with substantial damages being paid.

J6 ACCIDENTS AT WORK

MEMBER FORCED TO RETIRE AFTER INJURY AT WORK

A member who sustained a number of injuries when a roof fell on him secured £100,000 in damages. The member was responding to a 999 call when a building caught fire. He was cutting away parts of the upper floor to expose burning timber. His colleagues were above him removing roof tiles in order to tackle the fire, which was travelling through the trusses. The roof gave way and tiles fell on top of the member. As well as his physical injury, his experience also caused post-traumatic stress disorder (PTSD), meaning he struggled to resume his job. He was subsequently retired on medical grounds.

MEMBER AWARDED COMPENSATION AFTER BACK INJURY IN THE WORKPLACE

An FBU member was awarded £25,000 in damages for injuries he sustained on site at his fire station. The member had been walking down the internal steps when a defective bottom step caused him to slip and fall. The member injured his back as a result. His solicitor successfully argued that the defendant was liable for failing to ensure a safe working environment and the case was settled before trial.

MEMBER AWARDED COMPENSATION AFTER KNEE INJURY

A member was awarded damages after sustaining a knee injury from tripping on a section of a drainage channel which had been left exposed by the homeowner. After multiple hearings, an offer of just under £25,000 was accepted.

MEMBER AWARDED COMPENSATION AFTER SEVERE KNEE INJURY

At the time of the incident, the member was a passenger travelling in a fire appliance when, for reasons that were unclear, the driver performed an emergency stop at an extremely high speed. As a result, the member was thrown forward, leading to a left knee ligament rupture and substantial pain and bruising. Due to his

injuries, the member had to remain under medical supervision for 24 months and was unable to work for seven months. The member secured £7,000 in damages.

DAMAGES OBTAINED BY MEMBER INJURED DURING WORKPLACE ACCIDENT

The member suffered a fracture to his right finger during a workplace accident. A claim was put against his employers. It was argued that it should have been foreseeable that the member was at risk of sustaining an injury due to a lack of training by the employer. On receipt of medical evidence, the employer accepted responsibility for the member's injuries. The first two offers to settle the claim were rejected as inadequate on Thompsons' advice before a third offer was accepted.

J7 TRAINING INJURIES

DAMAGES WON FOR MEMBER INJURED IN TRAINING EXERCISE

A member injured in a training exercise was awarded £12,500 in damages. He was participating in an exercise, which entailed firefighters donning breathing apparatus, undergoing a buddy check and entering a training facility. The training involved a controlled fire with firefighters being exposed to 600-800 degrees Celsius. The member was exposed to these temperatures for approximately four minutes.

When he entered the training facility, his arm started to feel extremely uncomfortable. Even though he mentioned this to the officer in charge of the training, he was made to enter the container for a second time. As a result of this, he suffered burns to his upper left arm, despite wearing the appropriate protective clothing at the time of the accident.

DAMAGES WON FOR MEMBER INJURED IN TRAINING EXERCISE

A member who was injured in a training exercise has been awarded significant damages for her injuries. The member was undertaking weekly drills and assisting fellow team members holding a ladder. One of her colleagues lost control. As a result, the member took all of the weight down the left side of her back, leading to injury. The member received damages of £17,000.

MEMBER INJURED IN OPEN WATER EXERCISE

The member was undertaking an open water training exercise when they were struck by a boat. The member had only just returned to work following surgery to repair a dislocated right shoulder, and the accident caused a further dislocation of the same shoulder. The case was settled for a significant compensation deal of £12,411.

PARASITE CONTRACTED DURING TRAINING

A member who contracted giardiasis, sometimes known as 'beaver fever', through contact with a waterborne parasite, because of two workplace training courses was awarded £25,000 in damages. The member was engaged in rescue scenarios while submerged in water. The member's employers initially denied liability pre-litigation, which led to the FBU instructing an expert who specialised in the control of water-derived infection. The expert's report confirmed that the member's symptoms were clearly the result of the waterborne parasite, which in turn has been ingested due to the training. The report also found that employers had failed to implement the appropriate measures to adequately reduce the risk of infections. The member secured £25,000 in compensation. This case shows the importance of quality medical experts in personal injury cases.

COMPENSATION FOR BURN INJURY

A member who was injured during a training course was awarded damages for his injuries. It was found that the work equipment provided to protect participants' hands was inadequate for the task. As a result, the member suffered burns to the knuckles of their left hand. The member subsequently secured damages.

J8 ROAD TRAFFIC ACCIDENTS

MEMBER FORCED TO RETIRE AFTER BEING INJURED IN SERIOUS ROAD TRAFFIC ACCIDENT

A member who sustained a number of serious injuries in a collision on his way home from a shift secured £350,000 in compensation. He was cycling home from work when he was struck by a vehicle. The member dislocated his right shoulder and suffered soft tissue injuries to his knees, neck and lower back. He was also diagnosed with a mild traumatic brain injury and chronic pain syndrome. As well as his physical injury, his experience caused anxiety and depression. This meant he struggled to continue in his job and as a result was medically retired from the fire service.

MEMBER INVOLVED IN ROAD TRAFFIC ACCIDENT OBTAINS DAMAGES

The member suffered substantial injuries including a fracture to his left thumb which required surgery, an avulsion fracture to his wrist and soft tissue injuries to his knees and both feet.

The case was investigated and eventually settled for just under £15,000.

DAMAGES SECURED FOR MEMBER'S CHILD

A member's child was a passenger in vehicle. They were wearing their seatbelt and the road conditions at the time were dry and clear. Another vehicle sharing the same stretch of road was travelling too fast and lost control when the drive went over a bump in the road. As a result, the member's daughter sustained soft tissue injuries to her spine, neck and legs. She also sustained fractures to her teeth and a laceration to her tongue. The case was settled for £25,000.

MEMBER SECURES COMPENSATION AFTER CRUSH INJURY

At the time of the incident, the member was assisting a colleague to reverse a fire appliance. The driver did not abide by instructions and reversed their vehicle at the incorrect time. As a result, the member's leg was crushed between an appliance and wall. The case was settled with an award to the member of damages totalling £12,500.

COMPENSATION AWARDED AFTER MAN SUFFERS INJURIES IN ROAD TRAFFIC ACCIDENT

The member was cycling when a car collided with him, with the driver afterwards claiming that they did not see them. As a result of the collision, the member sustained several fractures to his collarbone and shoulder, as well as soft tissue injuries. The injuries led to the member staying in hospital for four days. The member secured significant damages.

CYCLIST SECURES DAMAGES AFTER VEHICLE COLLISION

A member was knocked off their bike when a car suddenly cut into the member's lane. As a result of the collision the member sustained fractures to the right clavicle, shoulder and ribs. The member initiated a claim at the beginning of 2016. However, the driver's insurers did not admit primary liability until the end of the year. They also implied that some blame should be placed on the member. Medical evidence was then submitted and as a result of this and negotiations with the insurers, a significant settlement was agreed.

ROAD TRAFFIC VICTIM SECURES DAMAGES AFTER SUSTAINING SEVERE INJURIES

A member was driving their car when they were hit by another car driving on the wrong side of the road. While the member was able to avoid a head-on collision, the other car hit the side of their vehicle, which caused the member's car to collide with other vehicles. The member sustained injuries to his back, neck and right shoulder, requiring surgery. They were off work for nine months. As well as physical injury, his experience also induced adjustment disorder, with anxiety and depression. The member suffered anxiety of a mild-moderate intensity when in a vehicle, either as a driver or a passenger. Despite the defendant's insurers refusing to negotiate a settlement, the member was awarded £27,500.

MOTORCYCLIST SECURES DAMAGES AFTER SUSTAINING SEVERE INJURIES

A member was driving a motorcycle when a vehicle collided with him. As a result, the member sustained severe injuries to his left hand and right knee which has adversely affected his employment prospects. The defendant's insurers refused to negotiate a settlement and it was necessary to commence court proceedings. The member was awarded £65,000 in damages.

COMPENSATION FOR TRAUMATIC AMPUTATION

A member involved in a road accident has secured £70,000 in compensation. The member was injured when uncoupling a caravan from a car. The member's finger had to be amputated after the car was driven forwards while the caravan was still being uncoupled.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

Membership services remained a priority for the executive council. During the year the FBU continued the changeover to the payment of membership subscriptions by direct debit.

During 2017 FBU members in North Yorkshire took industrial action short of a strike (ASOS), which was instrumental in getting movement from principal managers. The main efforts on organising and recruitment centred on retired and out of trade (ROOT), as well as with non-Grey Book members.

FBU industrial sections – in control, officers and retained – met and organised during the year (equality section reports are in Section H). The FBU refreshed its suite of services to help members.

FBU membership fell by 800 members during the year, reflecting ongoing cuts to firefighter jobs. Wholetime, retained and control were all reduced, which affected all parts of the UK fire and rescue service. In addition, a recruitment freeze in many brigades meant retirees were not replaced.

K2 INDUSTRIAL DISPUTES

NORTH YORKSHIRE

In November 2016 FBU members in North Yorkshire were balloted for industrial action short of a strike over the introduction of tactical response vehicles (TRV) with reduced crewing, unsafe changes to standard operating procedures at operational incidents, imposing additional duties on members without agreement and disregard of agreed procedures.

On 15 December 2016 FBU members began various forms of industrial action short of a strike, including a refusal to ride the TRV with a crew of two or three. This continuous industrial action continued unchanged up to and from 08.00 hours on 10 January 2017:

- refusal to undertake any variation to members' usual contracted hours of work. For example members will refuse to swap a night shift for a day shift or a rota day in order to undertake training etc
- refusal to work any pre-arranged overtime
- refusal to work any additional hours other than that laid down in a members' primary contract – for clarity, this involves providing additional hours of work over and above your usual retained or wholetime duty contract for example additional voluntary hours in the Operational Staffing Reserve (OSR). It does not include those whose primary contract involves being in the OSR (2017HOC0002MW).

In addition to the industrial action, from 08.00 hours on 16 January 2017, further action was applied:

- refusal to use members' own vehicles for transporting PPE or travelling to and from detached duties or courses etc
- refusal for all firefighters to act up to crew manager
- refusal by all crew managers and watch managers to drive operational fire appliances and specialist appliances
- refusal by all firefighters to carry out any instructing duties (for example, first aid instructor/swift water rescue instructor etc) (2017HOC0018MW).

Following the start of this action, the chief fire officer sent FBU members home for the duration of the relevant shift. Various threats were also made regarding possible disciplinary action. The union organised messages of support and a North Yorkshire hardship fund (2017HOC0031MW).

On 24 January 2017 North Yorkshire FBU members undertook additional industrial action short of a strike. This involved:

- refusal to ride a standard fire appliance or tactical response vehicle with a crew of only two or three riders. For clarity, this includes the RDS 4x4 appliances but does not apply to the current arrangements that are in place when dual crewing an existing specialist appliance or the current arrangements that existing volunteer units operate under.

This industrial action continued until 18.00 hours on 24 January 2017. From that date the industrial action was:

- refusal to undertake any variation to members' usual contracted hours of work. For example members will refuse to swap a night shift for a day shift or a rota day in order to undertake training etc
- refusal to work any pre-arranged overtime
- refusal to work any additional hours other than that laid down in a members' primary contract – for clarity, this involves providing additional hours of work over and above your usual retained or wholetime duty contract for example additional voluntary hours in the Operational Staffing Reserve (OSR). It does not include those whose primary contract involves being in the OSR
- refusal to use members' own vehicles for transporting PPE or travelling to and from detached duties or courses etc
- refusal for all firefighters to act up to crew manager
- refusal by all crew managers and watch managers to drive operational fire appliances and specialist appliances
- refusal by all firefighters to carry out any instructing duties (for example, first aid instructor/swift water rescue instructor etc) (2017HOC0040MW).

In September, North Yorkshire fire employers announced that four firefighters would crew each TRV instead of three. This was confirmed in December 2017.

K3 ORGANISING AND RECRUITMENT

During the year the FBU continued with the changeover to direct debit, which began in 2015. The exercise of transferring members to direct debit was a focus for all officials of the union and will continue until the work is completed. To successfully transfer members so far has required a considerable amount of work by staff and officials at all levels of the union.

During 2017 the executive council carried out further work on expanding the membership of the FBU to non-Grey Book roles. The executive council took further steps to organise our retired and out-of-trade (ROOT) members, who have considerable experience and continue to benefit from FBU activities, legal cases and campaigns.

K4 CSNC SECTION REPORT

In 2017 the FBU's control staff national committee (CSNC) took up a range of issues in relation to emergency fire controls. This year the union achieved a significant breakthrough, winning recognition for our control members in the London Fire Brigade.

The CSNC worked with head office to produce a detailed report, published in May 2017. The report, *Losing Control? Cuts, Closures and Challenges in UK Fire Controls*, revealed that more than 500 emergency control posts – a quarter of all UK posts – have been axed since 2010. The result is now chronic control room staff shortages. Some controls did not meet their minimum staffing level of six operators, with just four operators on duty on some occasions. Staff are having to put in a lot of overtime to keep the service running.

Some fire chiefs argue that cutting control jobs is sensible because new mobilising systems offer increased efficiencies, but these benefits have failed to materialise. Other operators report system failures so catastrophic that they were reduced to using a pen and paper and road maps to take down details of emergencies and locate them. Many of the new mobilising systems have encountered significant faults after going live, with Capita's Vision DS mobilising system coming in for some of the harshest criticism.

Unprecedented budget cuts coupled with persistent understaffing mean more fire services are adopting day and night shifts of 12 hours. Many members have found these shifts, which can start at 7am, to be disruptive to family life, unnecessarily inflexible and discouraging of diversity. More than 75% of control operators are women, many of whom have other commitments.

The CSNC took an active part in the FBU's campaigns, lobbies and rallies. CSNC officials visited branches and explained how it can assist brigade officials with control matters. CSNC officials represented control members in grievance and discipline cases and provided material for *Firefighter* magazine.

Conference May 2017 carried three resolutions from the CSNC on control staff pay, control staff retirement age and control staff psychological well-being.

The CSNC met five times in 2017:

- 24 January in London
- 26-27 April in London
- 18-19 July in London
- 21 September in London
- 29-30 November in London.

The CSNC AGM was held at the November meeting and heard reports from regional representatives. A list of control regional reps is found in Section L. Reports of control staff participation at labour movement conferences is in Section F.

K5 RETAINED SECTION REPORT

During 2017 the FBU's national retained committee (NRC) continued to meet to discuss vital matters affecting retained members and wider union issues. These included pay and the modified pension scheme. One particular focus was the retained recruitment crisis, which officials argue has meant longer response times in rural areas. The committee discussed arrangements made in some fire and rescue services to allow more flexibility on 120 hours a week availability, in order to recruit and retain people who cannot commit that many hours.

Conference May 2017 saw two resolutions from the NRC carried on subsistence allowances and car mileage rates. A resolution on the retaining fee was defeated. The NRC met four times during the year:

- 3-4 March in Birmingham
- 21 May

- 1 July in Birmingham
- 2 December in Birmingham.

The NRC AGM was held at the December meeting. A list of retained regional reps is found in Section L. Reports of retained participation at labour movement conferences is in Section F. The report of retained seminar is in Section G.

K6 OFFICERS' SECTION REPORT

During the year the FBU's officers' national committee (ONC) supported members on a range of officer issues and wider matters. The ONC raised concerns over pay bandings, where individual fire and rescue services want to 'buy' managers out of Grey Book conditions. It also brought up the issue of officers' fire gear that is transported in their own car and may potentially contaminate both themselves and passengers.

The Finance Act 2017 has had a huge impact for flexi duty members across the country, a stealth tax that has many members facing increases in tax payable and a loss of pay for undertaking their duties (see Section A).

On recruitment, a pro forma was produced by the ONC to assist those wishing to rejoin, to lay out their position and reasons for rejoining. This should provide brigade committees with an easier route to accept those wishing to rejoin the FBU. The ONC decided to generate interest in the section through *Firefighter* magazine rather than a bespoke officer publication. To increase the profile of the committee, the ONC developed a mission statement and acronym ACTIVE:

- A – Awareness – officer-related issues, FBU membership benefits
- C – Challenges – policies and procedures that affect officer members
- T – Training – development and education of officer members
- I – Influence – on local and national decision making
- V – Value – individual contribution and collective strength
- E – Equality – representing all officer members at watch manager and above.

Conference May 2017 passed three resolutions from the ONC on continued support for the NJC, resolution progress reporting and on the equal consideration of all members. The ONC met four times during the year:

- 13 February in London
- 31 May in York
- 4 October in London
- 12 December in London.

A successful officers' seminar attended by some 30 officer members from around the country was held at Wortley Hall in March 2017. The ONC AGM was held at the December meeting. A list of officers' regional reps is found in Section L. Reports of officers' participation at labour movement conferences is in Section F. The report of officers' seminar is in Section G.

K7 MEMBERSHIP SERVICES

The FBU has negotiated some exclusive benefits for our members. These include:

- Legal protection from Thompsons Solicitors
- Home insurance from UIA Mutual
- Travel insurance from UIA Mutual
- Car insurance from UIA Mutual
- Pet insurance from UIA Mutual
- A health cash plan from BHSF

- Up to 30% off brand new cars
- Union prepaid plus card
- UnionRewards.com for online shopping
- Financial planning advice from Lighthouse
- 15% off Brook Hotels room bookings.

Membership services continue to grow and reports suggest a high level of satisfaction with the products. The union advertised these to members through Roll Call, *Firefighter* magazine and on our website. These services provide a small commission to the FBU, which is invested in the wider campaigning work.

K8 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2017

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
Total		4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
1	Scottish	3,153	1,127	155	–	4,435	3,834	20	581	4,435	4,315	120	4,435	4,096	339	4,435
Total		3,153	1,127	155	–	4,435	3,834	20	581	4,435	4,315	120	4,435	4,096	339	4,435
2	Northern Ireland	772	752	55	–	1,579	122	610	847	1,579	1,558	21	1,579	1,493	86	1,579
Total		772	752	55	–	1,579	122	610	847	1,579	1,558	21	1,579	1,493	86	1,579
3	Cleveland	288	61	21	–	370	47	247	76	370	335	35	370	333	37	370
3	Durham	267	98	17	4	386	195	151	40	386	352	34	386	356	30	386
3	Northumberland	105	120	15	–	240	69	169	2	240	239	1	240	209	31	240
3	Tyne and Wear	557	9	21	–	587	73	344	170	587	575	12	587	540	47	587
Total		1,217	288	74	4	1,583	384	911	288	1,583	1,501	82	1,583	1,438	145	1,583
4	Humberside	417	156	19	1	593	365	187	41	593	543	50	593	552	41	593
4	North Yorkshire	225	123	7	–	355	169	87	99	355	322	33	355	333	22	355
4	South Yorkshire	514	43	13	3	573	75	428	70	573	543	30	573	528	45	573
4	West Yorkshire	819	46	18	2	885	314	254	317	885	811	74	885	826	59	885
Total		1,975	368	57	6	2,406	923	956	527	2,406	2,219	187	2,406	2,239	167	2,406
5	Cheshire	331	116	25	3	475	441	25	9	475	452	23	475	425	50	475
5	Cumbria	161	142	–	–	303	197	56	50	303	267	36	303	282	21	303
5	GMC	1,151	5	–	–	1,156	751	342	63	1,156	1,132	24	1,156	1,109	47	1,156
5	Isle of Man	12	53	–	–	65	45	2	18	65	58	7	65	62	3	65
5	Lancashire	551	235	–	–	786	524	260	2	786	777	9	786	742	44	786
5	Merseyside	522	2	18	14	556	333	201	22	556	497	59	556	494	62	556
Total		2,728	553	43	17	3,341	2,291	886	164	3,341	3,183	158	3,341	3,114	227	3,341
6	Derbyshire	330	181	12	–	523	298	169	56	523	499	24	523	490	33	523
6	Leicestershire	324	80	10	–	414	214	132	68	414	404	10	414	392	22	414
6	Lincolnshire	162	275	13	–	450	349	78	23	450	436	14	450	404	46	450
6	Northamptonshire	185	54	8	–	247	51	161	35	247	240	7	247	224	23	247
6	Nottinghamshire	435	160	18	–	613	278	279	56	613	588	25	613	571	42	613
Total		1,436	750	61	–	2,247	1,190	819	238	2,247	2,167	80	2,247	2,081	166	2,247
7	Hereford and Worcester	179	80	16	–	275	186	31	58	275	266	9	275	245	30	275
7	Shropshire	140	69	13	–	222	95	51	76	222	208	14	222	207	15	222
7	Staffordshire	241	169	–	–	410	212	169	29	410	389	21	410	383	27	410
7	Warwickshire	159	35	9	–	203	50	56	97	203	190	13	203	183	20	203
7	West Midlands	1,135	–	49	–	1,184	550	517	117	1,184	1,078	106	1,184	1,078	106	1,184
Total		1,854	353	87	–	2,294	1,093	824	377	2,294	2,131	163	2,294	2,096	198	2,294
8	Mid and West Wales	338	279	25	–	642	330	285	27	642	625	17	642	593	49	642
8	North Wales	209	344	26	–	579	352	198	29	579	572	7	579	523	56	579
8	South Wales	741	323	32	–	1,096	632	380	84	1,096	969	127	1,096	1,044	52	1,096
Total		1,288	946	83	–	2,317	1,314	863	140	2,317	2,166	151	2,317	2,160	157	2,317

STATISTICS AS AT 31 DECEMBER 2017

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	217	37	16	–	270	116	113	41	270	251	19	270	240	30	270
9	Cambridgeshire	216	66	11	–	293	147	69	77	293	274	19	293	264	29	293
9	Essex	557	140	19	–	716	415	250	51	716	684	32	716	675	41	716
9	Hertfordshire	363	56	13	–	432	241	161	30	432	416	16	432	407	25	432
9	Norfolk	228	150	17	–	395	202	189	4	395	387	8	395	370	25	395
9	Suffolk	152	110	–	–	262	154	92	16	262	243	19	262	248	14	262
Total		1,733	559	76	–	2,368	1,275	874	219	2,368	2,255	113	2,368	2,204	164	2,368
10	London	4,355	–	28	–	4,383	2,610	1,555	218	4,383	4,109	274	4,383	4,049	334	4,383
Total		4,355	–	28	–	4,383	2,610	1,555	218	4,383	4,109	274	4,383	4,049	334	4,383
11	Berkshire	319	41	30	–	390	252	106	32	390	378	12	390	354	36	390
11	Buckinghamshire	167	44	2	14	227	171	–	56	227	219	8	227	219	8	227
11	East Sussex	290	73	21	7	391	116	47	228	391	355	36	391	355	36	391
11	Hampshire	456	96	22	–	574	163	180	231	574	517	57	574	537	37	574
11	Isle of Wight	69	56	–	–	125	54	46	25	125	125	–	125	121	4	125
11	Kent	611	240	13	–	864	362	148	354	864	823	41	864	814	50	864
11	Oxfordshire	172	109	2	–	283	191	3	89	283	254	29	283	266	17	283
11	Surrey	401	43	17	–	461	346	113	2	461	455	6	461	430	31	461
11	West Sussex	253	71	–	–	324	220	71	33	324	316	8	324	307	17	324
Total		2,738	773	107	21	3,639	1,875	714	1,050	3,639	3,442	197	3,639	3,403	236	3,639
12	Avon	425	92	31	–	548	243	214	91	548	488	60	548	502	46	548
12	Cornwall	177	156	13	–	346	90	146	110	346	335	11	346	328	18	346
12	Devon and Somerset	482	313	33	–	828	318	146	364	828	740	88	828	775	53	828
12	Dorset and Wiltshire	349	181	21	1	552	198	233	121	552	521	31	552	508	44	552
12	Gloucestershire	110	51	11	–	172	75	34	63	172	164	8	172	140	32	172
Total		1,543	793	109	1	2,446	924	773	749	2,446	2,248	198	2,446	2,253	193	2,446
Grand Total		24,796	7,262	935	49	33,042	17,839	9,805	5,398	33,042	31,298	1,744	33,042	30,630	2,412	33,042

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

During the year the FBU devoted time and resources to internal administration. The executive council met 36 times during 2017. The finance and administration committee (FAC) continued to monitor the finances of the union and to propose practical measures to balance the books.

During 2017 the FBU organised a large number of elections, as part of the democratic renewal of the organisation. The executive council puts on record our thanks to those who have served and welcomes those elected to represent our members.

FBU conference in 2017 included a resolution on inclusive FBU structures, on the involvement of sections' internal meetings. This was implemented during the year. The executive council made further plans during the year for the FBU's centenary in 2018. The Firefighters 100 Lottery also made an impact with donations and campaigning work.

L2 EXECUTIVE COUNCIL MEETINGS

2 February 2017	29 March 2017	6 June 2017	6 September 2017
7 February 2017	25 April 2017	21 June 2017	7 September 2017
8 February 2017	9 May 2017	29 June 2017	13 September 2017
9 February 2017	10 May 2017	3 July 2017	22 September 2017
14 February 2017	1 June 2017	13 July 2017	5 October 2017
1 March 2017	1 June 2017 (IUD)	24 July 2017	15 November 2017
10 March 2017	5 June 2017	14 August 2017	5 December 2017
20 March 2017	6 June 2017 (IUD)	23 August 2017	6 December 2017
21 March 2017	6 June 2017 (IUD)	5 September 2017	7 December 2017

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Alan McLean (President)	36	34	2 – Annual leave
Matt Wrack (General secretary)	36	31½	1½ – Annual leave 1 – Other union business 1 – Sick leave 1 – Compassionate leave
Andy Dark (Assistant general secretary)	36	29½	1 – Annual leave 2½ – Other union business 3 – Compassionate leave
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	36	31	4 – Annual leave 1 – Other union business
Jim Quinn	36	31	5 – Annual leave
Andy Noble	36	33	2 – Annual leave 1 – Other union business
Ian Murray	36	30	6 – Sick leave
Les Skarratts	36	33	1 – Other union business 2 – Not required
Phil Coates	36	30	3 – Annual leave 3 – Sick leave
Barry Downey	36	34	1 – Other union business 1 – Medical appointment
Grant Mayos	36	36	
Jamie Wyatt	36	35	1 – Annual leave
Ian Leahair	21	13	1 – Other union business 3 – Suspended 2 – Not required 1 – Medical appointment 1 – Family leave
Paul Embery	15	14	1 – Annual leave
Danni Armstrong	19	11	8 – Sick leave
Richard Jones (Acting)	1	1	
Richard Jones	12	12	
Tam McFarlane	36	35	1 – Annual leave
NATIONAL OFFICERS			
Dave Green	36	34½	1 – Annual leave ½ – Other union business
John McGhee	11	10½	½ – Other union business
Sean Starbuck	36	10	5 – Annual leave 8 – Other union business 12 – Sick leave 1 – Compassionate leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

The finance and administration committee (FAC) continued to review all current structures and practices of the union, including education, resources, finances, research, publications and other communications, while ensuring the structures of the organisation are adequate to provide sufficient support to officials and service to members.

In 2017, the FAC met on the following occasions:

25 January
25 May
27 July
25 October.

Membership of the FAC in 2017 comprised the following officials:

Matt Wrack	Ian Leahair
Andy Dark	Tam McFarlane
Alan McLean	Andy Noble
Ian Murray	

Dave Green is secretary to the FAC.

L5 ELECTIONS

ELECTION OF PRESIDENT

Number of voting papers returned5136
Number of voting papers found to be invalid (blank/spoilt) 15
Result (one to elect)
Tam McFarlane2002
Ian Murray3119
Certified by Popularis Ltd 18 December 2017
Ian Murray elected to office on 18 December 2017
Term of office commenced on 4 January 2018

ELECTION OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member London region (region 10)

Paul Embery elected to office 16 March 2017
Term of office commenced on 1 July 2017

Election of executive council member South East region (region 11)

Richard Jones elected to office 3 August 2017

ELECTION OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary Scotland region (region 1)

Number of voting papers returned979
Number of voting papers found to be invalid (blank/spoilt)3

Result (one to elect)	
Denise Christie	461
John Malcolm	236
Phil McDonald	279
Certified by Popularis Ltd 13 November 2017	
Denise Christie elected to office 13 November 2017	

Election of regional secretary London region (region 10)

Number of voting papers returned	980
Number of voting papers found to be invalid (blank/spoilt)	7
Result (one to elect)	
Gareth Beeton	253
Dave Shek	509
Stephen White	211
Certified by Popularis Ltd 23 October 2017	
Dave Shek elected to office 23 October 2017	

Election of regional secretary South East region (region 11)

Joe Weir elected to office 20 September 2017

Election of retained staff national sectional secretary

Peter Preston elected to office 13 January 2017

ELECTION OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair (elect) Scotland (region 1)

Brian Cameron elected to office 20 July 2017

Term of office to commence on 1 September 2017

Election of regional chair Northern Ireland region (region 2)

Dermot Rooney elected to office 13 January 2017

Election of regional chair North East region (region 3)

Russell King elected to office 16 March 2017

Election of regional chair North West region (region 5)

Gary Keary elected to office 15 September 2017

Election of national retained committee chair

Number of voting papers returned	1024
Number of voting papers found to be invalid (blank/spoilt)	5
Result (one to elect)	
Seamus McMahon	386
Paul Revill	633
Certified by Popularis Ltd 18 December 2017	
Paul Revill elected to office 18 December 2017	

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer North East region (region 3)

Dave Howe elected to office 13 January 2017

Election of regional treasurer East Midlands region (region 6)

Chris Hides elected to office 4 August 2017

Election of regional treasurer South East region (region 11)

Andy Petch elected to office 13 January 2017

L6 REGIONAL OFFICES AND OFFICIALS

REGION 1 – SCOTLAND

FBU Regional Office
4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309

Executive council member

Chris McGlone

Regional secretary

Stephen Thomson (Jan-July)

Denise Christie

Regional chair

Gordon McQuade

Brian Cameron

Regional official

John McFadden

Regional treasurer

Denise Christie (Jan-Nov)

REGION 2 – NORTHERN IRELAND

FBU Regional Office
14 Bachelors Walk
Lisburn
County Antrim
BT28 1XJ
Tel: 028 9266 4622

Executive council member

Jim Quinn

Regional secretary

Stephen Boyd

Regional chair

Dermot Rooney

Regional treasurer

David Nichol

REGION 3 – NORTH EAST

FBU Regional Office
1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142

Executive council member

Andy Noble

Regional secretary

Tony Curry

Regional chair

Dave Howe

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Brigade secretary

Dave Howe
Jimmy Bittlestone
Guy Tiffin
Russ King

Brigade chair

Brian Gibson (Jan-Mar)
Paul Dawson
Steve Walker
Brian Harris

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office
9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000

Executive council member

Ian Murray

Regional secretary

Pete Smith

Regional chair

Dave Williams

Regional treasurer

Neil Carbutt

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Brigade secretary

Gavin Marshall
Steve Howley
Neil Carbutt
Dave Williams

Brigade chair

Rob Vaux
Simon Wall
Nicky Brown
Paul Drinkwater

REGION 5 – NORTH WEST

FBU Regional Office
The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400

Executive council member

Kevin Brown

Regional secretary

Les Skarratts

Regional chair

Ian McGill (Jan-May)

Gary Keary

Regional treasurer

Steve Shelton

Brigades

Cheshire
Cumbria
GMC

Isle of Man

Lancashire

Merseyside

Brigade secretary

Andrew Fox-Hewitt
Edward Furrows
Gary Keary

Peter Cain

Ian McGill (Jan-May)

Kevin Wilkie

Mark Rowe

Brigade chair

Stuart Hammond
Christina Loveridge
Simon Yaffa (Jan-Apr)
Rob Grundy
Richard Harvey (Jan-Jun)
Nigel Fairclough
Kevin Wilkie (Jan-Jun)
Andrew Hewitson
Kevin Hughes

REGION 6 – EAST MIDLANDS

FBU Regional Office
19-21 Musters Road
West Bridgford
Nottingham
NG2 7PP
Tel: 0115 981 4935

Executive council member

Phil Coates

Regional secretary

Karl McKee (Jan-Sept)

Regional chair

Marc Redford

Regional treasurer

Chris Hides

Brigades

Derbyshire

Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Brigade secretary

Chris Tapp

Adam Taylor
Ben Selby
Ben Muddle
John Muggleton

Brigade chair

Ben Keiller (Jan-Jun)
Tony Dempsey
Graham Vaux
Chris Hides
Mark Jones
Dean Gillen

REGION 7 – WEST MIDLANDS

FBU Regional Office
195-97 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633

Executive council member

Barry Downey

Regional secretary

Pete Goulden

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Brigade secretary

Steve Gould
Matt Lamb
Richard Williams
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Stephen Morris
Mark Tattum
Wayne Vaughan
Andrew Scattergood

REGION 8 – WALES

FBU Regional Office
2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel 029 2049 6474

Executive council member

Grant Mayos

Regional secretary

Cerith Griffiths

Regional chair

Alex Psaila

Regional official

Arwel Roberts

Brigades

Mid and West Wales

North Wales

South Wales

Brigade secretary

Barrie Davies

Perry Davies

Alex Psaila

Brigade chair

Jeremy Oliver (Jan-Jul)

Andrew Hearne

Blythe Roberts

Steve Saunders

REGION 9 – EASTERN

FBU Regional Office
28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521

Executive council member

Jamie Wyatt

Regional secretary

Riccardo La Torre

Regional chair

Brian Hooper

Regional treasurer

Mav Langdon

Brigades

Bedfordshire

Cambridgeshire

Essex

Hertfordshire

Norfolk

Suffolk

Brigade secretary

Pat Carberry

Cameron Matthews

Alan Chinn-Shaw

Darren Scotchford

Peter Greeves

Roy Humphries

Brigade chair

Jason Hollamby

Martin Harding

Gary Critch

Derek McLeod

Alan Jaye

Phil Johnston

REGION 10 – LONDON

FBU Regional Office
John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638

Executive council member

Ian Leahair (Jan-Jun)

Paul Embery

Regional secretary

Paul Embery (Jan-Jun)

Dave Shek

Regional chair

Gareth Beeton

Regional treasurer

Lucy Masoud

REGION 11 – SOUTH EAST

FBU Regional Office
Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Executive council member

Danni Armstrong (Jan-Jun)

Richard Jones

Regional secretary

Richard Jones (Jan-Jul)

Joe Weir

Regional chair

Mark Simmons

Regional treasurer

Andy Petch

Brigades

Berkshire

Buckinghamshire

East Sussex

Hampshire

Isle of Wight

Kent

Oxfordshire

Surrey

West Sussex

Brigade secretary

Steve Collins

Greg O'Neill

Mark Brown

Gary Jackson

Spencer Cave

Mark Simmons

Mark Ames

Lee Belsten

Francis Bishop (Jan-Feb)

Joe Weir

Brigade chair

Paul Mortimer

Bob Algar (Jan-Oct)

Chris Wycherley

Simon Herbert

Nigel McCullen

Peter Mawhood

Rob Sherwood

Josie Fullerton

Asif Aziz

Mick Cambers

REGION 12 – SOUTH WEST

FBU Regional Office
158 Muller Road
Horfield
Bristol
BS7 9RE
Tel: 0117 935 5132

Executive council member

Tam McFarlane

Regional secretary

Trevor French

Regional chair

Brent Thorley

Regional treasurer

Val Hampshire

Brigades

Avon

Cornwall

Devon and Somerset

Dorset and Wiltshire

Gloucestershire

Brigade secretary

Chris Taylor (Jan-Mar)

Gary Spindler

Stuart Pulley

James Leslie

Karen Adams

Scott Turner

Brigade chair

Gary Spindler (Jan-Mar)

Steve McGreavy

Guy Herrington

Scott Young

Hamish Daya

David Huggins

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Michael Nicholas	Pat Carberry	Sam Rye
Chair	Otis Graham Brian Amos	Yannick Dubois	Sarah Gartland
Region 1	Joseph Mendy	Vacant	Colleen Murray
Region 2	Vacant	Karen McDowell	Lynda Rowan-O'Neill
Region 3	Gavin Meisuria	Linzi Blake	Sarah Gartland
Region 4	Delroy Galloway	Maggie Meszaros	Louise Connell
Region 5	Vacant	Lorraine Lowe	Helen Tooley
Region 6	Ronnie Stanley	Carina Peel	Clare Hudson
Region 7	Rod Barrett	Stephen Riddell	Vacant
Region 8	Brian Amos	Vacant	Becci Newton
Region 9	Vacant	Vacant	Vacant
Region 10	Anthony Edwards Karen Bell	Lucy Masoud	Sally Harper Victoria Metz
Region 11	Vacant	Alli Burrows	Vacant
Region 12	Enrico Temple	Sharon Lewis-King	Diane Critchlow

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Lynda Rowan-O'Neill	Peter Preston	Simon Amos
Chair	Amelia Diallo Sandra Brown	John Catherwood	Craig Drinkald
Region 1	Sandra Brown	Tam Mitchell	Alex Smart
Region 2	Lynda Rowan-O'Neill	Seamus McMahon	John Denvir Mark Watson
Region 3	Caroline Saunderson	Andy Stubbings	Ian McLean
Region 4	Maggie Meszaros	Vacant	Dave Collingwood
Region 5	Sherri Kitson	Paul Farman	Vacant
Region 6	Amelia Diallo	Paul Revill	Peter Trayner
Region 7	Jane Gummery	Vacant	Steve Fox
Region 8	Vacant	Lyndon Jones	Barrie Davies
Region 9	Vacant	Mark Nevill	Matt Hughes
Region 10	Stephanie Winter	N/A	Greg Ashman
Region 11	Vacant	Martyn Chate	Mark Ames
Region 12	Kate Scott	Chris Starkey	Steve Underhill

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Ian Bryden	Brian Cameron	Dave Hart
Region 2	Lynda Rowan-O'Neill Phil Millar	Rod O'Hare	Brian Cunningham
Region 3	Russ King	Sarah Gartland	Karl Wager
Region 4	Mick Thompson	Dave Gillian	Mick Loney
Region 5	Stuart Guy	Steve Wiswell	Gary Bennett
Region 6	John Muggleton	Carina Peel	Leigh Street Gary Bellfield
Region 7	Jane Gummery	Jayne Mason	Vacant
Region 8	Hannah Lodder	Andrew Hearne	Simon Fleming
Region 9	Martin Harding	Cameron Matthews	Steve Kerridge
Region 10	Lucy Masoud	Lucy Masoud	Gareth Beeton
Region 11	Joe Weir Jo Foot	Vacant	Martin Hyndman
Region 12	Vacant	Vacant	John Maggs
B&EMM	Michael Nicholas	Uche Ihiekwe	Ronnie Stanley
CSNC	Lynda Rowan-O'Neill	Amelia Diallo	Lynda Rowan-O'Neill
LGBT	Yannick Dubois	Alli Burrows	Pat Carberry
NRC	Lyndon Jones	John Catherwood	Tam Mitchell
NWC	Vacant	Sam Rye	Clare Hudson
ONC	Vacant	Vacant	Greg Ashman

L7 RETIRED OFFICIALS

Alan McLean	President
Ian Leahair	Executive council member region 10
John McGhee	National officer
Gordon McQuade	Regional chair region 1
Ian McGill	Regional chair region 5 and brigade secretary Lancashire
Francis Bishop	Brigade secretary West Sussex
Chris Taylor	Brigade secretary Avon
Brian Gibson	Brigade chair, fairness at work and health and safety rep Cleveland
Simon Jaffa	Brigade chair Greater Manchester
Rod Barrett	B&EMM rep region 7
Sally Harper	NWC rep region 10
John Denvir	ONC rep region 2
Ian McLean	ONC rep region 3
Neil Johnson	ONC rep region 7 & FAW ONC rep
Steve Underhill	ONC rep region 12
Richard Greensill	Brigade health and safety West Midlands

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
1	Denise Christie
2	Dermot Rooney
3	Tony Curry
4	Pete Smith
5	Mark Rowe
6	Marc Redford
7	Richard Williams
8	Cerith Griffiths
9	Brian Hooper
10	Lucy Masoud
11	Mark Simmons
12	Trevor French
B&EMM	Otis Graham
ONC	Craig Drinkald
NRC	John Catherwood
CSNC	Amelia Diallo
NWC	Samantha Rye
LGBT	Pat Carberry

L9 UNION TRUSTEES

The executive council wishes to place on record its appreciation to Stan Fitzsimmons and Mick Harper, both former presidents of the union, for continuing to serve as trustees of the union in accordance with the provision of the rule book.

L10 POLITICAL FUND

The FBU's political fund continues to be used to support campaigning political work as well as some of the union's political education and international campaigning. The financial resources in the political fund are used in all areas of political work to benefit members by campaigning on their behalf at a local and national level.

During the year head office took steps to tackle the threat to the political fund posed by the Trade Union Act, which imposed a compulsory 'opt-in' for individuals into the political fund every five years, affecting all union campaigning funds, including political donations.

L11 COMMUNICATIONS REPORT

The communications department is responsible for external and internal communications, and campaigning work, which means we engage with the wider audience of the general public alongside our internal audience of our members, activists, fire and rescue service personnel, the TUC, MPs and a host of other bodies and agencies. The department is responsible for the union's website, its bi-monthly *Firefighter* magazine, sectional publications and all social media communications.

The FBU's profile in national and regional media was particularly high during the year as a result of the Grenfell Tower fire. The union also achieved wide coverage about firefighters being more prone to heart attacks, the OAP taken to hospital in a fire engine and from the rise in annual fire deaths. The FBU achieved more than 5,000 mentions in national and regional online media during the year, an important development given the growing kudos of this platform. The union had a significant presence in print media, with more than 300 national mentions and more than 1,000 regional mentions during the year. The FBU also had a high profile in the broadcast media, with more than 600 national mentions and more than 4,000 regional mentions.

The FBU's social media presence grew during the year. FBU Facebook posts peaked at more than 500,000 towards the end of the year. A popular post was about Grenfell firefighter David Badillo, who turned down a visit to meet the prime minister. The union now has more than 22,000 followers on Twitter. Some 25 FBU YouTube clips were posted, including our campaigning film *The Firefighters' Dilemma*, which achieved 22,000 views and the #TimeToSaveLives campaign.

The FBU's website was expanded during the year, with additional older content added. More than 18,000 people visited the website on 16 June in light of the Grenfell Tower fire, and 17,000 viewed the page on pay during the autumn. Some 35 blogs were posted on a range of topics, and almost 100 press releases were sent out during the year. The FBU won two "highly commended" honours at the TUC communication awards, for best digital membership communication, for the union's e-bulletin *Rollcall*, and for best-designed communication for an infographic illustrating the risks faced by firefighters.

The communications department played a key role in preparations for the union's centenary, with a range of articles in *Firefighter* magazine and on the website. The department organised another seminar and prepared publications for the following year. The department also promoted the Firefighters 100 Lottery and the union's shop.

L12 RESEARCH REPORT

The research and policy department works to the priorities of annual conference and the executive council, under the direction of the general secretary and national officers. The department contributed to a wide range of the union's priorities, including helping with conference papers and other business, as well as drafting the annual report.

The department contributed to the union's pay and conditions campaign (see Section A). It commissioned and supervised research on operational firefighters' pay and control staff pay, including job evaluations of new and existing work. The department worked with the University of Hertfordshire on the *Broadening Responsibilities* report and with New Economy on their cost-benefit analysis of emergency medical response.

The research and policy department assisted national officers with health and safety work. In particular, we investigated the process for securing presumptive legislation for firefighters with respect to cancers through the Industrial Injuries Advisory Council and the international evidence base for pressing the union's case. The department also worked on developing the FBU's mental health strategy, especially in relation to post-traumatic stress disorder, suicide and stress.

A major part of the department's work was spent drafting submissions to Westminster government consultations and Westminster legislation, especially on the Trade Union Act and on police and crime commissioners (see Section E). Researchers contributed to the FBU's work around the Grenfell Tower public inquiry. Parliamentary work was a high priority both before and after the general election, with the department assisting elected officials at Westminster to maximise the FBU's influence.

The department produced eight issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. This often resulted from Freedom of Information requests, putting original data into the public domain. The research and policy

department assisted leading officials with interventions into the TUC Congress, Labour Party conference, the LGA conference and other major events. Researchers drafted the *Losing Control* report and began work on maternity policies across the fire and rescue service.

The department contributed to the FBU's centenary preparations. Amy Gardener's work on the union's archives and records management continued at head office and in the regions as part of the centenary preparations (see below). The department has supervised a new detailed book about the union's recent history, input into seminars and other ad hoc centenary research.

L13 FBU CENTENARY

The FBU celebrates its centenary in 2018. Originally called the Firemen's Trade Union (FTU), the first rule book records the foundation date as 1 October 1918. The FBU will pay tribute to the earlier generations who fought against the odds to build an organisation for firefighters, run by firefighters. It will also examine the lessons of our history in order to secure the future of our independent firefighters' union.

The key aims for the centenary are:

- To promote and celebrate the work of firefighters and the fire and rescue service
- To commemorate the bravery and sacrifice of those killed and injured in the line of duty
- To celebrate the FBU's role in the development of the firefighting profession, shaping the modern fire and rescue service and improving public safety
- To celebrate the FBU's 100-year history of independent firefighter trades unionism
- To celebrate the contribution of the FBU to the wider labour and trade union movement
- To celebrate the work and achievements of the FBU in representing firefighters, campaigning for improvements, promoting fairness and equality and organising to defend our service, our jobs and working conditions.

As part of the union's centenary preparations, Amy Gardener was recruited to head office to improve the union's archiving and records management. During 2017 materials at head office have been sorted, consolidated and new deposits made at the Modern Records Centre at Warwick University, where the FBU's archives are kept. All extant copies of *Firefighter* magazine have been digitised and made available on the website. Some materials thought to have been lost have been uncovered and members have donated from their own records.

As part of the centenary the FBU published a pamphlet, *What Kind of Fire Service?* by Shane Ewan from Leeds Beckett University. The union also organised another centenary seminar on 28 March at Congress House. Harry Welsh and Tony Maguire, both former FBU officials spoke on the history of the union in Northern Ireland and Martin Sugarman and Stephanie Maltman spoke on Jewish participation in the service during the Second World War. Plans were made during the year for a range of local and national events, as well as further publications during 2018 to further commemorate the FBU's centenary.

L14 FIREFIGHTERS 100 LOTTERY

This was the first full year for the Firefighters 100 Lottery. The lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery company, Gatherwell Ltd, to independently manage the sales of tickets, the weekly draws and paying out prizes.

Each lottery ticket has remained at £1, with at least 50% going to support good causes, 20% for the weekly prize drawer winner, 6% for second prize and 3% for third. The lottery had around three thousand supporters and 5,000 weekly ticket sales on average throughout the year. Almost £150,000 was raised for good causes and more than £80,000 paid out in prizes.

Watch manager Andy Adams was the first recipient of Firefighters 100 Lottery funds, after being seriously injured while responding to a fire at a disused building in Renfrewshire, Scotland. His spinal cord was severed and his neck fractured after a wall collapsed on him. The lottery gave £20,000 to the Green Watch Charity Fund (Andy Adams).

The Firefighters 100 Lottery donated £10,000 to the medical charity Restoration of Appearance and Function Trust (RAFT), which develops groundbreaking treatments for burns victims.

The lottery is funding a new scheme to design, produce and install commemorative plaques to honour firefighters who have died in action. The initiative will place red plaques either at sites where firefighters have died or at the station where they were based. The lottery has also paid for the names of 45 fallen firefighters to be added to the Firefighters Memorial at St Paul's Cathedral.

The Firefighters 100 Lottery also donated thousands of pounds to charities such as Dale Youth ABC, Solidarity Sports and Kids on the Green, helping people affected by the Grenfell Tower fire. (For details of all donations, see Section M).

FBU members and lottery players are able to receive 15% off room bookings at any Brook Hotel. Brook Hotels also offer special prize draws, which include a weekend stay at any one of their hotels and crates of fine wine.

L15 FBU ONLINE SHOP

The FBU online shop had its first full year of trading since it was relaunched, with total sales of more than £4,000 during the year. A range of materials are available including T-shirts, hoodies, hip-flasks, mugs and hats. This year saw the introduction of FBU women's fit shirts, T-shirts and polo shirts, following feedback from members. The top selling product was the FBU beanie hat, followed by men's We've Got Your Back T-shirt. A total of 23 products were available from the shop at the close of the year.

The FBU shop is hosted on an online selling platform, Shopify and linked directly from the union's website. The shop is run by the union's merchandise supplier Kymera Embroidery with the support of head office communications. It runs on very low margins to ensure members get the best value for money. The FBU then receives a commission on the sales from Kymera.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2017

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2017 ACCOUNTS

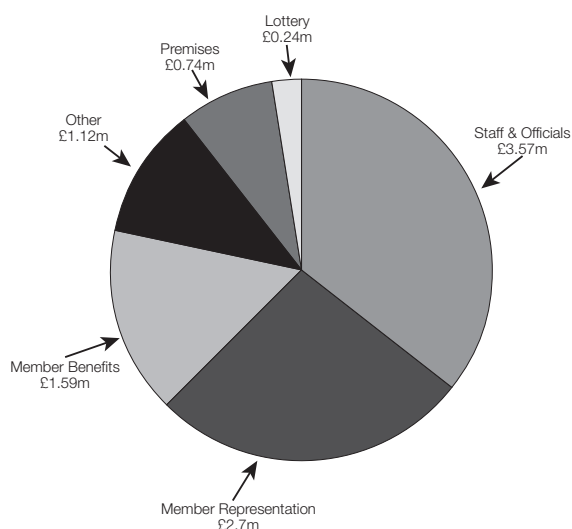
In 2017 our income was £11.30m (2016 – £11.00m) and our running costs £9.96m (2016 – 10.13m). This gave us a very good result of an operating surplus of £1.35m (2016 – £873k), before actuarial pension adjustments and our general fund has now reverted back to a surplus position.

The 2017 favourable pension scheme actuarial adjustments of £42k (adverse 2016 – £1.96m) contributed to the overall surplus of £1.39m. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2017 our ordinary membership levels fell by 800, 2.4% (2016 – 1,968, 5.5%) to 33,042 (2016 – 33,842) and this meant that our income from contributions was lower in 2017 by £314k (2016 – £448k). However, due to a reduction in our expenditure we were able to achieve an operating surplus.

Set out below is a chart which shows a breakdown of our expenditure for 2017. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

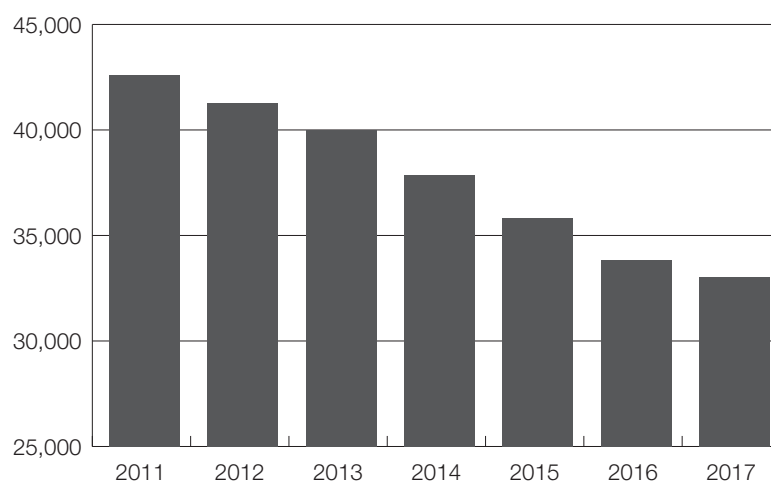
Expenditure £9.96m



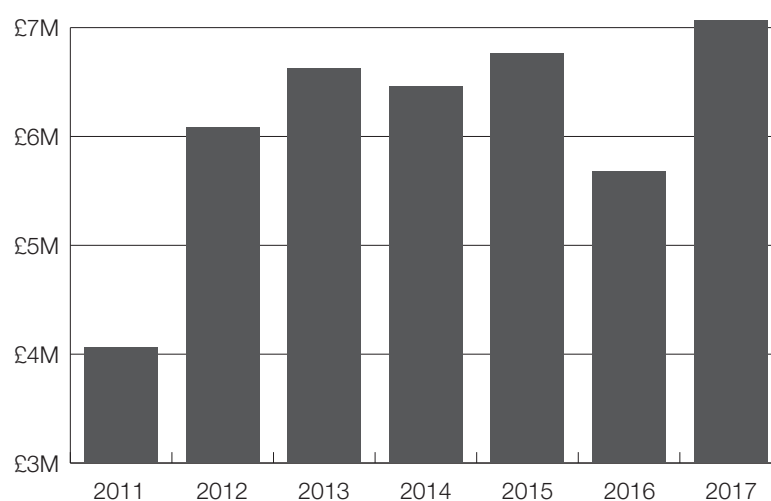
As a result of the overall surplus of £1.39m for 2017, our total funds have now increased from £5.68m to £7.06m. This is made up of the accident and injury fund £5.43m, political fund £592k general fund £936k and lottery fund £102k.

7 YEAR TRENDS

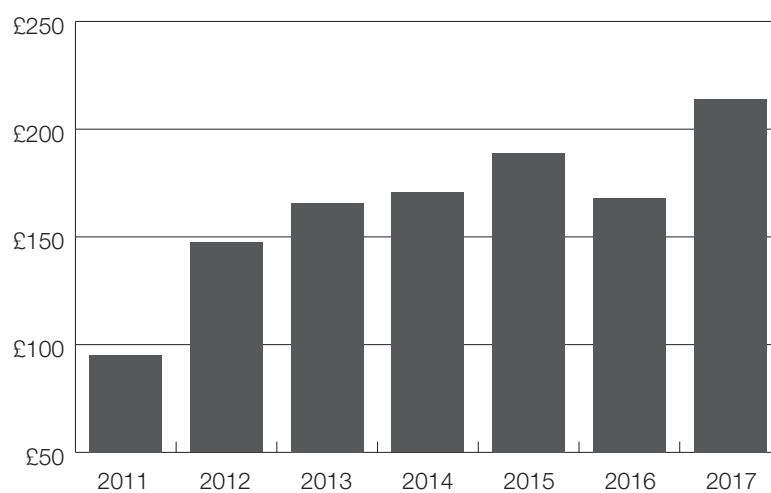
Number of members



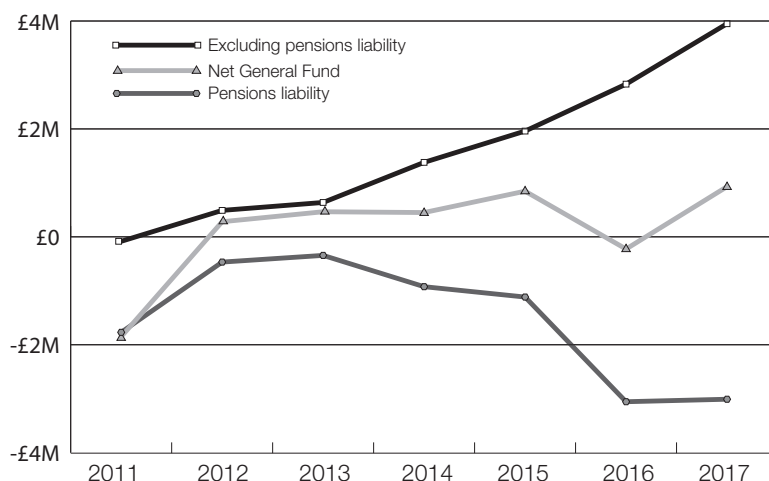
Total fund



Funds per member



General Fund



Job losses on the fire and rescue service have meant a continued decline in membership contribution income. As a result we have had to make reductions in expenditure in various areas whilst still providing the same level of service and benefits to members.

However, it should be said that our work over the last few years with careful budgeting, making savings and planning for a surplus each year has enabled us to cope with this and we still have total funds of £7.06m.

CONCLUSION

The cuts in fire and rescue staff over the last few years have meant a substantial drop in our income. However, we have made over £3m savings in our overall costs. We have also had to absorb £3m in pension deficits. Nevertheless we are still providing the same level of service and benefits to members and we will continue to do so.

The message is clear that we will have to keep lowering our expenditure if membership numbers decline so that we can continue to provide a strong voice for FBU members and protect their interests.

Summary of financial results of the last 5 years

	2017	2016	2015	2014	2013
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	9,576	9,890	10,338	10,809	11,207
ULF grants	1,279	979	764	790	659
Other	446	137	89	78	59
	11,301	11,006	11,191	11,677	11,925
Expenditure					
Members benefits (note 1)	1,587	1,957	1,826	1,983	1,889
Staff and officials	4,332	4,282	4,155	4,371	4,236
Member representation (note 2)	2,697	2,707	3,302	3,393	3,765
Premises (note 3)	738	829	943	903	1,090
Other (note 4)	602	358	405	429	413
	9,956	10,133	10,631	11,079	11,393
Operating surplus	1,345	873	560	598	532
Pension adjustments	42	(1,959)	(257)	(758)	(165)
Overall result	1,387	(1,086)	303	(160)	367
General fund	936	(225)	846	452	465
Accident & injury fund	5,435	5,242	5,236	5,203	5,014
Political fund	592	640	681	805	1,142
Lottery	102	20	–	–	–
Total funds	7,065	5,677	6,763	6,460	6,621
Number of members	33,042	33,842	35,810	37,865	39,983
Fund value per member	£214	£168	£189	£171	£166

Notes:

1 Includes the cost of 'Firefighter'

2 Costs include conferences, affiliations, travel, mileage, hotels & subsistence, communications, print, ballots, donations, campaign costs, advertising.

3 Includes depreciation.

4 Includes professional fees, bank charges, audit and lottery good causes and prizes.



Matt Wrack
General Secretary



James Quinn
National Treasurer

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer for Trade Unions and Employers' Associations. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer for Trade Unions and Employers' Associations.

In relation to The Fire Brigades Union these requirements are the responsibility of the executive council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The executive council is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FIRE BRIGADES UNION

OPINION

We have audited the financial statements of The Fire Brigades Union (the 'Union') for the year ended 31 December 2017 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2017 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

USE OF OUR REPORT

This report is made solely to the union's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the executive council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the executive council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The executive council is responsible for the other information. The other information comprises the information included in the general secretary's and national treasurer's introduction, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 to report to you by exception in respect of the following matters, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

RESPONSIBILITIES OF THE EXECUTIVE COUNCIL

As explained more fully in the Statement of the executive council's responsibilities, the executive council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the executive council is responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs(UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Gareth Jones (Senior Statutory Auditor)

Moore Stephens LLP

Chartered Accountants Statutory Auditor
150 Aldersgate Street
London EC1A 4AB
Date 1 May 2018

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2017

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2017 £	2016 £
Income								
Contributions	1(i)	8,035,557	1,297,544	243,105	–	–	9,576,206	9,889,766
Investment income		97,869	–	–	–	–	97,869	48,049
Grants		–	–	–	–	1,279,092	1,279,092	978,950
Sales of publications and merchandise		–	–	–	–	–	–	28
Other income	16	–	–	–	323,969	–	323,969	66,608
Commission received		17,910	–	–	–	–	17,910	15,226
VAT recoverable		5,988	–	–	–	–	5,988	7,500
		<u>8,157,324</u>	<u>1,297,544</u>	<u>243,105</u>	<u>323,969</u>	<u>1,279,092</u>	<u>11,301,034</u>	<u>11,006,127</u>
Expenditure								
Benefits	2	493,686	913,268	–	–	–	1,406,954	1,770,554
Conferences		280,925	–	12,176	–	–	293,101	241,072
Affiliations		155,143	–	34,820	–	–	189,963	191,203
'Firefighter'		180,321	–	–	–	–	180,321	186,545
Commissions		26,359	26,359	13,180	–	–	65,898	74,435
Union learning costs		–	–	–	–	683,902	683,902	344,740
Staff and officials	3	2,734,896	165,000	72,099	–	595,190	3,567,185	3,896,827
Member representation	4	2,013,231	–	135,086	–	–	2,148,317	2,199,865
Premises	5	558,987	–	–	–	–	558,987	623,245
Other expenditure	6	596,285	–	24,060	–	–	620,345	525,079
Depreciation	1(b)	178,874	–	–	–	–	178,874	206,545
Lottery good causes and prizes	16	–	–	–	242,071	–	242,071	22,196
Surplus on disposal of fixed assets		(5,404)	–	–	–	–	(5,404)	(5,500)
Surplus on disposal of investments		(70,016)	–	–	–	–	(70,016)	(112,199)
Surplus on revaluation of quoted investments		(185,855)	–	–	–	–	(185,855)	(71,483)
Defined benefit net interest cost	12	81,000	–	–	–	–	81,000	40,000
		<u>7,038,432</u>	<u>1,104,627</u>	<u>291,421</u>	<u>242,071</u>	<u>1,279,092</u>	<u>9,955,643</u>	<u>10,133,124</u>
Operating surplus/(deficit) for the year		1,118,892	192,917	(48,316)	81,898	–	1,345,391	873,003
Other comprehensive (expense)/income								
Actuarial (losses)/gains on post employment benefit obligations		(322,000)	–	–	–	–	(322,000)	(2,765,000)
Return on assets excluding amount included in net interest		302,000	–	–	–	–	302,000	1,033,000
Experience gains/(losses)		62,000	–	–	–	–	62,000	(227,000)
Total other comprehensive income/(expense)	12	42,000	–	–	–	–	42,000	(1,959,000)
Total comprehensive income/(expense) for the year		1,160,892	192,917	(48,316)	81,898	–	1,387,391	(1,085,997)

STATEMENT OF FINANCIAL POSITION

As at 31 December 2017

	Note	2017 £	2016 £
Fixed Assets	7	1,943,686	2,000,529
Investments	8	3,516,840	3,217,692
Long term loans	9	51,370	158,997
		5,511,896	5,377,218
Current assets			
Debtors	10	635,274	573,414
Cash at bank and in hand		5,046,282	4,331,198
Total current assets		5,681,556	4,904,612
Current liabilities	11	(1,112,764)	(1,548,533)
Net current assets		4,568,792	3,356,079
Total assets before pension liability		10,080,688	8,733,297
Defined benefit pension fund	12		
National officials' scheme asset		81,000	34,000
Staff scheme liability		(3,097,000)	(3,090,000)
Net defined benefit pension liability		(3,016,000)	(3,056,000)
Total assets after pension liability		7,064,688	5,677,297
Represented by:			
General fund (excluding defined benefit pension liability)		3,951,839	2,830,947
Defined benefit pension liability		(3,016,000)	(3,056,000)
General fund		935,839	(225,053)
Accident and injury fund		5,434,822	5,241,905
Political fund		591,652	639,968
Lottery		102,375	20,477
Total funds		7,064,688	5,677,297

Movement in the union's funds are shown on page 104.



M. Wrack – General Secretary



I. Murray – President

Date 1 May 2018

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2017

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2015	846,386	5,236,117	680,791	–	6,763,294
Operating surplus/(deficit) for the year	887,561	5,788	(40,823)	20,477	873,003
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(2,765,000)	–	–	–	(2,765,000)
Change in assets not recoverable in the future	1,033,000	–	–	–	1,033,000
Experience losses	(227,000)	–	–	–	(227,000)
	(1,959,000)	–	–	–	(1,959,000)
At 31 December 2016	(225,053)	5,241,905	639,968	20,477	5,677,297
Operating surplus/(deficit) for the year	1,118,892	192,917	(48,316)	81,898	1,345,391
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(322,000)	–	–	–	(322,000)
Change in assets not recoverable in the future	302,000	–	–	–	302,000
Experience gains	62,000	–	–	–	62,000
	42,000	–	–	–	42,000
At 31 December 2017	935,839	5,434,822	591,652	102,375	7,064,688

STATEMENT OF CASH FLOWS

For the year ended 31 December 2017

	2017 £	2016 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year (page 102)	1,345,391	873,003
Depreciation	178,874	206,545
Surplus on disposal of fixed assets	(5,404)	(5,500)
Surplus on disposal of investments	(70,016)	(112,199)
Surplus on revaluation of quoted investments	(185,855)	(71,483)
Change in debtors	(61,860)	234,450
Change in creditors	(435,769)	283,220
Change in pension liability	2,000	(19,000)
Cash flows arising from operating activities	767,361	1,389,036
Cash flows from investment activities		
Purchase of fixed assets	(122,031)	(52,399)
Proceeds from the sale of fixed assets	5,404	5,500
Purchase of investments	(445,502)	(2,089,235)
Sale of investments	402,225	476,854
Repayment of mortgages	107,627	16,837
Net cash used in investment activities	(52,277)	(1,642,443)
Net increase/(decrease) in cash and cash equivalents	715,084	(253,407)
Cash and cash equivalents at the beginning of the year	4,331,198	4,584,605
Cash and cash equivalents at the end of the year	5,046,282	4,331,198

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.
- The rates used are:
- | | |
|----------------------|------------|
| Buildings | 2.50% |
| Computer equipment | 25% |
| Fixtures or fittings | 10% or 20% |
| Motor vehicles | 25% |
- No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.
- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:
- Quoted investments – at fair value, which is determined by reference to the quoted market price at the year end date.
- Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).
- Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the Statement of Comprehensive Income.
- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Remeasurement comprising of actuarial gains and losses and the return on scheme assets are recognised immediately in other comprehensive income.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.
- (m) Lottery income and expenditure are recognised on an accrual basis and the funds carried forward will be spent on good causes as determined by the lottery distribution panel.
- (n) The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. In preparing these financial statements, the union has made the following judgements:
- Provisions for liabilities – provisions for liabilities included at the year end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.
 - Investments – quoted investments are disclosed at mid market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

	2017 £	2016 £
2 Benefits		
Legal fees	286,809	496,770
Education	206,877	140,956
Accident and injury claims	913,268	1,132,828
	1,406,954	1,770,554
3 Staff and officials		
Salaries and national insurance contributions	1,976,030	2,199,967
Pension contributions	503,367	499,053
FRS102 pension scheme adjustment (note 12)	(79,000)	(59,000)
Officials' allowance	559,206	572,185
PAYE agreement	6,015	5,693
Trade union leave	601,567	678,929
	3,567,185	3,896,827
4 Member representation		
Travel	266,012	214,894
Mileage	408,215	426,604
Hotels	167,630	172,036
Subsistence and evening meals	332,969	334,027
Motor expenses	10,751	14,192
Other organising expenses	26,477	24,900
Reports, journals and subscriptions	69,578	74,029
Ballot expenses	52,855	28,417
Donations	164,548	123,096
Goods for presentations and campaigning	56,919	64,400
Communications	446,828	453,460
Printing and stationery	130,308	238,511
Advertising	15,227	31,299
	2,148,317	2,199,865
5 Premises		
Repairs and renewals	53,242	63,781
Office expenses	477,045	527,357
Insurance	28,700	32,107
	558,987	623,245
6 Other expenditure		
Bank charges and interest payable	28,406	26,192
Audit, pension audit and accountancy	50,100	46,200
Professional fees	541,839	452,687
	620,345	525,079

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
7 Fixed assets				
Cost				
1 January 2017	2,805,501	968,616	134,049	3,908,166
Additions	–	56,698	65,333	122,031
Disposals	–	(404,547)	(63,309)	(467,856)
31 December 2017	2,805,501	620,767	136,073	3,562,341
Depreciation				
1 January 2017	1,070,437	730,334	106,866	1,907,637
Charge for the year	57,100	103,994	17,780	178,874
Disposals	–	(404,547)	(63,309)	(467,856)
31 December 2017	1,127,537	429,781	61,337	1,618,655
Net book value				
31 December 2017	1,677,964	190,986	74,736	1,943,686
Net book value				
31 December 2016	1,735,064	238,282	27,183	2,000,529

	2017 £	2016 £
8 Investments		
Quoted equities and unit trusts (note 8a)	3,036,310	2,737,162
Unquoted equities (note 8b)	480,530	480,530
Fair value of total investments	3,516,840	3,217,692
a) Quoted equities and unit trusts		
	2017 £	2016 £
Market value at 1 January	2,737,162	941,099
Additions at fair value	445,502	2,089,235
Disposal proceeds	(402,225)	(476,854)
Change in fair value of investments		
Realised surplus on sale of investments	70,016	112,199
Surplus on revaluation of financial assets to fair value	185,855	71,483
Market value at 31 December	3,036,310	2,737,162
Historical cost at 31 December	2,583,310	2,470,016

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

8 Investments (continued)

All investments related to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investment are carried at fair value, being the market value at the year end. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors.

b) Unquoted equities

Unquoted shares held by the union at the year end are broken down as follows:

240,000 Unity Trust Bank plc "A" and "C" shares.

530 Labour Education, Rec. And Holiday Homes Ltd shares held at cost of £1/share.

	2017 £	2016 £
Market value at 1 January	480,530	480,530
Surplus on revaluation of financial assets to fair value	–	–
Market value at 31 December	480,530	480,530
Historical cost at 31 December	240,530	240,530

No provision for permanent impairment in value of investments is considered necessary.

9 Long-term loans

	2017 £	2016 £
Mortgages repayable	28,335	135,962
Loans – co-op societies		
CRS London Ltd.	35	35
People's Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	51,370	158,997

The mortgage loans to officials are secured by a charge on the property.

10 Debtors

	2017 £	2016 £
Trade debtors	112,903	122,630
Other debtors	289,456	216,841
Prepayments	232,915	233,943
	635,274	573,414

11 Current liabilities

	2017 £	2016 £
Trade creditors	249,814	590,285
Other creditors	9,227	26,375
Accruals	853,723	931,873
	1,112,764	1,548,533

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

12 Defined benefit pension fund

	2017 £'000	2016 £'000
FBU pension scheme		
Opening balance	(3,090)	(2,138)
Current service cost	(193)	(200)
Administration expenses	(68)	–
Contributions by the union	349	268
Total service cost	88	68
Net interest cost	(82)	(79)
Actuarial loss	(13)	(941)
Closing balance	(3,097)	(3,090)

Officials' scheme

Opening balance	34	1,022
Current service cost	(180)	(194)
Administration expenses	(19)	(20)
Contributions by the union	190	205
Total service cost	(9)	(9)
Net interest credit	1	39
Actuarial gain/(loss)	55	(1,018)
Closing balance	81	34

Both schemes

Opening balance	(3,056)	(1,116)
Current service cost	(373)	(394)
Administration expenses	(87)	(20)
Contributions by the union	539	473
Total service cost	79	59
Net interest cost	(81)	(40)
Actuarial gain/(loss)	42	(1,959)
Closing balance	(3,016)	(3,056)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

12 Defined benefit pension fund (continued)

The major assumptions used by the actuary for the national officials' scheme.

	At 31.12.2017	At 31.12.2016
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.2%	2.4%
Allowance for pension in payment increases of RPI or 5% if less	3.2%	3.4%
Discount rate	2.4%	2.7%
Inflation rate (RPI)	3.2%	3.4%
Inflation rate (CPI)	2.2%	2.4%

The mortality assumptions are in accordance with CMI 2016 (1.25%).

The assets in the scheme and the expected rate of return for the national officials' scheme

	% of total Scheme assets	Value at 31.12.2017 £'000	% of total Scheme assets	Value at 31.12.2016 £'000
With profits fund	43%	4,395	48%	4,702
Secured annuities	57%	5,733	52%	5,182
Total market value of assets		<u>10,128</u>		<u>9,884</u>

The major assumptions used by the actuary for the FBU pension scheme.

	At 31.12.2017	At 31.12.2016
Rate of increase in salaries	1.5%	1.5%
Rate of increase for deferred pensioners	2.2%	2.4%
Rate of increase of pensions in payment	3.2%	3.4%

The mortality assumptions are in accordance with the S2PA CMI 2016 (1.25%).

The assets in the scheme and the expected rate of return for the FBU pension scheme.

	% of total Scheme assets	Value at 31.12.2017 £'000	% of total Scheme assets	Value at 31.12.2016 £'000
Cash	1%	31	1%	48
Annuities	55%	3,385	59%	3,347
Cash accumulation policy	11%	699	36%	2,005
Newton real return	14%	875	4%	242
Black Rock Global Equity	11%	657		—
F&C LDI	8%	529		—
Total market value of assets		<u>6,176</u>		<u>5,642</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

12 Defined benefit pension fund (continued)

The amounts recognised in the statement of financial position are as follows:

	2017 National officials' scheme £'000	2017 FBU pension scheme £'000	2017 Total £'000	2016 National officials' scheme £'000	2016 FBU pension scheme £'000	2016 Total £'000
Present value of defined benefit obligation	(10,047)	(9,273)	(19,320)	(9,850)	(8,732)	(18,582)
Fair value of scheme assets	10,128	6,176	16,304	9,884	5,642	15,526
Net asset/(liability) recognised	81	(3,097)	(3,016)	34	(3,090)	(3,056)

The amounts recognised in the income and expenditure account are as follows:

Service costs	180	193	373	194	200	394
Administration expenses	19	68	87	20	–	20
Net interest (credit)/charge	(1)	82	81	(39)	79	40
Total recognised	198	343	541	175	279	454

Actual return on scheme assets	372	350	722	960	601	1,561
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The amounts recognised in other comprehensive income:

Actuarial losses	(114)	(208)	(322)	(1,412)	(1,353)	(2,765)
Return on assets excluding amount included in net interest	107	195	302	621	412	1,033
Experience gains/(losses) arising on the plan liabilities	62	–	62	(227)	–	(227)
Total recognised	55	(13)	42	(1,018)	(941)	(1,959)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

12 Defined benefit pension fund (continued)

	2017 National officials' scheme £'000	2017 FBU pension scheme £'000	2017 Total £'000	2016 National officials' scheme £'000	2016 FBU pension scheme £'000	2016 Total £'000
Reconciliation of opening and closing balances of the present value of scheme liabilities:						
Scheme liabilities at 1 January	9,850	8,732	18,582	7,893	7,020	14,913
Current service cost	180	193	373	194	200	394
Expenses	19	–	19	20	–	20
Secured liability in members' names	–	–	–	–	–	–
Interest cost	264	237	501	300	268	568
Contributions by scheme participants	36	39	75	38	31	69
Settlements	–	–	–	–	–	–
Business combination	–	–	–	–	–	–
Actuarial loss	52	208	260	1,639	1,353	2,992
Benefits paid	(354)	(136)	(490)	(234)	(140)	(374)
Scheme liabilities at 31 December	10,047	9,273	19,320	9,850	8,732	18,582

Reconciliation of opening and closing balances of the fair value of scheme assets

Fair value of scheme assets at 1 January	9,884	5,642	15,526	8,915	4,882	13,797
Expected return on scheme assets	265	155	420	339	189	528
Expenses	–	(68)	(68)	–	–	–
Actuarial gain	107	195	302	621	412	1,033
Contributions by employer	190	349	539	205	268	473
Contributions by scheme participants	36	39	75	38	31	69
Benefits paid	(354)	(136)	(490)	(234)	(140)	(374)
Fair value of scheme assets at 31 December	10,128	6,176	16,304	9,884	5,642	15,526

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

12 Defined benefit pension fund (continued)

National Officials' Scheme

The most recently completed actuarial valuation as at 31 October 2014 showed a surplus of £168,000, hence no deficit contribution is required. However in accordance with the actuarial valuation, the union has agreed with the trustees that it will pay 57.5% of pensionable earnings in respect of the cost of accruing benefits to 30 November 2017 and 55.5% thereafter. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the employer will pay amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. Member contributions are payable in addition at the rate of 13% of pensionable pay to 30 November 2017 and 15% thereafter.

FBU Pension Scheme

The last actuarial valuation of the FBU Pension Scheme was performed by the Actuary for the Trustees as at 30 June 2016 and showed a SFO deficit of £912,000. The union agreed to pay annual contributions of 17% of members' pensionable salaries, less the amount contributed by active members of the scheme each year. In respect of the scheme deficit as at 30 June 2016, the union has agreed to pay £106,000 a year for 7 years and 5 months. In addition, the union will pay £114,000 each year to cover administrative expenses and premiums for death in service lump sums associated with the scheme. This excludes the PPF levy which the union pays directly. Including future service costs, the union expects to pay around £300,000 to the scheme during the accounting year ending 31 December 2018.

13 Taxation

The union is not liable to tax on income from its members. Taxation is payable to the extent that investment income and capital gains exceed allowable provident benefits.

14 Operating leases

As at 31 December 2017 the union has future commitments under non-cancellable operation leases as follows:

	2017	2016
	£	£
Within one year	71,506	81,173
Between two and five years	250,271	11,953
In more than five years	—	—
Total	321,777	93,126

15 Key management personnel

Key management personnel compensation of £511,438 (2016 – £654,514) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions and employer pension contributions. See analysis of officials' salaries and benefits for a further breakdown of the key management personnel compensation.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2017

16 Lottery

	2017 £	2016 £
Income	323,969	42,673
Expenditure		
Prizes and administration	150,574	22,196
Good causes	91,497	–
	242,071	22,196
Surplus for the year	81,898	20,477
Funds at beginning of the year	20,477	–
Funds at the end of the year	102,375	20,477

The surplus carried forward funds are to be spent on good causes.

Good causes

Green watch charity fund (Andy Adams)	20,000
Red plaque design	3,436
Firefighter Memorial Trust (St Paul's statue)	4,656
RAFT	10,000
Dale Youth ABC	10,000
Kids on the Green Community	5,000
Solidarity Sports	5,000
The Firefighters Memorial Trust (Lambeth Palace)	4,605
People Live (Mobile Exhibition)	28,800
	91,497

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2017

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	73,184	Area manager	Competent "B"
Andy Dark	Assistant general secretary	69,589	Area manager	Competent "A"
Sean Starbuck	National officer	64,273	Group manager	Competent "B"
John McGhee (to 28 February 2017)	National officer	10,712	Group manager	Competent "B"
David Green	National officer	64,273	Group manager	Competent "B"

Note: All national officials' salaries are in line with fire service ranks, endorsed by annual conference.

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	9,028	41,959	6,500
Andy Dark	Assistant general secretary	8,493	39,898	6,874
Sean Starbuck	National officer	7,760	36,850	10,786
John McGhee	National officer	1,292	6,142	1,560
David Green	National officer	7,826	36,850	7,592

Full-time officials pay 13% to 30 November 2017, thereafter 15% of pensionable salary in employee pension contributions. The executive council is currently reviewing the pension provision for full time officials.

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2017

Benefits

Name	Office held	Officials' allowance £
A. McLean	President	9,643
I. Murray	Executive council and vice-president	8,333
A. Noble	Executive council and national treasurer	8,333

The following executive council members were paid an officials' allowance at the rate of £7,025 per annum.

C. McGlone
J. Quinn
L. Skarratts
P. Coates
B. Downey
G. Mayos
J. Wyatt
I. Leahair (to 30 June 2017)
P. Embury (from 1 July 2017)
D. Armstrong (to 2 August 2017)
R. Jones (from 3 August 2017)
T. McFarlane

Note: The union made reimbursement to local authorities of £601,567 (2016 - £678,929) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors' of the union, the certification officer (who is an independent officer appointed by the secretary of state) and the police.

Where a member believes that the financial affairs of the union have been conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

The above statement is taken from the certification officer website.

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2017:

Name	Region	Brigade
Paul Morrison	1	Scotland
Lauchlan McLellan	1	Scotland
Tom Naples	3	Northumberland
Leigh Robinson	3	Northumberland
Alan Rutherford	5	Cumbria
Simon Hughes	6	Derbyshire
Graham McGuigan	6	Nottinghamshire
Jason Nash	7	Shropshire
Martin Wild	9	Essex
Steven Chadwick	10	London
Simon Box	10	London
Danny Haxton	10	London
Mark Hilder	10	London
Simon Bloggs	11	Berkshire
Martin McMeechan	11	Isle of Wight
Gary Buchanan	11	Hampshire
Mark Hattersley	12	Avon



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