

EXECUTIVE COUNCIL'S REPORT 2021





Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT 2021

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PRESIDENT'S INTRODUCTION

2020 was the year of the unexpected. It was the year the coronavirus swept like a wrecking ball through our lives. It was another year when firefighters worked throughout the darkest days, continued to provide a first class emergency service while helping to tackle the pandemic. Another year when the FBU was proud of our members and the fantastic contribution made to our communities.

We only found out about Covid-19 at the beginning of 2020, but none of us will forget what the pandemic has done to our society. More than 100,000 people have died, including I'm sad to say, some of our own members. We've lost far too many people. Central government failed to prepare for the pandemic and then did too little, too late to stop the spread. Their austerity weakened the frontline. They preferred to award fat contracts to private profiteers, instead of investing in our public services.

There will have to be a reckoning with these failures. Central government cannot be allowed to wriggle off its responsibilities. And we cannot let them make working class communities pay for this pandemic through unemployment, more cuts to public services and pay freezes. Big firms and wealthy people got richer during this crisis – they can afford to pick up the bill for recovery. Our union will be part of those calling for them to be held to account.

The FBU spent considerable time and effort this year ensuring our members were safe as they possibly could be, as they worked throughout the pandemic. The union negotiated with the national employers and chief fire officers to ensure we could still provide an emergency service and assist in the fight against Covid-19. Many of our members went the extra mile to support vulnerable people, the NHS and care sector, utilising their skills and professionalism. The union pays tribute to every member for their contribution over the past year.

But the union's work did not stop in other areas. Our campaign for decent pensions continued in light of our court victory. There is much to be done to ensure our members get the pension they've paid for and deserve. We know Westminster will be coming back with new pension attacks in the coming years, so we have to prepare for a long fight on this matter.

The FBU continued to fight for justice three years on from the Grenfell Tower fire. The public inquiry went into its phase 2, looking at the causes of the fire. We learned about the criminal practices of those in the construction industry that clad people's homes in flammable material and made a handsome profit from doing so. We learned how corners were cut, shoddy work carried out and warnings ignored. These people created the impossible situation our members found themselves in on the night of the fire. This union will not rest until the real culprits and all those responsible are brought to justice.

It is with great sadness that two of our past presidents, Stan Fitzsimmons (1986-91) and Mick Harper (1999-2002) passed away in 2020. They spent decades building this union of ours. We will continue the proud tradition of those who've gone before us.

The best guarantee that firefighters have a voice over pay and conditions, our pensions, health and safety, our working lives and a voice in politics is the Fire Brigades Union. Never has it been more important to get active in the union and stand together.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

The FBU negotiates on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). The union supports 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.

During the year, Professor Lynette Harris from Nottingham Trent University chaired the NJC and MMNB.

The executive council continued to argue for improvements to firefighters' pay throughout the year. This included a pay claim at the NJC in June and further discussions on pay campaigning in the autumn. The delayed employers' offer of 2% was criticised by the union and subject to consultation through the union's structures. It was accepted as the only alternative available, particularly in the context of the Covid-19 pandemic.

The FBU held a consultative ballot of members in Scotland following the Scottish Fire and Rescue Service (SFRS) offer on pay, terms and conditions. A large majority of members rejected the offer after a high turnout.

FBU officials were able to resolve other important pay and conditions matters during the year, retained firefighters annual leave arrangements and the rejection of offers to 'buy-back' firefighters' leave.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2019-20

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 Cllr Nick Chard serves as Vice Chair of the NJC and Ian Murray 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 2019/20 is attached to this report.

Introduction

In my second year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. The main issues are outlined in this Annual Report, which covers the period from 1 October 2019 to 30 September 2020.

What do we do?

1. *The National Joint Council provides:*

- *The national negotiating machinery for the pay and conditions of service of uniformed fire service employees in the United Kingdom.*
- *The services of the respective side Secretariats in assisting parties at local level to resolve areas of disagreement.*
- *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 2019-2020

2. *The National Joint Council met on three occasions: 10 October 2019; 26 February and 5 June 2020. The Middle Managers Negotiating Body also met on those dates. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2019 was approved at the AGM meeting of 10 October 2019.*

Issues under consideration during 2019-2020

3. *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:*

COVID-19 & Tripartite Agreement

4. *The Tripartite Agreement – National Employers, FBU and NFCC – secured national agreement on firefighters' activities in order to support the COVID-19 response by assisting the NHS, Ambulance Services and other partners with the fire services' skills and workforce resource following requests from Local Resilience Forums.*
5. *Significant work also identified a number of nationally agreed best practice risk assessments and statements related to the additional activities.*

Pay

6. *The National Employers wrote to the employees' side in August formally setting out an offer of a 2% uplift in pay as the most that could be afforded for the settlement year 2020/21. Both sides agreed in September, following a period of employee consultation, to implement that uplift of 2.0% on basic salaries and continual professional development payments with effect from 1 July 2020.*

Inclusive Fire Service Group

7. *The NJC has a continuing commitment to improvement of equality, diversity, and cultural issues in the fire service.*
8. *The membership of this NJC-led group involves a number of other interested parties within the fire service including the National Fire Chiefs Council, Fire and Rescue Services Association and Fire Officers Association. It has also engaged with wider special interest groups.*
9. *The group identified a number of practical strategies designed to lead to improvements at local level. The strategies were very well received. Responses from FRAs stating support and current and future actions were analysed and an overview report was provided to all interested parties. These improvement strategies should now have had sufficient time to become embedded in services and should now be delivering improvement. Accordingly, a monitoring exercise is underway.*
10. *The purpose of the exercise is to determine the extent to which the improvement strategies have become embedded and whether or not they have begun to deliver improvement. The exercise involved:*
 - *A survey of FRSs*
 - *Gathering data on the demographics of the workforce*
 - *Independently run employee focus groups*
 - *Workshops with FRS Equality & Diversity Officers/Leads and local and national union representatives.*

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

11. *Settlement payments have all been actioned and where linked to Employment Tribunal cases such cases have been withdrawn.*
12. *In cases where an individual could not be found or has not responded to any communication, the Tribunal is in the process of being advised that the union has withdrawn its support. Once that has concluded, the respective FRA will apply for the affected employment tribunal case/s to be struck out.*
13. *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

14. *Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.*
15. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings.*
16. *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.*

17. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
18. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards and the joint Scoping Group in connection with the negotiation on broadening the role.*
19. *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. This involves a full day session working with key local management and union representatives. Unfortunately, the opportunity to carry out such training this year has been restricted by the COVID-19 situation.*
20. *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.*
21. *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

22. *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.*
23. *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.*
24. *Over the past year conciliations have taken place with 3 services.*

Resolution Advisory Panel (RAP)

25. *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.*
26. *Following the sad death of the RAP Independent Chair Professor William Brown, a recruitment exercise will be held for a new Independent Chair of the body.*

Technical Advisory Panel (TAP)

27. *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.*
28. *The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, did not receive any requests for assistance during 2019/20 and therefore did not meet.*
29. *The current Independent Chair of the TAP is Mr Steve Hodder.*

Circulars

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

NJC/1/20	Novel Coronavirus: COVID-19
NJC/2/20	Annual Leave – Retained Duty System
NJC/3/20	Leave during Coronavirus outbreak
NJC/4/20	Employees' side pay claim
NJC/5/20	Pay Award 2020
NJC/6/20	CPD Uplift 2020

Conclusion

31. 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.
- raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate
- provision of this annual report

32. Over the past year, the unprecedented challenge of the Covid-19 pandemic has dominated the agenda for all UK emergency services and the parties are to be commended for the Tripartite agreement between the National Employers, National Fire Chiefs Council and Fire Brigades Union which provided the framework for the Service's COVID-19 response.

33. As identified in my last report, it is recognised that the Joint Secretaries, other colleagues and members of joint working groups undertake a great deal of work that is not visible, much of which underpins those matters formally reported at NJC and MMNB meetings.

34. I am very aware that extensive communications between the parties have continued to take place behind the scenes, despite it not being possible to have face to face interactions for much of this year. Whilst communications processes have been maintained virtually, it is acknowledged that this has been at times challenging, particularly in circumstances when it would have been of value to have been able to meet in person. I should, therefore, particularly like to take this opportunity to thank all those involved for their contributions in difficult times.

35. Part of the role of the Joint Secretariat is to support parties with differences to reach agreement and it provides a confidential conciliation process at local level. It is noted that the Joint Secretariat have, as last year, assisted three services to reach agreement.

36. It is with sadness that a vacancy is reported for a new independent chair of the Resolution Advisory Panel due to the unexpected death of Professor William Brown who contributed so much to employment relations in the Fire Service.

37. The pandemic has meant that meetings of the NJC and MMNB have had to take place virtually since June 2020. It is hoped that it will be possible to meet again next year once COVID-19 restrictions no longer apply.

A3 PAY RATES AND CPD PAYMENTS

New pay rates were published in the FBU's all members circular (2020HOC0492MW) and are included in this report for the record (circular NJC/5/20).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2020

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	23,833	10.88	16.32
Development	24,826	11.34	17.01
Competent	31,767	14.51	21.77
Crew Manager			
Development	33,763	15.42	23.13
Competent	35,219	16.08	24.12
Watch Manager			
Development	35,981	16.43	24.65
Competent A	36,980	16.89	25.34
Competent B	39,383	17.98	26.97
Station Manager			
Development	40,964	18.71	28.07
Competent A	42,194	19.27	28.91
Competent B	45,183	20.63	30.95
Group Manager			
Development	47,179	21.54	Not applicable
Competent A	48,594	22.19	Not applicable
Competent B	52,301	23.88	Not applicable
Area Manager			
Development	55,389	25.29	Not applicable
Competent A	57,049	26.05	Not applicable
Competent B	60,756	27.74	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2020 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,383	1,192	10.88	4.18
Development	2,483	1,241	11.34	4.18
Competent	3,177	1,588	14.51	4.18
Crew Manager				
Development	3,376	1,688	15.42	4.18
Competent	3,522	1,761	16.08	4.18
Watch Manager				
Development	3,598	1,799	16.43	4.18
Competent A	3,698	1,849	16.89	4.18
Competent B	3,938	1,969	17.98	4.18
Station Manager				
Development	4,096	2,048	18.71	4.18
Competent A	4,219	2,110	19.27	4.18
Competent B	4,518	2,259	20.63	4.18
Group Manager				
Development	4,718	2,359	21.54	4.18
Competent A	4,859	2,430	22.19	4.18
Competent B	5,230	2,615	23.88	4.18
Area Manager				
Development	5,539	2,769	25.29	4.18
Competent A	5,705	2,852	26.05	4.18
Competent B	6,076	3,038	27.74	4.18

Column 1 shows the full annual retainer (10% of the full-time basic annual salary)

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time basic annual salary)

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 2020

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	22,641	10.34	15.51
Development	23,585	10.77	16.16
Competent	30,179	13.78	20.67
Crew Manager (Control)			
Development	32,075	14.65	21.98
Competent	33,458	15.28	22.92
Watch Manager (Control)			
Development	34,182	15.61	23.42
Competent A	35,131	16.04	24.06
Competent B	37,414	17.08	25.62
Station Manager (Control)			
Development	38,916	17.77	26.66
Competent A	40,084	18.30	27.45
Competent B	42,924	19.60	29.40
Group Manager (Control)			
Development	44,820	20.47	Not applicable
Competent A	46,164	21.08	Not applicable
Competent B	49,686	22.69	Not applicable

*(95% of the respective firefighting role basic annual salary)

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2020

	£ per annum
Fire Control Operator equivalent	
During first six months	20,299
After six months and during 2nd year	21,199
During 3rd year	22,204
During 4th year	23,297
During 5th year	25,374
Leading Fire Control Operator equivalent	27,173
Senior Fire Control Operator equivalent	
During 1st year in rank	27,869
During 2nd year in rank	28,926

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2020

	£ per annum
Aged 16	11,026
Aged 17	11,847
Aged 18	23,833

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2019

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	777	London	965
Bedfordshire & Luton	684	Merseyside	735
Buckinghamshire	592	Mid and West Wales	647
Cambridgeshire	606	Norfolk	638
Cheshire	783	Northern Ireland	662
Cleveland	999	Northamptonshire	694
Cornwall	315	Northumberland	847
Cumbria	544	North Wales	654
Derbyshire	809	North Yorkshire	482
Devon and Somerset	576	Nottinghamshire	968
Dorset and Wiltshire	728	Oxfordshire	720
Durham and Darlington	883	Royal Berkshire	723
East Sussex	571	Scotland	843
Essex	623	Shropshire	712
Gloucestershire	393	South Wales	679
Greater Manchester	948	South Yorkshire	1060
Hampshire	675	Staffordshire	729
Hereford & Worcester	710	Suffolk	415
Hertfordshire	756	Surrey	747
Humberside	740	Tyne & Wear	1021
Isle of Wight	336	Warwickshire	611
Kent	665	West Midlands	985
Lancashire	741	West Sussex	985
Leicestershire	691	West Yorkshire	900
Lincolnshire	405		

CPD payments were published in circular NJC/6/20 and in the FBU's all members circular (2020HOC0492MW), after negotiations at the NJC.

A4 SCOTTISH FIRE AND RESCUE SERVICE PAY

On 17 December 2019 the FBU opened a consultative ballot of members in Scotland on the pay, terms and conditions offer made by the Scottish Fire and Rescue Service, which would involve them taking on significant areas of health and social care work (2019HOC0669MW). The executive council consulted with Scottish regional committee and recommended rejection of the proposal.

On 28 January 2020 the FBU announced a consultative ballot of members in Scotland on the pay, terms and conditions offer made by the Scottish Fire and Rescue Service (2020HOC0038MW). The ballot of FBU members in Scotland commenced on 31 January 2020 and concluded on 28 February. The ballot gave FBU members the opportunity to vote either by post or on-line. This appeared to have helped to deliver a very good turnout. Firefighters in Scotland rejected the pay offer, voting by a margin of 60% to 40% on an 81% turnout.

A5 HMICFRS REPORT: NJC

On 15 January 2020, Her Majesty's Chief Inspector of Fire & Rescue Services in England (HMICFRS) published its first *Fire and Rescue* report to the Secretary of State under section 28B of the Fire and Rescue Services Act 2004. The union's response is explained in Section D.

The HMICFRS report was discussed at the NJC meeting of 26 February 2020. It was agreed to consider the issue of a statement with respect to the second recommendation (below) and in particular the absence of the NJC itself among the consulted organisations.

'By June 2020, the Home Office, the Local Government Association, the National Fire Chiefs Council and trade unions should consider whether the current pay negotiation machinery requires fundamental reform. If so, this should include the need for an independent pay review body and the future of the 'Grey Book'.

On 14 May, Lord Stephen Greenhalgh, the fire minister in England, wrote to the FBU and others in the fire and rescue service seeking views on the HMICFRS recommendations. On 30 June the FBU and fire employers issued a joint NJC response to the HMICFRS recommendations and the English fire minister's request. The response emphasised the importance of the NJC for pay negotiations, industrial relations, equality and diversity, developing firefighters' roles and the Covid-19 tripartite agreement.

A6 RETAINED ANNUAL LEAVE – CALCULATION OF PAY

Due to a change in legislation arising from case law, the calculation of pay for leave taken by a worker who works variable hours is no longer based on an average of the previous 12 weeks' pay (2020HOC0162AD). From 6 April 2020, the reference period for this calculation is 52 weeks.

This change in the legislation has implications for members working the retained duty system. The change to the reference period is expected to be neutral in effect for many members; advantageous for some but have a detrimental effect for others. However, the changes to the Grey Book are required by the legislation. Circular NJC/2/20 drew attention to those changes.

A7 IDR RESEARCH

The FBU commissioned Incomes Data Research (IDR), the leading pay consultants used by trade unions, to analyse firefighters' pay ahead of the union's pay claim. The IDR research highlighted the effects of Westminster government-imposed pay freezes 2010-11 and pay caps (2012-2017), which applied to all public sector workers and held pay below inflation, as measured by the Consumer Prices Index (CPI). Since 2010, basic pay for competent wholetime firefighters was reduced by 13% compared to CPI. The research also examined pay settlements in other sectors.

A8 FBU PAY CLAIM

On 4 June 2020, the FBU submitted the pay claim to employers via the NJC (2020HOC0345MW). The FBU's letter is also published in circular NJC/4/20, noted:

1. A decade of austerity and government pay freezes has reduced real wages for firefighters.
2. Using CPI as the measure of inflation a competent firefighter needs an increase of £4,091 to restore real wages lost over the decade of austerity.
3. The employees' side has (additionally) previously set out the union's expectation for any agreement in relation to broadening the role of a firefighter, although any such discussion would need to be reconsidered to take account of subsequent inflation.
4. Both sides of NJC subsequently agreed to pause those discussions on the broadening of the role.
5. Both sides of the NJC have undertaken to deliver the agreements which have enabled firefighters to undertake significant areas of additional work in relation to the Covid-19 pandemic.

A9 NORTH WEST FIRE CONTROL PAY CLAIM

On 24 June 2020, the FBU submitted the pay claim to North West Fire Control on behalf of members employed by the organisation. This was the same as the NJC pay claim.

A10 FIRE EMPLOYERS' PAY OFFER

On 1 July, an all members' circular explained that the employers had delayed their pay offer due to 'practical problems' with their consultation process (2020HOC0389MW).

On 28 July, the employers' pay offer was sent to the FBU and circulated to members (2020HOC0443MW). The FBU's response stated:

The Executive Council notes the 2% pay offer from the fire service employers on 28 July 2020, nearly a month overdue. This offer is disrespectful toward firefighters on the part of the employers' side of the NJC and the chief fire officers and others who advise them. It also reflects the continued chronic underfunding of our service by central government. Despite calling on the public to clap for key workers during the Covid crisis, the Johnson government has completely failed to provide funding to provide improvements in pay for those same workers – including firefighters.

The 2% proposal does not remotely address the needs of FBU members after a decade of government imposed austerity and pay restraint. It is particularly insulting to, and dismissive of, firefighters that the employers make this proposal against the background of the Covid-19 pandemic and the resulting crisis. Firefighters across the UK have undertaken numerous additional functions during the pandemic in order to

assist other services in saving lives and keeping communities safe. It is clear the fire service employers, and their advisers, have a complete lack of respect for those undertaking this essential work.

The Executive Council is clear that an increase of 2% will not address the issue of falling pay in our profession or the concerns of our members around this. Nevertheless, we note the need to urgently improve the living standards of FBU members and therefore believe the proposed increase should be made immediately.

On 1 September 2020, the FBU wrote to the employers following consultation with members through the union's structures. The executive council concluded that although the proposal did not address the pay concerns of members, the alternative at this point would be the money (however limited) sitting in the bank accounts and reserves of our employers and that this money would be better used by our own members in their pay packets. Therefore, the executive council agreed that the employers' 2% increase should be implemented.

A11 EXECUTIVE COUNCIL DISCUSSIONS ON PAY

During the autumn the executive council held detailed discussions on firefighters' pay, including an examination of firefighters' basic and gross pay across all roles and duty systems, firefighters' pay compared to inflation and relative to other professions, the recruitment, retention and work pressures on firefighters' pay, as well as the various pay negotiation bodies and union strategies across the public sector.

A12 SPENDING REVIEW 2020: NEW PAY FREEZE

On 25 November 2020, Chancellor Rishi Sunak announced in his Spending Review that pay rises in much of the public sector would be frozen (what he called "paused") until next year. The Treasury Spending Review 2020 document set out the policy:

- 1.31 In order to protect jobs and ensure fairness, pay rises in the public sector will be restrained and targeted in 2021-22...*
- 1.32 For the rest of the public sector the government will pause pay rises in 2021-22. The pay bill represents around 25 per cent of total government expenditure. Pausing headline pay awards next year for some workforces will allow the government to protect public sector jobs and investment in public services to respond to spending pressures from Covid-19. It will also avoid further expansion of the gap between public and private sector reward.*

A13 LONDON PAY RATES

On 13 October 2020 the London Fire Brigade published its policy on uniformed operational staff pay rates (PN558). Although the LFB pay increases followed the NJC rates, they are now reported differently due to:

- the 2019 role to rank agreement, in which separate development rates of pay for leading firefighters, sub officers and station officers were abolished with effect from 16 October 2019
- the consolidation of NJC CPD payments for all roles, which are now reflected in the 'maximum' rates for leading firefighters, sub officers and station officers, and the 'competent plus' rates for firefighters, station commanders and group commanders
- the inclusion of London Weighting within this consolidated payment.

London Weighting adds an additional £6,000 to London firefighters' pay annually. Thus a wholetime competent firefighters' pay is now £37,773 or firefighter competent plus of £38,744.

A14 OPPOSING ANNUAL LEAVE BUY-BACK

On 14 December 2020 the executive council issued a circular explaining why the buying-back of annual leave is not in the interests of the FBU membership (2020HOC0674AD). The circular explained that paid holiday leave is not a gift from the employer, but a legal entitlement to a break from work and current leave entitlements achieved through hard struggles against begrudging employers. It helps to maintain the health and welfare of members by way of rest, recuperation and spending time with friends and family. The buy-back of leave undermines FBU policies which aspire to improve members' leave provisions.

A15 MARAUDING TERRORISM ATTACKS

On 10 December 2020, the FBU announced that officials in Greater Manchester had signed a collective agreement with Greater Manchester Fire and Rescue Service (GMFRS) on marauding terrorist attacks (2020HOC0661AD). The collective agreement secures the voluntary nature of these activities carried out by the specialist responder team. This means acceptance that the activity is not contractual and not within the role maps of personnel. The activities are voluntary for the duration of the agreement. The agreement was facilitated by the NJC through the NJC conciliation process.

Local officials attempted to achieve all elements of the FBU policy. Because GMFRS were unwilling to meet all of those terms and in order not to undermine national discussions or brigade officials elsewhere, the agreement is for a limited duration only, of eight months, and is subject to review. Those matters not achieved through the conciliation process include:

- That all firefighters should be trained, equipped and paid to respond to MTA incidents because the experience is that firefighters are not called to a known "marauding terrorist incident"
- A compensation payment above and beyond the statutory Scheme in the event of death at a marauding terrorist incident.

On 14 December, the FBU issued a further circular underlining the voluntary nature of work to respond to marauding terrorist attacks (2020HOC0672AD).

The FBU does not encourage members to volunteer to undertake response to marauding terrorist incidents for reasons of concerns in respect of safety, pension, compensation and pay. However, the FBU does not call upon members to refrain from undertaking these duties where they have chosen to do so.

The circular suggested that members undertaking these activities periodically remind their employer that their involvement is voluntary. Head office provided a form of words to assist with the process.

A16 NJC AGREEMENT ON COVID-19 WORK

On 9 December 2020, the FBU and fire employers came to an agreement through the NJC for the management of Covid-19 across the fire and rescue service. See Sections C and D for full details.

A17 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Andy Dark	Andy Noble	Keith Aspden	Michael Payne
Cerith Griffiths	Peter Preston*	Greg Brackenbridge	Roger Phillips
Brian Hooper	Jim Quinn	Nick Chard	Ian Stephens
Richard Jones	Dave Shek	Mark Healey	Sian Timoney
Phil McDonald	Les Skarratts	Rebecca Knox	Fiona Twycross
Chris McGlone	Pete Smith		
Ian Murray	Matt Wrack	<i>Scottish FRS</i>	<i>Welsh LGA</i>
*Shaun Pickles from 1 December		Kirsty Darwent	Philippa Marsden
		Bill McQueen	
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A18 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Mark Ames	Chris McGlone	Keith Aspden	Rebecca Knox
Simon Amos (to June)	Dermot McPoland (from June)	Nick Chard	Roger Phillips
Andy Dark	Ian Murray	John Edwards	Ian Stephens
Trevor French	Andy Noble	Mark Healey	Sian Timoney
Cerith Griffiths (from June)	Jim Quinn	Judith Hughes (to May)	Fiona Twycross
Richard Jones	Lynda Rowan-O'Neill		
Grant Mayos (to June)	Mark Watson	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Phil McDonald	Matt Wrack	Kirsty Darwent	David Poole
		Bill McQueen	
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Ade Robinson		Carmel McKinney	

SECTION B

PENSIONS

B1 INTRODUCTION

During 2020, the effects of the Westminster government's imposed 2015 firefighters' pension scheme continued to generate a great deal of work for the FBU. There were important developments on:

- The FBU's victory on age discrimination
- The Treasury's response to the FBU's legal case
- The pensions consultation in Northern Ireland
- Retained firefighters' pensions
- Exit cap payments
- Pensionable pay.

B2 AGE DISCRIMINATION CASE

In 2019 the FBU won a significant victory on pension provision for members who were discriminated against on the grounds of their age by the transitional protection introduced following the imposed 2015 firefighter pension schemes. In July 2020, the FBU updated members on developments (2020HOC0418MW).

The interim declaration made in December 2019 meant that affected members are eligible to be treated as if they are still members of their previous pension scheme.

Despite this declaration, the union was aware that firefighters were still facing problems relating to both ordinary and ill-health retirements and how they can access the benefits to which they are entitled. The FBU raised concerns locally and nationally about this and put out a call for test cases from members, to take legal action to resolve the delay (2020HOC0397SS).

The union also sought to progress claims relating to:

- Reimbursement of any out-of-pocket losses members may have suffered as a result of the changes made in 2015
- Compensation for members for the distress, upset and anger – described by lawyers as “injury to feelings” – that may have been caused.

More than 13,500 members have submitted new online claims as part of this process.

A further hearing had been planned for 17 July 2020. However, this was stayed as a result of separate legal matters involving the fire service employers. The interim position remained unaltered.

B3 TREASURY CONSULTATION ON AGE DISCRIMINATION

On 16 July 2020, the Treasury launched a consultation, *Public Service Pension Schemes: Changes to the Transitional Arrangements of the 2015 Schemes*. The purpose of the consultation was to rectify the past age discrimination, as required by the FBU's legal case. On 11 October the FBU made a detailed submission in response, which was also made available to members (2020HOC0542SS).

The Westminster government's proposals outlined how it will allow firefighters to return to their former pension schemes, or offer a choice to receive benefits based on the current Career Average Revalued Earnings (CARE) scheme if it is better to do so for the seven-year period of 1 April 2015 to 31 March 2022. This seven year period is described as the remedy period.

The Treasury describes these two options as 'immediate choice' or by 'deferred choice underpin' (DCU):

- Immediate choice means firefighters must decide what to do within 12 months of the end of the remedy period
- Deferred choice underpin (DCU) means all affected members return to the legacy scheme at 1 April 2022 as a default position and the member subsequently makes a choice on remedy scheme benefits at a point of their retirement.

The FBU's pension experts believe that the 'deferred choice underpin' route is in the best interests of firefighters. However, the union argues that the current DCU option is not sufficient and argued that the remedy should include an indicative choice option. The union also argued that members should not suffer detriment by reaching their accrual cap during the remedy period.

This consultation also sets out how government proposes to address age discrimination in the future. The Treasury proposed that after 1 April 2022, all legacy schemes are closed and all pension scheme members are moved into a new CARE scheme. The FBU strongly opposed this proposal.

The FBU response raised concerns around any further delay in dealing with immediate cases for both ordinary and ill health retirements. Furthermore, the union also supports the proposal to revisit cases where the member argued that they may have taken a different decision had they known that continued membership of their legacy scheme was an option.

B4 FIREFIGHTERS' PENSIONS IN NORTHERN IRELAND

On 19 August 2020, the Northern Ireland Department of Finance commenced its consultation, *Public Service Pension Schemes: Changes to the Transitional Arrangements to the 2015 Schemes*. This made proposals to rectify the past age discrimination, as required by the legal ruling. The FBU made a submission by the 18 November deadline.

Northern Ireland held a separate consultation exercise from the consultations already undertaken for Scotland, England and Wales. The FBU Northern Ireland submission was broadly similar to the one made to the UK Treasury (see above B3).

B5 GUIDANCE ON 'IMMEDIATE DETRIMENT' CASES

On 21 August 2020, the Home Office issued a document to Fire and Rescue Authorities (in England) giving informal guidance on processing immediate detriment cases relating to the union's age discrimination challenge. The document, *McCloud/Sargeant ruling – Guidance on treatment of 'Immediate Detriment' cases*, was circulated along with a similar document issued in Scotland (2020HOC0486SS).

The guidance was the direct result of FBU pressure. Since the interim declaration in December 2019, FBU officials have demanded that immediate cases are dealt with without any further delay and have already started to gather evidence to build any further legal action should it continue. Union officials have consistently raised this issue at face-to-face meetings and through the Scheme Advisory Boards.

The informal guidance is the first attempt at suggesting how some cases can now be dealt with. However, the union warned that the informal guidance is not satisfactory and only deals with a very limited number of cases. This does not prevent fire and rescue authorities from dealing with immediate detriment cases.

B6 FBU FURTHER LEGAL CHALLENGE

During 2020 the FBU also initiated a further legal challenge against the Westminster government decision to pause the remedy to increase benefits for 2015 scheme members.

The need for improved benefits was highlighted by the recent valuation of firefighter pension schemes. The valuation showed that the costs of the schemes were below the agreed cost floor. This should have automatically triggered a mechanism for improving member benefits.

However, the government paused the process for making these improvements following the union's separate legal victory on age discrimination. This decision – to pause the process and delay improvements to benefits – was challenged by the FBU and other unions, who supported as interested parties.

In July, the Westminster government announced that it would 'unpause' the process. However, they stated their intention to include the cost of the proposals to remedy age discrimination. The FBU argued that this was unacceptable, because it would reduce improvements to members' benefits in the 2015 scheme to pay for the government's unlawful discrimination against former members of the 1992 scheme.

B7 EMPLOYERS' EMPLOYMENT APPEAL TRIBUNAL

On 16 December 2020 the employers' appeal to the Employment Appeal Tribunal was heard. It concerned the question of whether the fire and rescue authorities are jointly liable with the government for the unlawful discrimination the Court of Appeal has already found to exist and which the government now admits. The Judge stated that a decision would be handed down in January 2021. On 22 December head office updated members on the situation (2020HOC0691MR).

The fire authorities argued that they were only obeying the regulations and could not be blamed for doing so. The FBU legal team argued that the premise of the fire authorities' appeal was wrong because the regulations are automatically amended by the Equality Act 2010, which inserts a regulation to the effect that the scheme will be operated in a non-discriminatory manner, and this implied non-discrimination rule overrides all other rules. That means that any regulation requiring discriminatory treatment is automatically deleted.

The FBU argued that the government was responsible for the discrimination within the pension scheme and that it should therefore pick up the bill to remedy that discrimination. The fire authorities should now explore the possibility of a legal claim against the government (rather than challenge the decision itself) to ensure that no fire authority is left with the cost of administering the remedy.

The Employment Tribunal has already made a formal declaration that the claimants are entitled to be treated as if they are still members of the Firefighters' Pension Scheme 1992 (FPS). That was agreed by the Home Office and by the fire authorities' (subject to their appeal).

The FBU was very concerned that the employers' appeal only built in further delay to what had already been a lengthy process for our members.

The 'immediate detriment' cases, of members who have already retired, either on the grounds of ill-health, or in the case of FPS members, because they have reached the point where they have 25 years' pensionable service and have reached the age of 50 are (despite the declaration and subsequent guidance) in most fire authorities were still not getting their full legacy scheme benefits.

The fire authorities and the Home Office admit that members who were transferred out of the 1992 FPS should be getting 1992 FPS benefits. They said it is too administratively complex and time-consuming to deal with them on a case-by-case basis. They stated that if the FBU can highlight cases which are going through the retirement process right now, they would try to pull out their file. Otherwise, these members will all have to wait until the schemes are reformed again in 2022 or 2023.

The FBU said that this was unacceptable. The FBU's legal team was instructed to prepare further legal proceedings to force fire authorities to allow members to retire under the terms of the FPS 92 if that is what they want to do.

B8 RETAINED FIREFIGHTERS' PENSIONS

In 2020, a part-time judge (O'Brien) was successful in his claim that his calculation for pension entitlement should not be restricted to the date when the Part Time Workers Regulations came into force. Instead it should also take account of all his pensionable service since becoming a part-time judge.

This ruling has broadly the same impact in relation to retained firefighters who joined the modified section of the New Firefighters' Pension Scheme, or who were given the option to do so but decided against joining it. The modified section is the pension scheme created for retained firefighters who should have been permitted to join the FPS from 6 April 2000, and which provides benefits broadly equal to the FPS.

On 7 August, head office updated members on the implications of the case (2020HOC0456SS). The O'Brien decision does not extend the range members who are able to join the modified section, but it does affect the potential pensionable service of a significant number of members. The FBU attended a meeting with the government legal department on 29 July to discuss a potential way forward.

B9 EXIT CAP PAYMENTS

On 21 July 2020, the Westminster government published its response to the consultation on restricting exit payments in the public sector, often referred to as the £95k cap (2020HOC0428SS).

This has been a long running issue and the initial government responses took account of a concern raised by the FBU. This concerned fire authority initiated early retirement, when fitness levels could not be maintained, following a parliamentary guarantee made during the debate on introduction of the 2015 Firefighters' Pension Scheme. The FBU requested that a payment in these circumstances should be exempt from the exit cap restrictions. This request was accepted.

B10 PENSIONABLE PAY

During 2020 head office assisted several regions with pensionable pay issues, including the specific issue around limitation. The FBU's position is that the pensionability of any payment is governed by the scheme rules and cannot be agreed or altered locally. This position was made clear in the legal challenges relating to

pensionable pay. The May 2019 FPS bulletin No.20 included a pensionable pay factsheet, which explained the recent legal rulings, included various definitions and principle and various actions required by fire authorities. In June 2020, the union circulated the bulletin again to assist officials (2020HOC0338SS).

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

The coronavirus (Covid-19) pandemic dominated the health and safety landscape during the year, with the FBU working hard to ensure employers and chief fire officers carried out risk assessments and implemented control measures for firefighters' regular and additional work.

The FBU published the University of Central Lancashire (UCLan) interim report on minimising firefighters' exposure to contaminants, which was commissioned by the union. The FBU health and safety committee continued to work on safety standards and campaign on key matters raised by members.

C2 COVID-19: FIREFIGHTERS' HEALTH AND SAFETY

During 2020, Covid-19 and its effects impinged on every aspect of society. It raised new challenges for the union to ensure the health, safety and well-being of members.

On 21 February 2020, the FBU and fire employers working through the National Joint Council issued circular NJC/1/20 *Novel coronavirus: Covid-19*. It outlined the main sources of public health guidance and advised firefighters on leave arrangements in the event of sickness absence and self-isolation due to contracting the virus.

On 3 March, the FBU circulated the Westminster government's *Coronavirus Action Plan*, setting out the steps it planned to tackle the virus.

On 15 March, the FBU issued its position on non-essential outside activities during the coronavirus pandemic (2020HOC0161MW). The union worked with employers and chief fire officers to minimise these activities on health and safety grounds.

On 8 April, head office circulated a model letter for officials to send to fire authorities regarding compensation arrangements in the event of firefighter deaths due to Covid-19 (2020HOC0235SS).

C3 TRIPARTITE AGREEMENT: HEALTH AND SAFETY

On 24 March, the FBU, fire employers and National Fire Chiefs Council (NFCC) published a joint position statement on protection and prevention activity during the national emergency. This tripartite agreement (Tri/1/20) had a specific focus on “a risk-based approach to fire and rescue functions”, outlining “areas where contact with the public was likely to take place and the associated control measures required to protect fire and rescue employees and the public” (2020HOC0182MW).

On 26 March, the second tripartite statement (Tri/2/20) charted the joint aims and practical safety arrangements for the agreement (2020HOC0190MW). A key objective was to maintain “the highest standards possible the health, safety and welfare of all its staff”. The agreement stated from the beginning that additional activities would be voluntary and that no activity would be undertaken unless minimum safety requirements for risk assessment, control measures, training and PPE were met.

C4 COVID-19 OFFICIAL GUIDANCE

On 31 March 2020, head office issued a raft of Westminster government Covid-19 health and safety advice (2020HOC0211AD). This included guidance on:

- Official health advice for the public issued by Public Health England – 30 March 2020
- Covid-19: cleaning in non-healthcare settings
- First responders and others in close contact with symptomatic people with potential Covid-19
- Covid-19: interim guidance for primary care
- When to use a surgical face mask or FFP3 respirator
- Ambulance trusts re donning and doffing of PPE (FFP3 masks and eye protection)
- Ambulance trusts including PPE – vehicle hygiene management
- Identification and management of suspected Covid-19 cases
- Letter dated 28 March 2020 to all key health bodies co-signed by NHS, PHE and Academy of Medical Colleges – PPE RE Covid-19
- Infection prevention and control (Covid-19).

C5 RISK ASSESSMENT AND COVID-19

The FBU insisted that all employers, who legally have a duty of care to their employees and the public, should carry out new risk assessments and refresh existing risk assessments in light of Covid-19.

On 24 April, head office circulated model health and safety documents for use with risk assessments relating to tripartite activities of mass casualty movement of bodies, ambulance service assistance and the delivery of essential items (2020HOC0276SS). On 15 May, head office circulated information on reviewing risk assessments in the workplace due to Covid-19, produced by the Hazards campaign (2020HOC0317SS).

On 3 June, a review of the tripartite agreement (Tri/9/20) pointed to “some variation in the format, content and findings of the risk assessments”. The three parties agreed to develop national risk assessments for each activity as best practice. They also agreed to detach employees whenever possible from other fire service duties for the duration of the additional assistance in high risk settings, with a test to take place no sooner than three days following that cessation (2020HOC0335MW).

On 16 June, head office circulated guidance published by the Health and Safety Executive (HSE) on reviewing risk assessments because of Covid-19 (2020HOC0371SS).

On 23 July, as part of the renewal of the tripartite agreement (Tri/12/20), head office circulated national risk assessments (2020HOC0436AD).

On 24 September, the tripartite group (Tri/13/20) agreed to extend the operation of the agreement and all of the activities until 29 October, pending completion of the work to ensure that local risk assessments were consistent with the risk assessments agreed (2020HOC0519MW).

On 16 October, head office circulated the full record of tripartite statements and risk assessment documentation (2020HOC0559AD). A further circular explained the importance given to risk assessment throughout the various phases of the agreement (2020HOC0564AD).

On 22 December, head office warned of the new strain of Covid-19 and underlined the necessity of best practice risk assessments for all additional Covid-19 activities (2020HOC0693MW).

C6 COVID-19: SAFE SYSTEMS OF WORK

On 24 April, head office warned officials that some brigades had unilaterally introduced changes to the content and frequency of testing of some risk critical equipment due to the current Covid-19 crisis and requested that any such practices were challenged (2020HOC0274SS).

On 30 April, head office warned of proposals that the daily acceptance test of a BA set would not include donning the facemask to carry out the positive/negative pressure test, but would instead rely upon a subsequent pre-entry test. Some had also suggested that the schedule of testing is relaxed from daily to weekly. The circular underlined the union's opposition to any downgrading of safety procedures (2020HOC0295MW).

On 12 May, head office reported that some matters of health, safety and welfare were being considered by employers outside of established joint health and safety committees, often at informal 'Covid-19 meetings', or similar, without any formal documentation or minutes. The circular emphasised the importance of health and safety structures, and requested information on their local functioning (2020HOC0313RLT).

On 26 August, head office requested information from brigade officials on personal issue BA facemasks (2020HOC0479RLT). A further request on facemasks was made on 21 September (2020HOC0479RLT).

C7 COVID-19 TESTING: FIRE SERVICE PERSONNEL

The World Health Organisation and other governments recognised early in the pandemic that testing, robust track and trace followed by self-isolation were crucial to containing the outbreak. However in March 2020, the Westminster government abandoned its existing testing programme, only to reinstate it by a new system run by private contractors.

On 20 March, the general secretary wrote to ministers in all four administrations to insist on the early priority of Covid-19 testing and vaccination for firefighters. On 30 March, head office circulated the responses received from governments and reiterated the case for Covid-19 testing for fire service personnel (2020HOC0196MW).

On 6 April, head office explained that NFCC attempts to secure firefighter testing had failed (2020HOC0223RLaT). On 13 April, the union circulated further correspondence with ministers on Covid-19 testing for firefighters (2020HOC0225AD).

On 17 April, head office alerted members to health secretary Matt Hancock's announcement of access to Covid-19 testing for fire and rescue personnel (2020HOC0259MW). On 22 April, head office circulated a House of Commons briefing on Covid-19 testing (2020HOC0268MW). A further circular on 29 April explained that more options were available for Covid-19 testing (2020HOC0292MW).

On 1 May, the general secretary wrote to ministers requesting routine testing of firefighters, in order to capture asymptomatic cases. On 3 June, the tripartite agreement added a statement that “fire and rescue service employees should also be tested on a regular cycle with the aim of weekly routine testing as soon as possible” (2020HOC0335MW).

On 16 June, head office circulated advice on the test and trace initiatives rolling out from all four administrations. It underlined the FBU’s position that there was no official exemption for fire employees from test, trace and isolate strategies in any part of the UK and all personnel should cooperate and comply with contact tracers when asked and heed any notifications to self-isolate (2020HOC0370MW). A further circular on 30 June reiterated that firefighters were not exempted by any government in the UK from test and trace strategies, despite chief fire officers suggesting that firefighters should turn off the app while at work (2020HOC0386RLT). Head office requested information on any such instructions at brigade level (2020HOC0688RLT).

On 21 October, head office provided detailed advice on tracing and isolation in the fire and rescue service, after inconsistencies between different administrations was highlighted (2020HOC0576MW). Advice on writing to principal managers about testing and isolation was also provided (2020HOC0577RLT).

C8 CONTAMINANTS RESEARCH PROJECT

In 2018 the FBU commissioned researchers led by Professor Anna Stec from the University of Central Lancashire (UCLan) to conduct further detailed research into the exposure of firefighters to contaminants. The project is part funded by the Firefighters 100 Lottery. The research has included:

- A review of global literature on firefighters’ exposure to fire effluents and the best practice in minimising the risks
- A detailed interrogation of UK fire and rescue service policies, with 80% of brigades providing materials
- A UK-wide contaminants questionnaire to understand firefighters’ experiences of contaminants and cancer
- Workplace contaminants testing
- Clothing testing and analysis.

The literature review and collection of brigade level policies has been completed. Researchers visited a number of brigades and 18 fire stations in late 2019 and early 2020, until interrupted by the national lockdown. Similarly, the clothing analysis planned for May 2020 had to be postponed due to the pandemic.

The UK-wide contaminants questionnaire commenced in November 2019 and finished in February 2020. It was promoted through FBU communications, including circulars, *Firefighter* magazine, Roll Call and the union’s website. Some brigades also advertised the link through their own websites. The survey amassed more than 10,600 responses, which provided an impressive quantity of data for the researchers to analyse.

C9 INTERIM BEST PRACTICE REPORT

On 23 November 2020, UCLan published the *Interim Best Practice Report: Minimising Firefighters’ Exposure to Toxic Fire Effluents*. The report was circulated to FBU officials, as well as sent to politicians, fire and rescue service organisations and media outlets (2020HOC0629MW).

Indoor air testing at a number of fire stations and training centres highlighted that UK firefighters are still being exposed to high levels of toxic contaminants during and after a fire, as cancer-causing chemicals remain on PPE clothing, equipment, and elsewhere from the fire ground. Test samples revealed carcinogens inside firefighters’ helmets, on PPE, and even on breathing apparatus mask filters. The firefighters’ survey revealed:

- 4.1% of survey respondents had already been diagnosed with cancer, compared with fewer than 1% of the general population. Three quarters have served for at least 10 years before receiving their diagnosis. More than half were under the age of 50 and a fifth were under 40
- Of those diagnosed, 26% have skin cancer, the most common, followed by testicular cancer (10%), head and neck cancer (4%) and Non-Hodgkin's lymphoma (3%)
- Half the survey respondents don't think their fire service takes decontamination practices, including cleaning PPE and equipment, seriously
- One in five of the survey respondents store their fire gloves in their boots, one in five store in their pockets, and one in 10 store in their helmet, risking the transfer of toxic contaminants directly to skin
- Nearly half the survey respondents felt there was a "badge of honour" attitude in the service, particularly when emerging from fires with contaminants on their PPE or face as a sign of hard work.

The UCLan report made a series of urgent recommendations to minimise firefighters' exposure to toxic fire effluents. These included:

- Every fire and rescue service must implement fully risk-assessed decontamination procedures en-route to, during and after fire incidents, and ensure all relevant staff are trained in implementing these procedures
- Fire and rescue personnel should receive regular and up-to-date training on the harmful health effects of exposure to toxic fire effluents, and how these exposures can be reduced, minimised or eliminated
- Firefighters should wear respiratory protective equipment at all times while firefighting, including after a fire has been extinguished, but is still 'gassing off'
- PPE should be clean and should be thoroughly decontaminated after every incident to avoid a build-up of toxic contaminants
- Firefighters should shower within an hour of returning from incidents
- Regular health screening and recording attendance at fire incidents over the course of a firefighter's career is strongly advised and will be key to the longer-term monitoring and management of their health.

On 18 December, the general secretary and Professor Stec briefed politicians on the findings in the report and the recommendations for action.

C10 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

Planned meetings of the FBU's regional health and safety representatives committee were disrupted by the Covid-19 pandemic (2020HOC0049SS, 2020HOC0050SS). The following meetings took place during 2020, mostly online:

- 6 March (head office)
- 30 April
- 21 May
- 26 November.

The health and safety meetings discussed important matters such as Covid-19 prevention and control measures, the UCLan report, mental health, national operational guidance, serious accident investigations and other important union business.

C11 MEMORIAL DAYS

On 28 April 2020, FBU members across the UK took part in International Workers' Memorial Day, a trade union event that highlights workplace safety under the banner, "Remember the dead, fight for the living" (2020HOC0261MW, 2020HOC0264RLT). The FBU supported the call made by the Royal College of

Nursing, the Royal College of Midwives and UNISON – who collectively represent more than a million NHS and public service staff – to undertake a minute's silence at 11.00.

On 4 May, FBU members across the UK marked Firefighters Memorial Day. The union encouraged all on duty members to participate in a minute's silence at midday where possible at their workplaces, ensuring that social distancing measures and any other necessary practices were in place (2020HOC0297TM, 2020HOC0302TM). The day was widely marked and received wide media coverage, especially as it took place during the UK-wide lockdown, with members continuing to work on the frontline.

C12 MID AND WEST WALES INCIDENT: MARINE ACCIDENT INVESTIGATION BRANCH REPORT

On 4 November 2020, the Marine Accident Investigation Branch (MAIB) published its report into the fatal accident in Mid and West Wales on 17 September 2019, when FBU member Josh Gardener died. The FBU broadly welcomed the report and its recommendations (2020HOC0604MW). Head office circulated the report to brigade secretaries (2020HOC0607RLT).

C13 MENTAL HEALTH PROJECT

In 2019, the executive council commissioned Nottingham Trent University to conduct a research project into "Understanding the prevalence and nature of mental health and wellbeing in UK firefighters".

In 2020 the literature review of best practice got underway. A membership survey was postponed until March 2020, so as to avoid a clash with the contaminants survey. However the Covid-19 pandemic and lockdown disrupted the planned schedule. The FBU agreed to pause the research, (including the survey), as the pandemic would almost certainly have implications for any findings.

C14 BSI PPE STANDARD

On 23 January 2020, head office circulated a copy of British Standard 8617:2019, *Personal protective equipment for firefighters – cleaning, maintenance and repair – code of practice*. British Standards Institution (BSI) publications are subject to strict copyright and are not usually made available for general circulation. However, because the FBU assisted with the production of the standard, the union was given limited permission to circulate it to our officials.

The standard covers inspection, testing, cleaning and decontamination, drying, repair and replacement, recording, storage and transportation, and retirement and disposal of PPE, which covers garments, helmets, gloves, footwear and fire hoods (2020HOC0035SS).

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

Fire and rescue service policy developed dramatically during the year, as a result of both the Covid-19 pandemic and governments' activities. The FBU had to respond to changes to the law and guidance arising from the Grenfell Tower fire, notably the Fire Safety Bill, a draft Building Safety Bill and a further fire safety consultation. The National Fire Chiefs Council (NFCC) received a huge cash injection from Westminster to expand its role. The FBU was also subjected to another gratuitous attack by Her Majesty's Chief Inspector of Fire and Rescue Services (HMICFRS) in England.

D2 COVID-19 PANDEMIC: FIRE POLICY

The Covid-19 pandemic had a huge influence on fire and rescue service policy during the year.

On 21 February 2020, the FBU and fire employers working through the National Joint Council (NJC) issued circular NJC/1/20 *Novel coronavirus: Covid-19*. It outlined the main sources of public health guidance and advised firefighters on leave arrangements in the event of sickness absence and self-isolation due to contracting the virus.

On 3 March, the FBU circulated the Westminster government's *Coronavirus Action Plan*, setting out the steps it planned to tackle the virus.

On 15 March, the FBU issued its position on non-essential outside activities during the ongoing coronavirus pandemic (2020HOC0161MW). The union worked with employers and chief fire officers to minimise these activities on health and safety grounds.

D3 COVID-19 TRIPARTITE AGREEMENT

On 24 March 2020, the FBU, fire employers and NFCC published the tripartite agreement (Tri/1/20) on protection and prevention activity during the national emergency. This set out how regular fire and rescue service activity would be managed during the Covid-19 pandemic, with a clear emphasis on reducing the risks to firefighters and the public.

On 26 March, the second tripartite statement (Tri/2/20) set out the joint aims and practical safety arrangements for the agreement (2020HOC0190MW). It identified current agreed additional activities that firefighters could volunteer to undertake for a limited period (initially two months) as long as safety measures were in place:

- Ambulance service assistance; ambulance driving and patient/ambulance personnel support limited to current competence (not additional FRS first or co-responding)
- Vulnerable persons – delivery of essential items
- Covid-19 – mass casualty (movement of bodies).

On 3 April, the third tripartite statement (Tri/3/20) set out the process for agreeing further additional activities, including safety measures (2020HOC0218MW; 2020HOC0219MW).

On 9 April, the fourth tripartite statement (Tri/4/20) explained the agreement and added two further areas of work (2020HOC0242MW). These were:

- Face fitting for masks to be used by frontline NHS and clinical care staff working with Covid-19 patients
- Delivery of PPE and other medical supplies to NHS and care facilities.

On 16 April, the fifth tripartite statement (Tri/5/20) set out three further agreed activities (2020HOC0249MW). These were:

- Assisting in taking samples for Covid-19 antigen testing
- Driving ambulance transport not on blue-lights (excluding known Covid-19 patients) to outpatient appointments or to receive urgent care
- Driving instruction by FRS driver trainers to deliver training for non-service personnel to drive ambulances (not on blue-lights).

On 23 April, the sixth tripartite statement (Tri/6/20) added four more activities (2020HOC0272MW). These were:

- The assembly of single use face shields for the NHS and care work frontline staff
- Packing/repacking food supplies for vulnerable people
- Known or suspected Covid-19 patients: transfer to and from Nightingale hospitals under emergency response (blue light) or through non-emergency patient transfer (not on blue lights)
- Non-Covid-19 patients: transfer to and from Nightingale hospitals under emergency response (blue light) or through non-emergency patient transfer (not on blue lights) – this includes recovering and recuperating patients no longer infected with Covid-19.

On 22 May, the agreement (Tri/7/20) added a further two activities, making 14 in total (2020HOC0254MW). These were:

- Delivery of pre-designed training packages on infection prevention and control, including hand, hygiene, PPE donning and doffing guidance and procedures; and supporting the care home staff testing i.e. to train care home staff to train others according to the principle of ‘train the trainers.’
- Delivery of pre-designed training packages on infection prevention and control, including hand, hygiene, PPE donning and doffing guidance and procedures; and supporting the care home staff testing i.e. direct to care home staff.

The tripartite agreement was originally for a two-month period. On 26 May, the agreement (Tri/8/20) was extended until 2 June, pending a review of the activities (2020HOC0255MW).

On 3 June, the tripartite agreement (Tri/9/20) was carefully reviewed. It identified some safety concerns and the three parties agreed to develop national risk assessments for each activity as best practice. They also agreed to detach employees whenever possible from other fire service duties for the duration of the additional assistance, with a test to take place no sooner than three days following that cessation. The agreement was extended to 15 July 2020 (2020HOC0335MW).

On 10 June, the agreement (Tri/10/20) circulated risk assessments for the new activities agreed at Tri/7/20 in May (2020HOC0358MW). On 17 July, the agreement (Tri/11/20) noted the complexity of the risk assessments and the short delay in providing them (2020HOC0417MW).

On 23 July, as part of the renewal of the tripartite agreement (Tri/12/20), head office circulated national risk assessments and risk statements, to be renewed by 30 September 2020 (2020HOC0435MW).

On 24 September, the tripartite agreement (Tri/13/20) recognised that the risk assessment review would not be completed by 30 September. Therefore the agreement was extended to 29 October (2020HOC0519MW).

On 29 October, the tripartite agreement (Tri/14/20) recognised that the vast majority of fire and rescue services have accepted the best practice risk assessments, but that some local risk assessments still needed to be carried out. There was a further and final extension to allow managers and union officials in the remaining fire and rescue services to complete these reviews by no later than 19 November 2020. Subject to completion of this work, the parties intended to renew the agreement until 31 March 2021 (2020HOC0593AD).

D4 COVID-19 NJC AGREEMENT

The FBU was disappointed that some fire employers and chief fire officers had failed to complete these risk assessments and implement the control measures by the deadline for renewal. This was despite the efforts of FBU officials nationally and locally to secure agreements.

On 9 December 2020, the FBU and the fire employers therefore came to a new agreement through the NJC, resulting in three further circulars.

The NJC agreement (NJC/7/20) superseded the previous tripartite approach and was incorporated into this agreement. It was to operate for up to one month until 11 January 2021 (2020HOC0654AD).

A further circular (NJC/8/20) agreed to add two further areas of work that firefighters could volunteer for (2020HOC0654AD). These were:

- Checking that potential higher risk premises are Covid-secure
- Assistance to public sector organisations to support the effectiveness of official contact, track and tracing initiatives.

Another circular (NJC/9/20) agreed that should there be a request from government/s or for example organisations such as NHS, LRFs or equivalents to assist with mass vaccination, the parties would move quickly to support such a request.

D5 FIRE SAFETY BILL

On 19 March 2020, the Westminster government introduced its Fire Safety Bill, the first piece of legislation arising from the Grenfell Tower fire in 2017. The main provision of the Bill was to extend the Fire Safety Order 2005, to include the external walls and internal doors in the “common parts” of buildings with two or more domestic premises. This would mean these parts of buildings would be subject to audit and enforcement action by fire inspectors.

The FBU supported this modest clarification of the law but argued that this would mean a significantly increased workload for existing fire inspectors. Head office circulated a briefing to MPs, arguing for more resources for fire authorities and more fire inspectors to carry out this work (2020HOC0291DG).

On 29 April, the second reading of the Fire Safety Bill took place at Westminster. The FBU was widely quoted and many of our concerns raised. Head office circulated a short report (2020HOC0300DG). In June, the Fire Safety Bill was subject to scrutiny by the Public Bill Committee. Head office provided MPs with an expanded briefing and the union’s concerns were aired during the debates on amendments. However, ministers did not accept the case for more investment in inspectors.

On 1 October, the Fire Safety Bill was debated in the House of Lords. Head office provided another briefing and the union's arguments were once more raised by peers. However, ministers once more rejected the case for more investment (2020HOC0530DG). In November, when the Fire Safety Bill reached the Lords committee stage, the union again provided assistance for peers, who made the case for more resources through amendments. Again, these were rejected by ministers (2020HOC0601RLT). The Bill then returned to the House of Commons but was not debated again before the end of the year.

D6 FIRE SAFETY CONSULTATION

On 20 July 2020, the Home Office launched a very large consultation on fire safety, requiring answers to 139 questions. On 12 October, the executive council made a detailed submission on behalf of the FBU. The main areas were:

- Section 1: Strengthening the Fire Safety Order and improving compliance
- Section 2: Grenfell Tower Inquiry Phase 1 report recommendations
- Section 3: Building control bodies consultation with fire and rescue authorities.

In Section 1, the FBU supported clarifications to the Regulatory Reform (Fire Safety) Order 2005 regarding the 'responsible person', namely the building owner who should be accountable for safety failures. The union supported the introduction of "Approved Codes of Practice" into fire safety, like those that support the health and safety at work regime. These codes have a special legal status and increase pressure on employers to comply with the law (especially when rigorously enforced).

However, the FBU opposed the introduction of powers for building owners to issue notices on tenants, which would tip the balance of power even further in favour of landlords. The union also opposed removing the current prohibition on fire authorities to charge for their enforcement activities and for false fire alarms. Charging would introduce perverse incentives to pursue revenue rather than prioritise risk. Charging is no substitution for central fire funding.

The consultation document stated that the Home Office has established "a new Task and Finish Group made up of building owners, local authorities, representatives from the fire sector, the National Fire Chiefs Council [NFCC] and Fire and Rescue Services". It noted the "significant work undertaken within the MHCLG-led Building Safety Programme by the industry-led Competency Steering Group (CSG)," described as "an industry-led group established to develop proposals for oversight of competence and increased competence in key disciplines across design, construction, inspection, maintenance and management of buildings".

The FBU raised concerns about the lack of trade union representation on these bodies, which often consist of the same organisations which were in charge before the Grenfell Tower fire exposed the failed building safety regime. Rectifying the system requires listening to the representatives of the workforce, not just principal managers and industry lobbyists.

In Section 2, the FBU was broadly content with the way the Westminster government plans to implement the GTI phase 1 recommendations. The proposals appear to avoid an administrative overload on fire authorities and their fire inspectors.

However, the FBU reiterated its view that high risk, high rise buildings should be defined at 11 metres (four storeys), not 18m. The union also underlined its opposition to the long term use of waking watches in buildings covered with flammable cladding. The remedy is the immediate removal of this cladding, along with other measures to improve or rectify problems with compartmentation – the key to preventing fire spread in buildings.

In Section 3, the FBU was not convinced that rigid statutory stipulations on fire authorities to respond to building control is necessary. Fire and rescue authorities have already suffered serious cuts for more than a decade, including the reduction of fire inspectors by 40%. The Westminster government was right to

propose new responsibilities for fire authorities, to protect the public and tighten the fire safety regime. But given these new duties, the FBU argued that central government must first invest in fire authorities, so there are sufficient numbers of professional firefighters to undertake the role of fire inspectors.

D7 DRAFT BUILDING SAFETY BILL

On 20 July 2020, the Westminster government published its draft Building Safety Bill for pre-legislative scrutiny. The Housing, Communities and Local Government (HCLG) Committee launched an inquiry into the draft Bill.

On 11 September, the executive council made a detailed submission to the HCLG committee. The FBU's initial assessment was that the Building Safety Bill does create a more robust regulatory regime for high risk homes and some other sleeping accommodation. The Hackitt review made a strong case for applying aspects of health and safety at work regulation and best practice from the Health and Safety Executive (HSE) to matters of building safety. As such, the FBU supported the direction and key changes in the Building Safety Bill, although the union still had some significant questions and concerns.

The FBU argued the height condition of 11m or four storeys would be a safer threshold for the new regime regulating high risk residential buildings. Although the cost-benefit analysis accompanying the Bill recognised the additional work for fire authorities, its figures of £9m-£15m additional funding (or 55 inspectors) was insufficient.

The FBU also raised the alarm about the continued involvement of private sector firms in regulation. The Bill suggested that the Building Safety Regulator would be permitted to seek private sector involvement if the fire authority cannot assist. Although the Bill seemed to reduce the functions of private approved inspectors (renamed as "building control approvers"), it does not abolish their role. The FBU has consistently argued for decades that the fundamental shift from the 1980s onwards towards deregulation, privatisation and contracting out is crucial to understanding what went wrong at Grenfell Tower and continues to hamper building safety.

D8 NORTHERN IRELAND BUILDING REGULATIONS CONSULTATION

On 14 August 2020, the Northern Ireland Department of Finance launched its *Consultation on amendments to The Building Regulations (Northern Ireland) 2012 (as amended) and associated technical guidance*.

On 9 October, the executive council made a submission on behalf of the FBU. It welcomed the consultation and the steps taken by the Northern Ireland Executive. However the union argued for a number of crucial areas where the Northern Ireland Executive and Assembly should go further. In particular, the FBU supported action to:

- ban all materials in the external walls of buildings that don't meet the Class A1 standard
- ban such cladding in the external walls of buildings of all heights, because of the danger of flammable cladding igniting at ground floor level and spreading up the building
- define high rise residential buildings as those of 11 metres (four storeys) or higher, based on firefighting and rescue standards – not just the 18 metre threshold
- widen the scope of premises included to all residential accommodation, not only high rise residential buildings, hospitals, residential schools, care homes and student accommodation, but also hotels, hostels and boarding houses.

D9 WELSH GOVERNMENT CONSULTATION ON FIRE AND RESCUE AUTHORITIES

On 28 July 2020, the Welsh Government launched its consultation, *Fire and rescue authorities becoming statutory consultees in the development management process*.

On 14 October, the executive council made a submission on behalf of the FBU. The union supported efforts by the Welsh Government to go further with proposals to tighten the relationships between fire and rescue services and other bodies such as local councils, with regard to fire safety. The FBU broadly supported the proposals set out by the Welsh Government in the consultation. These were consistent with other areas of fire policy, including sprinklers, floods and firefighters' pensions, where the Welsh Government has improved provision compared with England.

D10 BUILDING REGULATIONS (ENGLAND) PUBLICATIONS

In July 2020, the Westminster government published two new publications regarding the Building Regulations in England. The first was a newly-updated *Manual to the Building Regulations – A code of practice for use in England*. The document has been updated in accordance with recommendations of the Hackitt review. It replaced all previous versions.

The second was a single volume pdf document bringing together all current Approved Documents that derive from the Building Regulations 2010. It applies in England and also applies to building work undertaken on excepted energy buildings in Wales. Both were especially relevant to members engaged with fire safety audit and inspection (2020HOC0427AD).

D11 NFCC SIMULTANEOUS EVACUATION GUIDANCE

On 30 March 2020, the NFCC launched a review of its *Guidance to support a temporary change to a simultaneous evacuation strategy in purpose-built block of flats*. The guidance was originally published in 2017 and subsequently revised.

On 30 April, the executive council responded to the NFCC consultation. The FBU pointed out that almost three years after the Grenfell Tower fire, misnamed 'temporary' measures were still in place, and were proposed to continue to be in place, in respect of buildings that are still not safe from fire risks. The union believes too little has been done and too slowly to remedy the situation for thousands of residents who are still living in buildings where fire safety has been compromised.

The NFCC's guidance contained flaws from the start. The guidance tried to provide an operational answer to a much bigger political problem of removing cladding from these buildings. The FBU argued that costs of remedy must not fall on tenants and leaseholders – the landlords who are responsible for decision making must bear the cost. The FBU argued that the waking watch system is not a substitute for the full range of fire safety measures designed and built into high rise residential buildings. Therefore the FBU could not endorse the NFCC's guidance.

On 3 November 2020, Secretary of State for the Ministry of Housing, Communities and Local Government Robert Jenrick announced in a written statement to the House of Commons that the Westminster government had given the NFCC "£10 million in additional funding in 2020-21 to drive change nationally and in local services".

D12 HMICFRS *STATE OF FIRE AND RESCUE* REPORT

On 15 January 2020, Her Majesty's Chief Inspector of Fire & Rescue Services in England (HMICFRS) published its first *State of Fire and Rescue* report.

The report made an unwarranted and politically-motivated attack on the FBU. It stated that “the considerable influence of the Fire Brigades Union (FBU) [is] preventing the sector from efficiently and effectively meeting the demands it now faces”. It stated that “Trade union influence is not always in the best interests of the public”:

“The influence of the FBU is considerable in some services. I believe it goes too far and is sometimes contrary to the public interest. This is not acceptable: the FBU should not unduly dictate how fire services are provided to the public.”

The report did not provide significant evidence for these attacks on the FBU. The HMICFRS fire and rescue service reports carried out during the previous year did not identify the NJC as a problem. Only four out of 45 contain complaints about national negotiations. Only four out of 45 raise local concerns. These related to legitimate disputes, which the NJC often helps to resolve. The local reports made by HMICFRS show that 35 of 45 fire and rescue services in England (nearly 80%) indicated a culture of good industrial relations. This included joint consultative committees, health and safety, equalities, grievance, IRMP, learning and other matters.

The chief inspector for England made four recommendations:

1. By June 2020, the Home Office, in consultation with the fire and rescue sector, should review and with precision determine the roles of: (a) fire and rescue services; and (b) those who work in them
2. By June 2020, the Home Office, the Local Government Association, the National Fire Chiefs Council and trade unions should consider whether the current pay negotiation machinery requires fundamental reform. If so, this should include the need for an independent pay review body and the future of the ‘Grey Book’
3. By September 2020, the Home Office should consider the case for legislating to give chief fire officers operational independence. In the meantime, it should issue clear guidance
4. By December 2020, the National Fire Chiefs Council, with the Local Government Association, should produce a code of ethics for fire and rescue services. The code should be adopted by every service in England and considered as part of each employee’s progression and annual performance appraisal.

The FBU responded with an *FRS Matters* bulletin to politicians at Westminster and in the devolved administrations, explaining the importance of the NJC and the Grey Book to firefighters’ pay and conditions.

On 15 May, the English fire minister Lord Greenhalgh wrote to the FBU and others in the sector seeking a response to the HMICFRS recommendations. In June the FBU submitted our own response. The union also worked with fire employers through the National Joint Council to send a joint letter. The FBU produced a further *FRS Matters* bulletin, aimed at politicians (2020HOC0404DG).

D13 HMICFRS INSPECTIONS

The planned cycle of HMICFRS inspections was suspended during 2020 as a consequence of the Covid-19 pandemic. However, during 2020 the HMI conducted two thematic inspections into (a) the fire and rescue service response to the demands of the Covid-19 pandemic and (b) the London Fire Brigade’s response to the recommendations arising from Phase 1 of the Grenfell Tower Inquiry. The HMI had not published either report by the close of 2020.

D14 LGA CONFERENCE

On 10-11 March 2020, FBU officials attended the annual Local Government Association (LGA) fire conference in Blackpool. Matt Wrack gave a keynote address on the HMICFRS report.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

Matters at Westminster and in the devolved administrations were dominated by the Covid-19 pandemic. All parliaments and assemblies operated on a restricted basis for much of the year, with limited attendance and remote involvement.

During 2020 the FBU allocated significant resources to political work. These included submissions to governments at Westminster and the devolved administrations, virtual lobbies by FBU members, online meetings with ministers and civil servants, 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. Priti Patel MP was home secretary. Lord Greenhalgh was the fire minister. FBU officials held several meetings with ministers and with government officials during the year.

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

The fire and rescue service in Northern Ireland is a devolved matter and the responsibility of the Department of Health. Health minister Robin Swann was appointed minister of health in the Northern Ireland Assembly on 11 January 2020. FBU officials held numerous meetings with the minister and Members of the Legislative Assembly (MLAs) during the year.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The fire and rescue service in Scotland is a devolved matter and the responsibility of the Scottish government. During 2020, Humza Yousaf MSP was cabinet secretary for justice. Ash Denham MSP was minister for community safety, 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 the year.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and the responsibility of the Welsh government. Julie James MS is minister for housing and local government, with responsibility for the fire and rescue services, including community fire safety. Hannah Blythyn MS is deputy minister for housing and local government and supports the work of the minister for housing and local government. The general secretary and Wales executive council member attended regular meetings with the deputy minister. Locally, FBU officials held meetings with ministers, members of the Senedd and Welsh government fire branch civil servants during the year.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

On 6 February 2020, the Ministry for Housing, Communities and Local Government (MHCLG) confirmed its local government settlement, providing figures for the central grant allocated to metropolitan and combined fire authorities in England. In 2013-14, central funding was £1,240m. By the settlement for 2020-21, this had decreased by 30%. This year there has been a small increase to £872m compared to last year.

On 21 July 2020, chancellor Rishi Sunak launched a comprehensive spending review, intended to cover the next four years of Westminster government spending. This was downgraded to just a one year spending review. In September the executive council submitted the union's response, making a strong case for investment in the fire and rescue service. The FBU ran a campaign for investment in the run up to the 25 November statement. However, the chancellor did not announce enhanced funding for fire and announced a pay freeze for the coming year for most public sector workers.

E7 NORTHERN IRELAND ASSEMBLY

During the year FBU officials and members engaged with politicians from all parties in Northern Ireland: the Democratic Unionist Party (DUP), Sinn Féin, Ulster Unionists, Social Democratic and Labour Party (SDLP) and the Alliance Party. Due to the Covid-19 pandemic, FBU representatives did not attend party conferences as they were cancelled. FBU officials also held regular meetings with Northern Ireland Fire and Rescue Service (NIFRS) principal officers.

In October 2020, the FBU made a submission to the Northern Ireland Department of Finance consultation on amendments to the Building Regulations (Northern Ireland) 2012 (see Section D).

E8 SCOTTISH GOVERNMENT

During the year Scottish FBU regional officials engaged regularly with ministers, MSPs and the leaders of all parties at Holyrood. Due to the pandemic and the online, virtual format of party conferences, the FBU was unable to attend these as normal. FBU officials also held regular meetings with Scottish Fire and Rescue Service (SFRS) principal managers.

In November 2020, the FBU made a submission to the Justice Committee *Draft Budget 2021-22 Call for Views*, as part of the Scottish Justice Committee's pre-budget scrutiny of the draft budget. The submission made the case for investment in the SFRS.

E9 WELSH GOVERNMENT

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During the year the forum met quarterly and discussed a range of issues. FBU officials also held regular meetings with fire and rescue service principal managers across Wales.

In October 2020, the FBU made a submission to the Welsh Government consultation, *Fire and rescue authorities becoming statutory consultees in the development management process* (see Section D).

On 23 December 2020, the Welsh Government published a *Cabinet Paper on Broadening the Role of Firefighters*. A working group was established and regular dialogue was held with the FBU.

E10 GRENFELL TOWER INQUIRY: PHASE 1 REPORT

In January 2020, the FBU published a detailed response to the Grenfell Tower Inquiry (GTI) Phase 1 report, which came out in October 2019. The pamphlet, *FBU Response to the Grenfell Tower Inquiry Phase 1 Report*, challenged the narrative set out by the inquiry, which assumed that a mass evacuation was possible half an hour into the fire. At that point only 30 firefighters were on scene, the block had no communication system, a single narrow stairway and non-functioning firefighter lifts. The FBU response defended officers, firefighters and emergency control staff from criticism made by the inquiry. The executive council accepted the GTI's recommendations and sought discussions with ministers, fire authorities and chief fire officers on how to implement them.

E11 GRENFELL TOWER INQUIRY: PHASE 2 HEARINGS

On 27 January 2020, Phase 2 of the Grenfell Tower Inquiry opened. Phase 2 is intended to examine the causes of these events, including how Grenfell Tower came to be in a condition which allowed the fire to spread in the way identified by Phase 1. The decision to arrange proceedings in this manner was criticised by the FBU at the beginning.

Phase 2 is divided into modules:

1. The primary refurbishment (overview and cladding)
2. Cladding products – testing/certification, product marketing/promotion
3. Active and passive fire safety measures internal to building, management of building, compliance with the Fire Safety Order 2005, fire risk assessment, including complaints and communication with residents
4. Aftermath
5. Firefighting
6. Government
7. Experts
8. The deceased.

The original timetable was intended to be completed by May 2021. On 29 January, the FBU's legal counsel gave an opening statement. On 16 March, the GTI announced that hearings would cease in light of the Westminster government's announcement regarding the Covid-19 pandemic. On 6 July, Grenfell Tower Inquiry resumed, but with social distancing rules, which angered the bereaved, survivors and residents unable to attend.

On 5 November, the FBU's legal counsel made an opening statement at the beginning of module 2. On 22 December, an update on the GTI was circulated to members (2020HOC0694MW).

In module 1, the GTI revealed shocking safety practices by construction industry firms:

- The tendering process and lack of fire safety knowledge admitted by Studio E architects
- A draft report produced by Exova that was never finalised but taken as confirmation that the proposed work – including the cladding – presented no concerns
- The outsourcing of fire safety by Rydon, the design-and-build contractor
- ‘Value engineering’: Rydon stood to gain from switching the original choice of non-combustible but more expensive zinc cladding for cheaper ACM
- Rydon’s inaction about ‘shockingly poor workmanship’ on cavity barriers – fitted upside down and cut to the wrong size
- Harley Facades played a key role in the selection of combustible Celotex RS5000 insulation and deadly Reynobond PE 55 aluminium composite material (ACM) cladding for the walls of Grenfell
- Harley revealed a shocking lack of knowledge of building regulations
- The tenants’ management organisation (TMO) did not carry out a proper procurement exercise for the Studio E appointment
- Kensington and Chelsea building control faced austerity cuts, so that three members of staff had more than 130 projects to oversee.

In module 2, the GTI revealed:

- Arconic, the French company that manufactured the ACM PE cladding, knew how flammable it was and knowingly promoted its sale in the UK – taking advantage of the UK’s weaker regulatory regime
- Celotex falsified the fire test results of its RS5000 insulation boards by using fire retardants and obtained approval from building control bodies under false pretences
- The National House Building Council (NHBC) – which prior to 2016 had rejected Celotex’s product for use in buildings over 18m – changed its mind after lobbying from Kingspan, who were seeking approval of their K15 insulation.

E12 GRENFELL TOWER FIRE CAMPAIGNING

On 21 January 2020, as part of continuing campaigning work, FBU officials met again with the bereaved, survivors and residents from Grenfell Tower, to listen to their views and seek common ground for campaigning.

On 6 March, the FBU announced plans to mobilise members for campaigning events scheduled to take place on the third anniversary of the fire, on 14 June (2020HOC0151TM). The union had a presence on every one of the silent walks that had taken place since the fire, with different FBU regions and brigades sending delegations. For the third anniversary, representatives were requested from all regions to mark the occasion. However due to the Covid-19 pandemic, the walk was cancelled.

On 14 June, the FBU supported a range of solidarity events, mostly taking place online due to the pandemic. The union argued that the Grenfell Tower fire should have marked a turning point in making homes safe. But it had not because:

- There are still more than 500,000 people at risk in unsafe housing across the UK
- More than 23,000 homes are still wrapped in highly flammable ACM cladding
- More than 400 buildings still have a ‘waking watch’ due to serious fire safety issues and despite our serious concerns over the ‘waking watch’ system.

The FBU denounced the inaction by government as a “national disgrace” and warned that due to this government’s inaction, another Grenfell could happen again (2020HOC0367MW). The FBU published research showing the postcode lottery of pre-determined attendance to high risk residential building fires across the UK.

E13 GRENFELL TOWER FIRE: SUPPORT FOR MEMBERS

During 2020, FBU officials continued to provide support for operational firefighters who attended the Grenfell Tower fire or who took part at any stage of the incident. Those on the frontline at Grenfell are highly likely to have been personally affected by the experience and may unfortunately have suffered a physical or psychological injury during or after the disaster.

The FBU provided information for members who wished to take a personal injury claim because of the injuries suffered. On 27 April, the union warned members that these claims had to be lodged absolutely no later than 12 June 2020 (2020HOC0278MW).

On 16 July a further circular sought to reassure members who had missed the original deadline that the FBU's legal team could still provide support with personal injury claims (2020HOC0411DG). On 28 October another circular explained how members who might wish to register a personal injury claim could still do so (2020HOC0590MR).

E14 GRENFELL TOWER FIRE: WESTMINSTER POLITICAL ACTION

On 21 January 2020, the GTI Phase 1 report was discussed in the Westminster parliament. The FBU provided a briefing for MPs explaining the union's concerns.

On 14 July, Rushanara Ali, Labour MP for Bethnal Green and Bow, was granted an adjournment debate in the House of Commons on the removal of flammable cladding. Prior to this debate, the FBU issued a briefing to all opposition MPs, including our cladding research conducted in the years since the Grenfell Tower fire. Other MPs raised FBU concerns and a transcript of the debate was circulated to members (2020HOC0414DG).

In December 2020, the FBU published a *Fire and Rescue Service Matters* bulletin, which detailed some of the evidence that had come to light during the year in Phase 2.

E15 MANCHESTER ARENA INQUIRY

On 22 October 2019, the Home Secretary established the Manchester Arena Inquiry. The purpose of the inquiry is to investigate the killing of 22 people by a suicide bomber at the arena on 22 May 2017.

On 7 September 2020, the Inquiry began its hearings. The FBU has members as witnesses to the inquiry from Greater Manchester Fire and Rescue Service, Lancashire Fire and Rescue Service and North West Fire Control.

The FBU has sought core participant status in the inquiry so as to best represent members. However the chair, John Saunders, has already rejected making survivors core participants. Due to Covid-19, members of the public cannot attend inquiry hearings in person. Hearings are livestreamed to the inquiry's YouTube channel. Evidence and transcripts of each day's hearings are made available on its website.

On 25 November, the inquiry invited the FBU to provide the chair with a statement setting out our views as to the way in which the response of the fire service could have been improved and whether recommendations should be made. At the close of 2020, the FBU was in the process of compiling its statement.

E16 FLOODING

In April 2020, the executive council made a submission to the House of Commons Environment, Food and Rural Affairs (EFRA) committee inquiry into the government's approach to managing the risk of inland flooding in England.

The UK experienced the wettest February on record in 2020 in England, Wales and Northern Ireland and the second wettest (behind February 1990) for Scotland. The three named storms that crossed the UK during February 2020 – Ciara, Dennis and Jorge – caused devastation in many areas, with flooding most severe in Yorkshire, South Wales and the Midlands. In all affected areas, firefighters played an instrumental role in evacuating residents at flood risk and rescuing those who were left stranded. After the rainfall, they continued to assist by pumping away the water and in dealing with hidden hazards like submerged debris or lifted manhole covers.

The FBU submission praised the contribution firefighters had made to our communities. The union strongly advocated more resources for the service to tackle flooding and in England, for a statutory duty like those in the devolved administrations.

During 2020, the FBU continued to support the Truth About Zane (TAZ) campaign. On 21 October, the general secretary spoke at the Zane's Advance and Remember Birthday Event. Zane Gbangbola, a seven year old boy, tragically lost his life on 8 February 2014 during the severe flooding on the River Thames in Surrey. The FBU locally and nationally have been consistent supporters of the campaign. In 2019, FBU conference passed a resolution committing to support and raise awareness of the campaign.

E17 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, was chaired by Jo Stevens MP and Grahame Morris MP.

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, rather those who wish to work with the union and in the interests of FBU members.

The group would normally meet every six to eight weeks while the House of Commons is sitting, so the union can brief MPs on its current campaigns. However this was interrupted by Covid-19, which meant meetings were held online. The union provides a written report to all group meetings. During the year, a wide range of issues were raised, including firefighters' pay and conditions, the impact of cuts on the service and the Grenfell Tower fire.

FBU PARLIAMENTARY GROUP, DECEMBER 2020		
FBU Region	MP	Constituency
3	Alex Cunningham	Stockton North
	Julie Elliott	Sunderland Central
	Mary Foy	City of Durham
	Mary Glendon	North Tyneside
	Mike Hill	Hartlepool
	Ian Lavery	Wansbeck
	Andy McDonald	Middlesbrough

	Ian Mearns	Gateshead
	Grahame Morris	Easington
	Kate Osborne	Jarrow
	Liz Twist	Blaydon
4	Olivia Blake	Sheffield Hallam
	Richard Burgon	Leeds East
	Gill Furniss	Sheffield Brightside & Hillsborough
	<i>Louise Haigh</i>	<i>Sheffield Heeley</i>
	Imran Hussain	Bradford East
	Rachael Maskell	York Central
	Karl Turner	Hull East
5	Mike Amesbury	Weaver Vale
	Paula Barker	Liverpool Wavertree
	Ian Byrne	Liverpool West Derby
	Dan Carden	Liverpool Walton
	Rosie Cooper	Lancashire West
	Peter Dowd	Bootle
	Kim Johnson	Liverpool Riverside
	Rebecca Long-Bailey	Salford & Eccles
	Conor McGinn	St Helens North
	<i>Jim McMahon</i>	<i>Oldham West & Royton</i>
	Nav Mishra	Stockport
	<i>Angela Rayner</i>	<i>Ashton-under-Lyne</i>
	<i>Cat Smith</i>	<i>Lancaster and Fleetwood</i>
	Mick Whitley	Birkenhead
6	Nadia Whittome	Nottingham East
7	Tahir Ali	Birmingham Hall Green
	Zarah Sultana	Coventry South
8	<i>Nia Griffith</i>	<i>Llanelli</i>
	<i>Jo Stevens</i>	<i>Cardiff Central</i>
	Bethan Winter	Cynon Valley
9	Rachel Hopkins	Luton South
	Clive Lewis	Norwich South

10	Apsana Begum	Poplar and Limehouse
	Jeremy Corbyn	Islington North
	Jon Cruddas	Dagenham and Rainham
	John Cryer	Leyton and Wanstead
	John McDonnell	Hayes and Harlington
	Abena Oppong-Asare	Erith and Thamesmead
	Kate Osamor	Edmonton
	Bell Ribeiro-Addy	Streatham
11	Lloyd Russell-Moyle	Brighton Kemptown
12	Kerry McCarthy	Bristol East

Membership by FBU region – 2019 intake in bold and shadow frontbench in italics

E18 TRADE UNION CO-ORDINATING GROUP (TUCG)

The FBU is a member of the Trade Union Co-ordinating Group (TUCG), which co-ordinates 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 the year and organised events at TUC congress and at Westminster.

E19 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 the Local Government Settlement in England, (February), HMICFRS report (March), the Covid-19 pandemic (April and June), defence of the NJC (June), firefighter jobs (September), the spending review, (October) and the Grenfell Tower Inquiry (December).

FBU brigades and regions organised lobbies of Westminster parliament, to raise local issues with their MPs. In January, February and March these took place in person, while contacts later in the year were online due to social distancing measures at the Palace of Westminster.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

During 2020 the majority of trade union and labour movement conferences were cancelled because of the Covid-19 pandemic. However there were some significant online gatherings, including the TUC and STUC Congresses. The FBU undertook a great deal of activity within the Labour Party, during the leadership contest and afterwards, to ensure firefighters' interests were well represented. There were also important developments in the undercover policing inquiry, in which the FBU is a core participant. The FBU maintained its affiliations to a wide range of labour movement-backed campaigns.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) was originally planned to take place in Brighton on 13-16 September 2020. The pandemic forced the TUC to host a slimmed down Congress on the mornings of 14-15 September, broadcast online, with keynote speeches from the TUC general secretary, president and the leader of the Labour Party, with focused debates on general council statements. The formal business of Congress was delegated to two extended meetings of the general council in the afternoons of 14 and 15 September.

The FBU proposed two motions, on firefighters' involvement in the Covid-19 response and defending national collective bargaining in the fire and rescue service. Both were carried. The FBU also amended motions on pay and on economic recovery. Matt Wrack attended the Congress, speaking on the general council statement on Covid-19. He also spoke at fringe events organised by PCS and Stand Up to Racism. He was re-elected to the TUC general council.

F3 TUC WOMEN'S CONFERENCE

TUC Women's Conference took place at Congress House, London on 4-6 March 2020. The conference debated a wide range of motions, including menopause and menstrual equality in the workplace, ending gender-based violence and harassment in the world of work and winning a new deal for women workers. Conference heard international speakers reflect on the 25th anniversary of the Beijing Declaration and from journalist Samira Ahmed on her historic equal pay win.

The FBU delegates were Louise Connell, Diane Critchlow, Louise Fletcher and Holly Ferguson. The FBU delegation moved two motions: 'Police Spies out of Our Lives' and 'Dignity for Women at Work' regarding free sanitary products at work. Both resolutions carried and the latter was voted to be taken as the women's motion to Congress. The delegation also spoke on an emergency resolution on flooding.

F4 TUC CONFERENCES CANCELLED

The scheduled TUC conferences for young workers, black workers, disabled workers and LGBT+ workers, as well as the trades councils' conference, were cancelled due to the coronavirus pandemic. Interim arrangements for the election of new committee members and for the submission of a motion to TUC Congress 2020 were made.

F5 NIC-ICTU BIENNIAL DELEGATE CONFERENCE

The Northern Ireland Committee of the Irish Congress of Trade Unions (NIC-ICTU) was due to hold its biennial delegate conference during 2020, but this was postponed due to the pandemic.

F6 STUC CONGRESS

The STUC Congress in 2020 was scheduled to be held at Perth Concert Hall on 20-22 April 2020. However it was postponed because of the pandemic. The STUC held a virtual Congress on 17 November 2020. Denise Christie was re-elected to the STUC general council. The STUC conferences for women, black workers and LGBT were postponed due to the pandemic.

F7 WALES TUC

The Wales TUC biennial conference was due to be held in Llandudno on 19-21 May 2020, but was postponed because of the pandemic. Cerith Griffiths was re-elected to the Wales TUC general council.

F8 LABOUR PARTY LEADERSHIP

Jeremy Corbyn stood down as leader of the Labour Party after the December 2019 general election. Between January and April 2020, the Labour Party held elections for a new leader and deputy leader. The FBU supported Rebecca Long-Bailey for leader and Richard Burgon for deputy leader. In April 2020, the Labour Party announced that Keir Starmer was elected leader and Angela Rayner deputy leader.

During 2020, the FBU maintained strong links with the Labour Party at various levels: with the Labour leadership, shadow home secretary Nick Thomas-Symonds, fire minister Sarah Jones, the Trade Union and Labour Party Liaison Organisation (TULO) and the FBU parliamentary group of MPs at Westminster.

F9 LABOUR LEFT

The FBU has long been affiliated to organisations within the Labour Party, in order to ensure that firefighters' interests and the union's policies are discussed widely from Constituency Labour Parties (CLPs) up to annual conference.

During 2020, the FBU developed its links to a range of Labour Party-related organisations:

- Andrew Scattergood was elected co-chair of Momentum slate and with Matt Wrack sits on its National Coordinating Group
- Ben Selby was elected chair of Don't Leave, Organise
- Riccardo la Torre sits on the executive of the Campaign for Labour Party Democracy (CLPD)
- Matt Wrack was re-elected chair of the Labour Representation Committee (LRC).

F10 LABOUR PARTY CONFERENCE

The Labour Party conference was due to be held in Liverpool on 19-23 September 2020. However it was postponed because of the pandemic. Instead, a virtual *Labour Connected* event was held in its place. Matt Wrack spoke on a panel discussing post Covid-19 recovery. Ian Murray sits on the National Executive Committee (NEC) of the Labour Party, where he served as vice-chair during 2020.

F11 FBU SUBMISSION – FORDE INQUIRY

On 12 April 2020, a confidential report, *The work of the Labour Party's Governance and Legal Unit in Relation to Antisemitism, 2014-2019*, was leaked. The Labour Party launched an inquiry conducted by Martin Forde QC into the matter. The FBU made a submission, arguing that allegations of Labour Party staff undermining Jeremy Corbyn's leadership team should be thoroughly investigated and appropriate action taken.

F12 PARTY CONFERENCES

During the year, FBU officials maintained links with a range of political parties to influence their fire and rescue service policies. This generally involved attending online and virtual meetings and events.

FBU members in Northern Ireland engaged with 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.

FBU officials also engaged with 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 long-standing tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns. The FBU has regular correspondence with firefighter unions around the world. The union's international committee oversees these relations.

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which includes most firefighter unions across Europe. The annual EPSU firefighters' meeting was planned to take place in Hannover, Germany in June 2020, but was postponed due to the pandemic.

On 8 September, Dave Green spoke on behalf of the FBU at a virtual European Trade Union Confederation (ETUC) conference on adaptation to climate change and the world of work.

F14 AFFILIATIONS

During the year the FBU was affiliated to the following organisations:

LABOUR MOVEMENT ORGANISATIONS

Campaign for Labour Party Democracy (CLPD)	Momentum
Don't Leave, Organise (DLO)	Public Services International (PSI)
European Federation of Public Service Unions (EPSU)	Scottish Trades Union Congress (STUC)
Irish Congress of Trade Unions (ICTU)	Trade Union and Labour Party Organisation (TULO)
Labour Party	Trade Union Co-ordinating Group (TUCG)
Labour Representation Committee (LRC)	Trades Union Congress (TUC)
Labour Research Department (LRD)	Wales Trades Union Congress (WTUC)

FIRE ORGANISATIONS

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

NATIONAL CAMPAIGNS

Abortion Rights	Maternity Action
British Pensioners and Trade Union Action Association	Marx Memorial Library
Campaign against Climate Change	National Assembly of Women
Campaign for Nuclear Disarmament (CND)	National Pensioners Convention
Campaign for Press and Broadcasting Freedom	National Shop Stewards Network
Campaign for Trade Union Freedom	People's Assembly
Comprehensive Future	Protect our NHS
Defend Council Housing	Shrewsbury 24 campaign
End Child Poverty	Stand Up to Racism
Fuel Poverty Action	Stop the War Coalition
Institute of Employment Rights (IER)	Trade Union Friends of Searchlight
International Brigade Memorial Trust	Truth About Zane (TAZ) campaign
Justice for Grenfell	Unite Against Fascism
Liberty	Woodcraft Folk
Local Government Information Unit (LGIU)	Working Class Movement Library

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	International Centre for Trade Union Rights (ICTUR)
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)	Trade Unions for Energy Democracy (TUED)
Cuba Solidarity Campaign	Trade Union Friends of Bhopal
Greece Solidarity Campaign	Venezuela Solidarity Campaign
Hands off Venezuela	War on Want

F15 BLACKLISTING AND POLICY SPYING ON UNIONS

The public inquiry into undercover policing chaired by John Mitting at last took some small steps forward this year, five years after it was established. The FBU has core participant status in the inquiry after the union presented evidence of police spying on some FBU officials over many years.

In 2020, the inquiry announced that it would proceed with its hearings:

- Module 1 will investigate and consider evidence about the past conduct of undercover police operations. The inquiry will consider evidence from police officers and those affected by undercover police operations. The history and development of undercover policing by the Special Demonstration Squad and its successors will receive specific attention
- Module 2 relates to historical and current systemic issues going to the justification for and governance of undercover police operations. Included will be a consideration of the role of Her Majesty's Government in the management and use of undercover police work
- In Module 3 the inquiry will examine whether current statutory, policy and management controls are adequate in the interests of the public and the police.

Evidence hearings started in November 2020 and focused on officers and managers in the Special Demonstration Squad active between 1968 and 1982. The hearings were broadcast with a 10-minute delay on the inquiry's website.

On 6 November, John Hendy QC made an opening statement on behalf of the FBU. This statement, along with some evidence, is also available on the inquiry's website.

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of ongoing trade union education and supported a national programme of virtual courses and other online events that responded to the constraints of the pandemic.

62 2020 RESIDENTIAL OFFER

During the period January-March the usual residential trade union education programme took place. Three *Introductory Branch Officials* courses were delivered with 55 officials participating in courses in Chester, Hemel Hempstead and Kingston. An *Introduction to Health, Safety and Welfare* and an *All Different All Equal* took place in the same period.

A new *Conference Matters* course ran for the first time in January in Blackpool, at the venue in which annual conference 2020 was due to be held. The course aimed to help participants understand conference as the “supreme government” of the union, contribute effectively to the development of policy and bargaining priorities, understand how trade union democratic principles apply to conference, identify conference as the key mechanism for accountability in the union, know how the standing orders of conference work and the role of the Standing Orders Committee, and to develop public speaking skills for use in a conference environment.

Conference Matters was chaired by Dave Green as the national officer with remit for conference and delivered by the head of education. The public speaking sessions were presented by Bryony Purdue, a guest performance coach. Participants gave very positive feedback and the course will be repeated in advance of a future conference.

In mid-March the residential programme was suspended due to the Covid-19 pandemic and the requirements of lockdown. It was apparent that officials would be unable to travel to attend education events. The cancellation of courses, section schools, National School in November and other scheduled events took place in a phased way until the autumn, when it became clear that no trade union education would take place in physical gatherings before the end of 2020.

63 2020 VIRTUAL OFFER

The replacement of residential training with an online offer was carefully planned to ensure that education remained a collective undertaking. The vast majority of opportunities made available to officials were interactive sessions in a virtual classroom with a tutor and a group of participants who could learn together, replicating the usual course format as far as possible. These online sessions, in some cases, were blended with asynchronous independent study and pair or small group work in between sessions depending on the demands of the course.

Electronic flyers advertising the virtual offer were produced throughout the year. Regional education and learning organisers (RELOs) and head office made particular effort to promote the non-residential courses to those officials who are unable to attend courses away from home, taking advantage of remote access to accredited, collective learning which has not previously been available.

Virtual courses offered by the FBU in 2020

- Reps' inductions – single session tasters for very new officials (six courses)
- Safety reps' inductions – two sessions covering the essential basics (four courses)
- Organisers' webinars – support sessions focussing specifically on mapping (three courses)
- Risk Assessment webinar – an all officials session related to pandemic response activities
- *All Different All Equal* course – adapted from and equivalent to the residential course (two courses)
- *Media Skills* course – written specifically for virtual delivery, in anticipation of local media interest in pandemic response activities
- Lobbying MPs support sessions – online interactive briefings for the #FundtheFrontline campaign (three sessions).

Education opportunities offered in partnership with other organisations

1. 10-week courses

Working in conjunction with the TUC in England and Wales, the STUC in Scotland and ICTU in Northern Ireland, the FBU supported officials to access certificate-level courses offered through trade union studies departments in further education colleges, specifically:

- *Reps Stage One* (four FBU officials)
- *Safety Reps One* (19 FBU officials)
- *Next Steps for Safety Reps* (two FBU officials)
- *Certificate in Employment Law* (11 FBU officials)

Like the FBU specific offer, these courses were delivered in a virtual classroom with a tutor and a group of reps blended with individual study and small group activities.

An FBU evaluation survey of participants on these extended courses found that:

- 12 out of 14 respondents finished their 10-week course, which is typical for a 10-week course delivered in a classroom and therefore positive
- When asked if they would recommend doing a 10-week course in this virtual/remote way to other FBU reps, eight would definitely recommend it, five would recommend it with reservations and one definitely wouldn't
- There were teething issues with online teaching, with some tutors making the transition more effectively than others
- All respondents had been supported with sufficient trade union leave, including the retained member
- Several have already enrolled on another course, but more wanted to wait for a residential/classroom opportunity.

Overall, working in this way offered access to accredited learning for officials who could commit to the extended courses and was generally well-received.

2. National School Part II offered FBU webinar sessions and connected with *TUC Organise 2020* festival and the virtual Miners' Gala
3. Regional officials joined the international Organising4Power school with Jane McAlevey
4. B&EMM section delivered a webinar with Patrick Hutchinson and UTCAI, which explored the impact of the *Black Lives Matter* phenomenon and the humanitarian actions taken by activists on a protest in June.

64 2021 FBU VIRTUAL OFFER PREPARATION

By mid-December three core pathway courses had been adapted to be delivered using a virtual blended methodology, as the restrictions associated with the pandemic were set to continue.

- *FBU Introductory Course for New Officials* (branch and section officials) – revised and updated for virtual learning
- *Representing Members in Grievance and Disciplinary Procedures* (Rights and Wrongs) (branch and brigade officials) – revised for virtual learning, amalgamating two previous courses for expediency in the current circumstances
- *Introduction to Health, Safety and Welfare* (branch safety reps) – revised and updated for virtual learning.

In addition, a *Health, Safety and Welfare Development* course (branch and brigade safety reps) was designed and developed as a new course for 2021. This responded to a training need identified before the pandemic, but also reflected the importance of developing the knowledge, skills and confidence of safety reps in the health crisis. The course was designed for initial virtual delivery, with a focus over three weeks on extended health and safety knowledge, enhanced understanding of risk assessment, and winning on health and safety through bargaining and organising.

In summary, while the trade union education programme was affected by the same factors as every other aspect of the union, support and development for officials in their elected roles continued and evolved to address the challenges of the pandemic. The executive council remained committed to both virtual learning while necessary, and residential learning when possible.

65 UNION LEARNING FUND

On 6 October 2020, the TUC received a letter from the Department for Education saying that ministers had decided to end the Union Learning Fund (ULF) from March 2021. For more than 20 years the Union Learning Fund has supported working people to access skills and training at work, through their unions. Last year more than 200,000 learners got new skills through union learning.

The FBU has been a strong supporter of the ULF since its inception. The government funding has been used to teach people to read, write and use computers: last year 62,000 got basic English, maths and IT skills through union learning. And thousands got their first-ever qualification.

The TUC, FBU and other unions immediately launched a campaign to defend the ULF, attempting to get ministers to reverse the decision. However, this campaign did not succeed. On 25 November the Chancellor confirmed that the fund would end in his spending review.

Head Office worked with our ULF staff and members to make detailed preparations and provide the necessary practical resources and support to everyone involved.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

FBU equality sections and officials had a busy year, with the pandemic cutting across their activities to tackle discrimination. Some progress was made by the National Joint Council (NJC) led Inclusive Fire Service Group (IFSG). The FBU also contributed to a raft of National Fire Chiefs Council (NFCC) consultations on equalities matters.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

At the start of the year members of the FBU's equality sections engaged in discussions and meetings with the NJC's Inclusive Fire Service Group (IFSG). These included discussions with fire and rescue service principal managers about the progress in equality and diversity issues. Whilst some progress had been made, there were an alarming number of cases where best practice had not been followed and fire and rescue services still continue to be one of the least diverse public sector workforces in the UK.

In February 2020, the NJC heard a detailed report on the IFSG's work, including the results of a survey and focus group meetings. It highlighted some improvements in policies, as well as the central role of the FBU in bringing about change. However gaps and weaknesses were also identified. A full meeting of the IFSG was planned for March 2020, to consider the conclusions and next steps. However this was delayed by the pandemic.

H3 B&EMM SECTION REPORT

The year was undoubtedly one of the most demanding, challenging and turbulent years for the B&EMM section and our members. What was a difficult year for humanity as a whole, was disproportionately unkind to those from a black and ethnic minority background.

The events of 2020 will highlight how far we are away from achieving equality. From the unequal disparity of Covid-19 related deaths that affected those from various minority backgrounds to the public display of police brutality caught on camera during the murder of George Floyd. Racism is still very real and people are losing their lives as a direct impact of discrimination.

During the year, the B&EMM national committee aimed to raise awareness and help our members understand the Black Lives Matter (BLM) movement and its rise to national media attention. During November the committee held its first virtual Zoom event, featuring one of the local heroes of the protests, Patrick Hutchinson. The event gave the FBU the opportunity to speak on matters regarding BLM, the subsequent protests in London and worldwide and the part that we can all play in challenging racism and promoting equality.

The B&EMM section continued to campaign on the Grenfell injustice. Representatives from the section attended the silent walk on 14 January 2020. Covid-19 restrictions led to their subsequent suspension for most of the year.

Due to the pandemic, meetings from March onwards were all held virtually. The B&EMM national committee met on three occasions:

- 3 March 2020 in London
- 8 November 2020 online meeting
- 9 December 2020 online meeting.

A list of B&EMM regional reps is found in Section L. The 2020 FBU B&EMM school was cancelled as a consequence of the pandemic.

H4 LGBT SECTION REPORT

The FBU's LGBT section has continued to provide support, representation and advice on LGBT issues to members and officials of our union. Lockdown in 2020 has proved particularly challenging. It has been problematic to conduct face to face meetings and owing to the sensitivity of some of the issues it would be inappropriate to have such discussions via virtual meetings.

In September 2020, the Westminster government finally published its response to its own consultation on the Gender Recognition Act (GRA) 2004. The government's response suggested only minor administrative changes to the Act and did not address any of the key improvements considered in the consultation. The FBU's LGBT section continued to campaign for these improvements during the year.

The impact of the pandemic resulted in the need to cancel all Pride events, which are one of the main opportunities to reach our LGBT members. Although the TUC LGBT+ conference 2020 was also cancelled, the TUC LGBT+ Committee conducted virtual meetings and Pat Carberry was re-elected to serve on the committee.

The FBU's LGBT Committee held four meetings in 2020:

- 19 February in London
- 11 June online meeting
- 2 November online meeting
- 9 December online meeting.

The December committee meeting also included the section and committee AGMs.

A list of LGBT regional reps is found in Section L. The 2020 FBU LGBT school was cancelled as a consequence of the pandemic.

H5 WOMEN'S SECTION REPORT

The FBU National Women's Committee (NWC) continued to represent women members during the year. Officials have given advice and support to a number of women members on issues such as bullying and harassment, maternity issues, menopause, serious sexual assault, disability, transgender discrimination, sexual harassment and post-traumatic stress disorder.

The NWC worked with head office to build a campaign for improved maternity provisions in the UK fire and rescue service. The FBU best practice policy document called *Negotiating Maternity, Paternity and Adoption Rights* was agreed by annual conference in 2008, but its requirements have, to date, only been implemented in less than a handful of fire and rescue services. This is not acceptable and a detailed campaigning strategy has been drawn up to demand improvements. Head office has undertaken freedom of information requests which have led to a list of maternity policies of all fire and rescue services nationally being compiled. This shows the disparity between them all. A campaign to lobby Westminster is ready to be utilised, but was put on hold due to a resolution that was to be taken to Conference 2020 regarding FBU policy on maternity pay. This resolution has also led to the postponement of the production of a revised *Negotiating Maternity, Paternity and Adoption Rights*.

In 2020, there have been changes to the NWC executive. Kathryn Duncan remains as secretary, with Rachel Rogers as interim chair and Holly Ferguson as vice chair. The annual National Women's School could not go ahead as usual in April due to Covid-19, and plans are in place for an online school in 2021. In February 2020, the NWC gave a report to the EC.

The NWC met on four occasions during the year:

- 29 January in London
- 20 October online meeting
- 27 October online meeting
- 2 December online meeting.

A list of NWC regional reps is found in section L. Reports of the NWC participation at labour movement conferences is in Section F.

H6 NFCC SUBMISSIONS

During 2020, the NFCC launched a series of consultations on equalities matters. The NFCC did not explain why it felt the need to do this, when they were part of the IFSG. The FBU made submissions in response to NFCC documents on LGBT, neurodiversity and on coaching and mentoring. The NFCC documents were generally poorly drafted, allowed only a short time for responses and only sought bland endorsement. Many contained terms such as "clients", "customers", or "markets", suggesting they had been imported from HR in other sectors. They appeared to disregard existing efforts to tackle equalities matters and to ignore existing equalities representatives within the fire and rescue service. The FBU made these concerns clear in its submissions.

H7 ADAE REPRESENTATION REQUESTS

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

2020	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 1	4*	4				
Region 2	0					
Region 3	1	1				
Region 4	6**		1			
Region 5	7***	2				
Region 6	9****	8				
Region 7	11*****					
Region 8	0					
Region 9	0					
Region 10	1	1				
Region 11	0					
Region 12	6	5	1			

* ADAE investigations commenced but SFRS investigations concluded prior to conclusion of ADAE investigation.

** 5 x investigation stage

*** 4 x hearing not conducted due to either issue resolved or member left service.
1 x investigation stage

**** 1 x investigation stage

*****11 x investigation stage

NB: It is noted that ADAE investigations may be required to be concluded even if the fire and rescue service investigation is concluded or ceased. This is because members may still require representation at a further stage of the process, such as an employment tribunal.

SECTION I

ACCIDENT AND INJURY FUND (AIF)

11 INTRODUCTION

The management committee of the Accident and Injury Fund (AIF) is chaired by the vice-president and administered by a national officer.

In 2020, executive council members on the committee were:

Andy Noble

Matt Lamb

Cerith Griffiths

Brian Hooper

Dave Green and Mark Rowe were secretaries.

On joining the union, all members should be urged by brigade and branch officials to access the potential benefits of the AIF, by becoming a member of the fund. Members of the fund should also be encouraged to keep up to date their nominations for benefits.

Officials at brigade and branch level should also 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 2020									
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	0	0	0	6	0	0	6	£103,316.60
	Amount paid				£103,316.60				
2	No. of payments	85	7	0	2	0	1	95	£162,392.06
	Amount paid	£83,344.28	£4,147.20		£68,547.20		£6,353.38		
3	No. of payments	0	0	0	0	0	0	0	
	Amount paid								
4	No. of payments	7	0	0	2	1	1	11	£58,264.08
	Amount paid	£13,191.48			£33,033.00	£5,810.80	£6,228.80		
5	No. of payments	10	3	0	5	0	5	23	£98,009.57
	Amount paid	£17,678.39	£2,054.00		£47,130.80		£31,146.38		
6	No. of payments	7	2	0	3	0	2	14	£80,259.74
	Amount paid	£10,229.14	£896.00		£56,677.00		£12,457.60		
7	No. of payments	11	0	0	4	0	0	15	£79,523.92
	Amount paid	£11,618.12			£67,905.80				
8	No. of payments	24	30	1	4	0	2	61	£113,218.42
	Amount paid	£21,311.09	£23,944.53	£15,572.00	£39,934.00		£12,456.80		
9	No. of payments	22	2	0	0	1	0	25	£43,969.67
	Amount paid	£27,445.67	£1,024.00			£15,500.00			
10	No. of payments	4	0	0	3	3	1	11	£75,553.53
	Amount paid	£10,974.90			£59,959.00	£3,656.62	£963.01		
11	No. of payments	5	0	0	8	0	1	14	£136,986.55
	Amount paid	£14,868.15			£115,889.60		£6,228.80		
12	No. of payments	10	1	0	2	0	0	13	£31,701.55
	Amount paid	£21,035.95	£665.60		£10,000.00				
TOTAL NO. OF PAYMENTS		185	45	1	39	5	13	288	
Total amount		£231,697.17	£32,731.33	£15,572.00	£602,393.00	£24,967.42	£75,834.77		£983,195.69

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In a year dominated by the Covid-19 pandemic, having access to strong legal representation via the FBU was more important than ever, ensuring employers take the health and safety of their workforce seriously.

Over the course of 2020, Thompsons Solicitors provided advice, assistance and representation to a large number of FBU members. This included those who had suffered employment issues as a direct result of Covid-19 – as well as alleged professional misconduct and personal injury.

In 2020 alone, the FBU legal scheme and Thompsons secured more than £2.5m in compensation for members and their families, at and away from work.

J2 GRENFELL TOWER PUBLIC INQUIRY

Thompsons continued to represent the FBU in the Grenfell Tower Public Inquiry (GTI) before Sir Martin Moore-Bick, liaising throughout with national and regional officials. The FBU legal team seeks to ensure that the inquiry reaches practical and realistic conclusions about the firefighting procedures which could have been carried out at Grenfell and the changes which should be implemented in the future.

Phase 2 of the inquiry opened in early 2020, but was inevitably disrupted by Covid-19. Hearings took place remotely, but the FBU legal team continued its work in scrutinising the evidence given by the corporate witnesses and proposing lines of questioning to the inquiry. The extraordinary behaviour of the privatised and poorly regulated organisations responsible for the disastrous refurbishment of Grenfell was revealed every day the inquiry sat.

J3 GRENFELL INJURY LITIGATION

Thompsons is representing 99 firefighters and two control staff who have suffered psychological injuries as a result of their involvement in the Grenfell Tower fire. Court proceedings were issued in the High Court with a value in excess of £1,000,000. The proceedings are stayed, pending a further hearing in July 2021, before which the parties may work towards mediation/settlement. Thompsons is currently in the process of arranging medical examinations and calculating financial losses for the individuals affected.

J4 MANCHESTER ARENA PUBLIC INQUIRY

Thompsons also represented the FBU in the Manchester Arena public inquiry, helping to draft evidence, which is due to be heard in 2021. That evidence will ensure that the voice of frontline firefighters is heard in the inquiry and will seek to put the disappointing response of GMFRS to the emergency into the proper context. It will show how the FBU had warned of the lack of preparedness of the UK fire and rescue service for terrorist attacks and had sought to ensure that firefighters were properly equipped and trained to play an appropriate role in helping to minimise the damage done if and when such terrible events occurred.

J5 INQUESTS

LEGAL SUPPORT FOR FAMILY OF FIREFIGHTER WHO KILLED HIMSELF

The FBU supported the family of a member throughout the public inquest into his death. The 21-year-old firefighter killed himself in August 2020, after telling his family and friends that he felt bullied at work. The inquest concluded the firefighter felt isolated, but that there was a lot of affection for him at the fire station. The coroner served a Regulation 28 Report – Prevent Future Deaths on the London Fire Commissioner, requesting that the brigade consider the inquest in full and report on the appropriate policies they have developed to avoid similar tragedies happening again.

J6 EMPLOYMENT RIGHTS

MEMBER WITH ASPERGER'S COMPENSATED IN DISABILITY DISCRIMINATION CLAIM

A member secured a termination payment of almost £20,000 after suffering disability discrimination at work. The member was issued with a Stage 1 warning in 2013 and a Stage 2 warning in 2015. The fire and rescue service attempted to commence Stage 3 proceedings against the member in respect of alleged failings during an investigation, but during this time he was signed off sick because of stress for eight months.

On his return he was told that the Stage 3 proceedings had been dropped but that he would not be allowed to return to the Fire Investigation Team, which amounted to an effective demotion. A claim was submitted for disability discrimination on the basis that the member's managers had a negative perception of him due to his Asperger's and that this had informed the decision to demote him rather than any justified concerns with regards to his performance. In addition, the manager had also disregarded the member's years at the fire and rescue service.

MEMBER AWARDED £10,000 AFTER SUFFERING DISABILITY DISCRIMINATION AND BEING UNFAIRLY DISMISSED

The member turned to the union for legal support after he was dismissed following allegations he had breached breathing apparatus procedures. Although the member did not deny the charge, he claimed he had been given permission to enter the property by the officer in charge.

The member, who was working under a live written warning at the time, argued he had been treated unfairly as another firefighter – who breached the same guidance – had not been dismissed. The fire and rescue service had failed to consider the fact that the member was suffering from PTSD because of working during the Grenfell Tower fire. As a result, the member secured £10,000 in compensation.

MEMBER SECURES ALMOST £10,000 AFTER FACING UNFAIR DISMISSAL AND DISABILITY DISCRIMINATION

A member was dismissed by his fire and rescue service for undertaking outside work without consent, which was excessive considering the circumstances. The member had taken time off work due to stress and anxiety, caused by bullying in the workplace. After counselling, the member returned to work on light duties. Later in the year, the member's watch manager withdrew permission to undertake additional work elsewhere.

This caused the member, who was suffering with financial problems, to face severe and prolonged bouts of stress and anxiety. His desperation led him to take on a half day's job with a former employer, which his fire and rescue service found out about – dismissing him as a result. Thompsons argued that the member's state of mental health had affected his judgment and that such a dismissal was not only unfair but discriminatory, too, successfully settling the claim for £9,750.

SEXUAL HARASSMENT VICTIM RECEIVES £5,000 COMPENSATION

Legal proceedings were issued for constructive unfair dismissal and sex discrimination after a member suffered sexual harassment which led to her resigning from her job. The case was settled confidentially with a COT3 agreement. The member was awarded £5,000 as well as a factual reference.

EMPLOYMENT TRIBUNAL CRITICISES "SUBSTANTIAL FAILINGS IN PROCEDURE" BY EMPLOYER AFTER UNFAIR DISMISSAL

The FBU supported a member who was unfairly dismissed from a role of temporary station manager. It was alleged that the member had been engaging in inappropriate conversations and conduct with colleagues and was dismissed. Not only had the employer failed to conduct a thorough and fair investigation, but also had no evidence to support the alleged misconduct nor had received a formal complaint into the misconduct. The member had an exemplary employment record and said that the employer had failed to consider alternatives to dismissal.

The case proceeded to an employment tribunal, with the judge concluding that there were "substantial failings in procedure" and that the decision to dismiss the member fell well outside the band of reasonable responses. The member was reinstated with a compensatory payment of £4,277.24 plus lost pension contributions.

J7 INJURIES AT WORK

VICTIM OF BULLYING, HARASSMENT AND ASSAULT SECURES £110,000 AT JOINT SETTLEMENT MEETING

A member secured £110,000 in a work-related stress case, caused by bullying, harassment and physical assault. Despite raising the problems with her manager, no action was taken to improve her working conditions or sanction those responsible.

Throughout the claim, the defendant's insurers refused to negotiate a settlement and so court proceedings began. They continued to dispute liability and the case went to a Joint Settlement Meeting. However the union was successful in the claim, securing £110,000 in damages for the member because of the trauma she sustained.

SEVERE PTSD AND BURN INJURIES CAUSED BY WORKPLACE INCIDENT

An incident at work caused a member to develop burn injuries and severe PTSD – leading to the eventual termination of his employment. While on a training exercise, the member sustained burn injuries, which were initially severe. Although the burn injuries healed, he was later diagnosed with PTSD because of the incident. He was unfit to return to work and ultimately his employment with the fire and rescue service was terminated prematurely. Thompsons obtained medical evidence that supported a link between the incident and the loss of employment, and a settlement of £110,000 was accepted by the member.

TRAINING EXERCISE LEADS TO SIGNIFICANT PELVIC INJURY FOR MEMBER

A member suffered a substantial injury that left him in chronic pelvic pain because of an accident during a training exercise. He was acting as a pump operator when the hose coupling became dislodged due to high pressure and caused the metal nozzle to strike between his legs. As a result of the accident, the member also developed depression. The union secured £64,500 in compensation, with the funds allowing the member – who has since moved into alternative employment - to undergo a multi-disciplinary medical programme to help manage his pain.

£63,500 SECURED FOR MEMBER AFTER BEING RUN OVER BY COLLEAGUE AT FIRE STATION

While working at a fire station, a member suffered serious injuries after a colleague accidentally reversed a fire engine into him. Medical evidence found that the incident had exacerbated and accelerated an underlying degenerative condition in the claimant's right knee by several years. The defendant's insurers initially valued the case as low as £3,500; however, after negotiations by Thompsons and the employer's insurer, a settlement of £63,500 was agreed.

MEMBER SUFFERS NOISE-INDUCED HEARING LOSS AS A RESULT OF A CAR AIR BAG EXPLOSION

A member was awarded £55,000 in compensation after he was negligently exposed to a car air bag explosion. Breach of duty was admitted but the other side's insurers refused to negotiate a settlement, so it was necessary to commence court proceedings. The member secured a satisfactory settlement.

MEMBER IS AWARDED £52,000 FOLLOWING INJURY DURING UNPLANNED TRAINING EXERCISE

A member was required to take part in an exercise to ascend a 5m rope using a jammer. In doing so he sustained injury to both his shoulders. Thompsons alleged that the exercise was not formal training, was not adequately risk assessed or supervised and posed a foreseeable risk of injury as the member was not trained to ascend such a distance and had never done so previously. Liability was denied and the matter proceeded to trial, which was successful for the member and he was awarded £52,000.

MEMBER SECURES £50,000 AFTER SUFFERING PHYSICAL AND PSYCHOLOGICAL INJURIES AFTER ROAD COLLISION

A member secured compensation after a road traffic collision left him suffering with back and neck issues, as well as PTSD. The collision occurred as the firefighter was responding to a callout. The injuries were so severe that he needed five months off work, before returning on light duties. The member decided to leave his job altogether a year later, due to ongoing psychological symptoms. The case was settled for £50,000.

PASSENGER OF FIRE ENGINE THAT CRASHED INTO EMBANKMENT COMPENSATED FOR INJURIES

A member was hospitalised after the driver of a fire engine he was a passenger in lost control of the vehicle and crashed. The member, alongside the driver, were en route to the scene of a road traffic collision when the driver lost control and hit an embankment, causing the vehicle to roll over. He suffered painful head and back injuries, requiring hospital treatment and six weeks off work.

The union pursued a claim against the vehicle insurers, who admitted they were vicariously liable for the actions of the driver. The insurer later rowed back and denied liability, citing icy road conditions, but Thompsons found evidence that the fire engine had been travelling at an unsafe speed and there was a lack of training on how the drivers should brake. Following extensive negotiations, a settlement of £16,500 was agreed by all parties.

FALL DOWN STAIRS RESULTS IN £7,000 COMPENSATION FOR FBU MEMBER

During a breathing apparatus course at a training centre, the member was in the process of rescuing a casualty. The room was very smoky and, as he approached the stairs, he missed the first step, resulting in him falling and injuring his back. The defendant denied liability and the member turned to the union for legal support. A medical report proved that the member sustained injuries to his neck and right shoulder, as well as soft tissue damage to his back. The case was settled by a sum of £7,000 for the member.

CRUSH INJURY RESULTS IN £5,750 SETTLEMENT

A member took part in a practical drill session when a vehicle – which had been jacked up – dropped and crushed his left thumb. The device that was used to keep the vehicle off the ground had become twisted, losing stability and fell, just as the member was reaching under it to complete a task. It was argued that a failure to assess the situation had put the member at substantial risk and the member was awarded £5,750 in compensation as a result.

TRAINING DRILL IN DIRTY WATER LEAVES FIREFIGHTER WITH GASTRIC ILLNESS AND SWOLLEN ANKLE

A member suffered a severe gastric upset and swollen left ankle after a day's training at a white-water centre. The member, who has been in the profession for 23 years, described the water he was in as "brown with an off-white dirty foam floating on top of the surface". The case was settled out of court and the member secured £4,750 in compensation for his injuries.

COMPENSATION SECURED FOR MEMBER AFTER SUFFERING CHEMICAL BURNS AT WORK

A member suffered painful chemical burns on his left leg while responding to a callout at a farm. As he was tackling the fire, the member had to stand in what he thought was water, which was shin-deep. After leaving the farm, the member started to feel pain on his left leg and, after taking off his uniform, found he had suffered burn injuries on his lower left leg. His employer denied liability, arguing that they had tested the water, which had a neutral pH level, and that the PPE he was wearing was suitable for the job.

Thompsons outlined that the water tested by the fire and rescue service was run off water, so not an accurate representation of what the member had been standing in. Additionally, medical evidence and witness testimony backed up the claim that he had been burnt during his work, and as the case progressed, it became clear that alternative, more suitable PPE could have been provided. His employer eventually conceded and agreed to a settlement of £3,000 ahead of a pre-trial meeting.

MEMBER COMPENSATED AFTER SUFFERING CRUSH INJURY TO FINGER AT WORK

A member who suffered a crush injury at work secured £2,500 in compensation. Alongside a colleague, the member was taking part in a training course where they had to wear a visual impairment mask, with the lights switched off. The member had rested his hand near a door which was then closed by his colleague. This caused a fracture and soft tissue injury to the member's right ring finger, which took several weeks to heal.

AMMONIA EXPOSURE LEADS TO BREATHING PROBLEMS FOR MEMBER

A member was exposed to ammonia while attending a chemical leak incident. The first team of firefighters went into the building with the appropriate apparatus while the member was in the standby team, there to assist with emergencies if needed. The first team returned and advised that they could not fit the valve into the leaking fridge due to the size of their apparatus.

The member was told by management to change into less bulky PPE to investigate the issue, suggesting that it was "only ammonia". The member spent almost five minutes fitting the valve to stop the leak, exposing himself to concentrated doses of ammonia, and causing him to suffer breathing problems and a tingling sensation. His employer quickly admitted liability and agreed to settle for £1,750.

MEMBER COMPENSATED AFTER HEALTH AND SAFETY FAILINGS AT TRAINING FACILITY

A member was exposed to excessively high temperatures during a training session. As part of the training, the member had to enter a steel container with a fire inside it. The temperature was unregulated and the member wasn't provided appropriate PPE, causing him to suffer reddening to his arms and shoulders. Given the nature of the clear breach of duty, Thompsons raised a court action and the defenders ultimately settled the case for £800.

J8 ASBESTOS

MORE THAN £400,000 SECURED FOR MEMBER LIVING WITH MESOTHELIOMA

The FBU secured a substantial settlement for a member who was diagnosed with mesothelioma at just 68 years old. The member was exposed to asbestos prior to joining the fire service, when he worked as an electrician from 1967 to 1974. Over the course of his employment he had to work in very dusty conditions alongside insulators, who were lagging pipework with asbestos materials.

He was diagnosed with the asbestos disease in December 2019. Despite the fact that his employer had gone into liquidation, Thompsons was able to find an Employers Liability insurance policy from his time working there. In a pre-court hearing in December 2020, the member agreed a settlement of just over £405,000.

WIDOW RECEIVES SIX-FIGURE SETTLEMENT AFTER HUSBAND'S ASBESTOS DEATH

The widow of a member who died of an asbestos disease caused by exposure throughout his career turned to the union for legal support. The firefighter worked for the local fire and rescue service from the early 1970s until the late 1990s. He was exposed to asbestos while attending building fires, many of which contained asbestos materials in roofing and on pipework. As a result of his work, he would be covered in asbestos dust.

In addition, the FBU member would take part in monthly training sessions – often at local factories or boiler rooms – where he would be further exposed to asbestos. The member died before he could complete his claim, but it was continued by his widow who, after medical evidence and a schedule of loss was prepared, accepted a settlement of £185,000.

J9 PERSONAL INJURY AWAY FROM WORK

MEMBER SECURES MORE THAN £8,000 AGAINST BAKERY AFTER CONTRACTING HEPATITIS A

The union supported a member in a claim against a bakery, which had to close after the member and many others developed Hepatitis A. The member developed the illness after eating food from one of the bakery's high street outlets, causing him to suffer flu-like symptoms, abdominal pain and nausea.

While the bakery did not accept liability, they offered the member £3,000 compensation. The member refused and a new offer of £5,800 was provided, which the member again declined. The case went to court, with allegations that the bakery had been in breach of contract, including terms from the Consumer Rights Act 2015 and the Consumer Protection Act 1987. A Pursuer's Offer was lodged in court for £8,175, a sum that was ultimately agreed by the defendant.

J10 ROAD TRAFFIC ACCIDENTS

19-YEAR-OLD LEFT IN NEED OF SURGERY AS A RESULT OF SERIOUS ROAD COLLISION

The teenage daughter of a member was supported by the union after suffering severe injuries in a road collision. The woman drove her car on a country road when she was hit head on by a pick-up truck that was driving around a bend too quickly. She suffered a fracture in her lower back that required surgery, as well as three fractures to her right foot and psychological trauma. She had to cancel a planned backpacking trip around Australia with her boyfriend.

The insurer of the truck denied liability throughout, claiming the member's daughter was driving on the wrong side of the road. Thompsons obtained a report from an independent collision investigator which upheld that the other driver was negligent. After numerous negotiations, a settlement of £100,000 was agreed, ensuring the case didn't need to go to trial.

BICYCLE COLLISION RESULTS IN £60,000 COMPENSATION

A member fell off his bike and was dragged down the road by his left leg after a car driver pulled out in front of him, leaving him with a fractured left tibia, soft tissue injuries in his left shoulder and psychological damage. The insurers of the defendants refused to negotiate settlement and so the union commenced court proceedings, helping the member to secure £60,000 in damages for the injuries he had sustained.

ROAD COLLISION LEADS TO PAINFUL BACK AND NECK INJURIES TO MEMBER

A member suffered substantial injuries to his neck and back after a taxi drove into the back of his car as he was stationary. A medical report highlighted that the collision, which happened as the member was driving to work, had accelerated symptoms in his back by 12-18 months. He was able to secure net compensation of just over £40,000.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

During 2020, the FBU faced an enormous challenge with organising most of its activities online because of the pandemic.

FBU members in Surrey continued action short of a strike (ASOS) in a dispute about cuts and related matters. The action was suspended due to the pandemic.

FBU industrial sections – in control, officers and retained – continued to organise during the year. FBU membership fell slightly during the year.

K2 INDUSTRIAL DISPUTES

SURREY

On 19 November 2019, the FBU registered a trade dispute with Surrey Fire and Rescue Service over inadequate provision of frontline crewing and staffing in control rooms, the casual out-duties guidance, the allocation of overtime, a bullying management culture, unsafe working practices and the 2019 IRMP. On 10 December, the FBU announced the ballot result of Surrey members, which saw a 94% “yes” vote for industrial action short of a strike on a 72% turnout.

Surrey FBU members began industrial action on a continuous basis from 09.00 am on 24 December 2019:

- A refusal to work any pre-arranged over-time
- A refusal to work any additional voluntary hours for pay
- A refusal to work any additional voluntary hours in exchange for time off in lieu
- A refusal to agree any new Temporary Contracts for promotion
- A refusal to Act Up to a higher role
- A refusal to undertake any variation to members’ usual contracted hours of work as defined by their duty rota, to cover staffing shortfalls, or to facilitate attendance at medicals, fitness assessments or training courses
- A refusal to transport Personal Protective Equipment or any other service owned equipment in members’ private vehicles.

On 30 March 2020, the FBU announced that the industrial action was suspended with effect from 1800hrs on 30 March (2020HOC0193MW). Although the dispute remained unresolved, Surrey FBU officials and

branch representatives discussed the matter with national officials and came to this conclusion. The decision was taken in light of the threat posed by Covid-19. It is felt that this is a reasonable course of action to take in the circumstances notwithstanding our frustration that we have been unable to reach agreement on many of our key concerns.

HEREFORD AND WORCESTER

Last year's annual report noted that the NJC's Technical Advisory Panel was convened to resolve a trade dispute in Hereford and Worcester's Fire and Rescue Service (2019HOC0023AD).

During 2020, most of the outstanding issues were addressed or implemented. However the spate of flooding in February and March, followed by the pandemic and lockdowns, delayed the resolution of crucial matters.

Brigade policies on industrial relations and the grievance procedure were the key policies that needed to be redrawn. No agreement was reached during 2020 with respect to the trade dispute, although some progress was made with redrafting these policies.

K3 ORGANISING DURING THE COVID-19 PANDEMIC

During 2020, the FBU had to adapt its organising plans to cope with the pandemic. In particular, the lockdown and social distancing measures meant that the normal routes for collective deliberation and democracy were closed to members and officials. Head office was able to utilise the Microsoft Teams platform to ensure that FBU officials in brigades, regions, the executive council and head office could meet and make collective decisions.

On 16 March 2020, head office announced a review of FBU operations, including an assessment of all offices, staff, officials and FBU events, including education (2020HOC0165MW). On 25 March, the FBU made arrangements for the union's work to continue during the pandemic. The planned conference in May was postponed, but the executive council and head office continued to function. FBU education and elections were temporarily suspended (2020HOC0186MW).

On 30 March, head office circulated information on video conferencing etiquette, including eye-catching graphics put together by FBU rep Stuart Guy (2020HOC0199TM). On 31 March, the general secretary held two online briefing meetings via Teams to update officials on the national agreement (2020HOC0198MW).

On 9 April, head office set out how FBU democracy from brigade level, to regions and the executive council would operate remotely during the pandemic. The circular also explained how elections and expenses would be managed (2020HOC0238MW). On 24 April, the general secretary spoke at another all-officials update briefing, including the latest developments on the pandemic (2020HOC0269MW).

On 2 and 3 July, further brigade officials briefings were organised with the general secretary as lockdown measures were reduced (2020HOC0379TM). On 17 July, the executive council reluctantly concluded that the 2020 FBU conference would have to be cancelled, due to the risks of a further resurgence of the virus during the autumn (2020HOC0415MW). In August, the FBU responded to requests by the NFCC and HMICFRS for Covid-19 surveys of firefighters (2020HOC0471AD, 2020HOC0474TM).

On 1 October, head office set out the procedure for ensuring FBU branch meetings, which lie at the heart of the union's democracy, would proceed. These would be in person physical meetings where this was safe to do so, but virtual meetings when it was too risky (2020HOC0526MW).

K4 FBU NOTICEBOARD

On 17 November 2020, the FBU launched an innovative new facility called FBU Noticeboard, to enable better communication between all officials who have an FBU email address (2020HOC0623TM).

FBU Noticeboard is an online facility which provides officials with a peer to peer, electronic noticeboard, where questions can be posted and answers given in an open and transparent manner, with best practice across a range of relevant areas.

The facility means officials should no longer need to post questions on a one-off basis, via email or closed WhatsApp groups. This is in order to conform with GDPR legislation. Instead, by using the FBU Noticeboard, the answers will be available to other officials and ensure consistency across the organisation.

However, the facility is not the place to seek formal advice or input into negotiations which, under FBU rules, must be done via regional committees.

K5 CSNC SECTION REPORT

This year the FBU's Control Staff National Committee (CSNC) has continued to deal with issues which are important to our control members. Due to the Covid-19 pandemic this has mainly focused on providing advice to ensure the health and safety of control members while at work.

The section was involved with the preparation of responses to the Local Government Pension Scheme consultations. The results of these are still outstanding, but it is hoped the conclusion will be similar to those of the firefighters' pension scheme consultations.

The CSNC with national officers collated evidence and other information in response to the Rule 9 request from the Manchester Arena Inquiry, assisting with the production of a detailed witness statement regarding issues affecting the running of emergency fire controls.

The CSNC met five times in 2020:

- 19-21 February in Kingston
- 9 June online meeting
- 30 July online meeting
- 19 November online meeting
- 9 December online meeting.

The CSNC AGM was held at the November meeting. A list of control regional reps is found in Section L.

K6 RETAINED SECTION REPORT

During the year the National Retained Committee (NRC) has continued to campaign on behalf of the retained duty system members on many issues including; the underpayment of CPD, retaining fees, riding with inadequate crewing, non-payment of disturbance fees, membership recruitment, officer in charge driving appliances, improving station facilities and migration.

During 2020, the committee held meetings in March, June, September and November. The first meeting was held in Kingston. Unfortunately, due to Covid-19, the other three meetings were held via internet platforms. The NRC AGM was held in November and welcomed the new national officer with responsibility for the retained section, Riccardo la Torre.

The year's attendances were down slightly due to vacancies arising in regions 1, 8, 9, 11 and 12. Region 4 rep Shaun Pickles stood in for the vacant secretary position throughout the year, until formerly elected to the post in November.

The NRC believes it is important that our retained members have active representation throughout the whole union structure, with reps in place at branch, brigade, regional and national committees. Without these reps, the committee cannot fulfil its role of providing information, advice and guidance to brigade and regional officials, and to provide the executive council with timely and accurate information.

The committee would like to extend its thanks and appreciation to the following NRC officials and regional reps who have retired or have had to step down due to personal reasons, since last conference: Pete Preston (secretary), Tam Mitchell, Andy Stubbins, Lyndon Jones, Mark Neville, Martyn Chate and Chris Starkey.

The committee was represented at the sole meeting of the NFCC Practitioners Group prior to lockdown. The acting secretary attended the NJC meeting. All other business has been conducted via online platforms.

The NRC AGM was held prior to the November business meeting. A list of retained regional reps is found in Section L.

K7 OFFICERS' SECTION REPORT

The Officers National Committee (ONC) convened in person in February 2020 for the MMNB/NJC meeting. Thereafter due to the pandemic it met on a regular basis via Microsoft Teams and before the June MMNB/NJC. The ONC produced its first strategic plan in 2020, with a second due to be delivered next year. The strategic plan outlines our main campaign priorities for the year ahead and how to offer high level representation to our members from the rank of watch commander/station officer to chief fire officer with regards to the following:

- Pay
- Terms
- Conditions
- Car leasing/ECU rates
- Workplace stress
- Public holiday allowances
- Fire safety
- An end to officers having to pay for "camping out" while providing fire cover.

The ONC identified gaps in representation in regions 1, 7 and 8. The ONC will continue to work with regional secretaries and FBU sections to fill these positions and build an ONC that is representative of our officer membership. Where vacancies exist, it will continue to represent members, providing subject matter knowledge where required. Additionally, it will continue to support the executive council on fire safety and on all officer matters.

The ONC AGM was held on 17 December 2020. A list of officers' regional reps is found in Section L.

K8 MEMBERSHIP SERVICES

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

- Legal protection from Thompsons Solicitors
- Home, travel, car and pet insurance from UIA Mutual
- Cycle insurance 15% discount from Velosure

- 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
- Discounts on entertainment and more from Rewards for Rescue.

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

K9 FBU FIRE APPLIANCE

After the first national lockdown was lifted, a number of officials requested the use of the FBU fire appliance for campaigning. On 17 August 2020, head office established an online booking process, which includes approval from regional secretaries, the provision of drivers, care of the appliance, adequate stewarding and safe systems of work (2020HOC0467TM).

K10 NEW MEMBERSHIP ENGAGEMENT SYSTEM

During 2020, head office continued with the implementation of the new membership system. In 2019 the executive council appointed Advanced Solutions International (ASI) to supply the iMIS Cloud membership engagement management system, to augment the union's head office. The new system is well-known, widely used and highly recommended by other unions.

The system is "cloud based" and will include an interacting members' application, providing the opportunity for the FBU to engage and communicate more effectively with individual union members.

During 2020, due to the complex and technical nature of the new system, the FBU advertised for and appointed Peter Heather as the temporary project manager to assist with implementation. This began during the autumn and is scheduled to go live in April 2021.

K11 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2020

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	Other	Total
Head office	National official	4	–	–	–	4	4	–	–	4	4	–	4	4	–	–	4
Total		4	–	–	–	4	4	–	–	4	4	–	4	4	–	–	4
1	Scottish	3,128	989	144	2	4,263	3,242	185	836	4,263	4,094	169	4,263	3,896	367	–	4,263
Total		3,128	989	144	2	4,263	3,242	185	836	4,263	4,094	169	4,263	3,896	367	–	4,263
2	Northern Ireland	774	718	57	–	1,549	211	639	699	1,549	1,514	35	1,549	1,441	108	–	1,549
Total		774	718	57	–	1,549	211	639	699	1,549	1,514	35	1,549	1,441	108	–	1,549
3	Cleveland	286	50	8	4	348	62	212	74	348	325	23	348	318	30	–	348
3	Durham	263	56	17	1	337	167	128	42	337	302	35	337	302	35	–	337
3	Northumberland	109	86	12	1	208	74	124	10	208	207	1	208	180	28	–	208
3	Tyne and Wear	529	10	18	3	560	129	295	136	560	534	26	560	502	58	–	560
Total		1,187	202	55	9	1,453	432	759	262	1,453	1,368	85	1,453	1,302	151	–	1,453
4	Humberside	414	129	26	16	585	324	181	80	585	534	51	585	523	62	–	585
4	North Yorkshire	246	87	5	23	361	147	76	138	361	320	41	361	324	37	–	361
4	South Yorkshire	487	32	18	7	544	98	348	98	544	518	26	544	488	56	–	544
4	West Yorkshire	764	34	21	6	825	263	251	311	825	754	71	825	762	63	–	825
Total		1,911	282	70	52	2,315	832	856	627	2,315	2,126	189	2,315	2,097	218	–	2,315
5	Cheshire	352	94	33	15	494	396	37	61	494	472	22	494	416	78	–	494
5	Cumbria	191	127	–	–	318	170	71	77	318	286	32	318	286	31	1	318
5	GMC	1,238	–	–	1	1,239	788	349	102	1,239	1,215	24	1,239	1,158	81	–	1,239
5	Isle of Man	27	60	–	–	87	45	3	39	87	77	10	87	84	3	–	87
5	Lancashire	563	194	–	2	759	438	240	81	759	750	9	759	698	61	–	759
5	Merseyside	494	–	23	19	536	324	161	51	536	480	56	536	451	85	–	536
Total		2,865	475	56	37	3,433	2,161	861	411	3,433	3,280	153	3,433	3,093	339	1	3,433
6	Derbyshire	344	206	30	6	586	284	172	130	586	555	31	586	513	73	–	586
6	Leicestershire	295	51	13	–	359	170	115	74	359	350	9	359	331	28	–	359
6	Lincolnshire	167	247	18	6	438	306	72	60	438	419	19	438	387	51	–	438
6	Northamptonshire	192	27	3	1	223	47	137	39	223	217	6	223	198	25	–	223
6	Nottinghamshire	401	120	–	24	545	212	251	82	545	525	20	545	498	47	–	545
Total		1,399	651	64	37	2,151	1,019	747	385	2,151	2,066	85	2,151	1,927	224	–	2,151
7	Hereford and Worcester	172	65	15	2	254	152	27	75	254	238	16	254	220	34	–	254
7	Shropshire	137	58	10	2	207	79	58	70	207	193	14	207	189	18	–	207
7	Staffordshire	232	138	1	10	381	175	141	65	381	358	23	381	344	37	–	381
7	Warwickshire	168	25	11	1	205	52	52	101	205	190	15	205	177	28	–	205
7	West Midlands	1,134	–	53	–	1,187	507	459	221	1,187	1,065	122	1,187	1,026	161	–	1,187
Total		1,843	286	90	15	2,234	965	737	532	2,234	2,044	190	2,234	1,956	278	–	2,234
8	Mid and West Wales	335	207	23	–	565	276	235	54	565	556	9	565	512	53	–	565
8	North Wales	232	311	23	3	569	302	194	73	569	560	11	569	512	72	–	569
8	South Wales	749	264	34	–	1,047	549	371	127	1,047	983	81	1,047	990	55	–	1,047
Total		1,316	782	80	3	2,181	1,127	800	254	2,181	2,099	115	2,181	2,036	175	–	2,181
9	Bedfordshire	249	46	18	3	316	128	125	63	316	296	20	316	279	37	–	316
9	Cambridgeshire	214	60	12	–	286	131	60	95	286	266	20	286	256	30	–	286
9	Essex	573	145	23	–	741	386	235	120	741	712	29	741	691	50	–	741
9	Hertfordshire	349	45	14	2	410	198	140	72	410	384	26	410	377	33	–	410
9	Norfolk	231	124	11	–	366	179	161	26	366	357	9	366	343	23	–	366
9	Suffolk	152	90	–	–	242	136	78	28	242	222	20	242	225	17	–	242
Total		1,768	510	78	5	2,361	1,158	799	404	2,361	2,237	124	2,361	2,171	190	–	2,361
10	London	4,618	–	19	–	4,637	2,692	1,533	412	4,637	4,382	255	4,637	4,215	422	–	4,637
Total		4,618	–	19	–	4,637	2,692	1,533	412	4,637	4,382	255	4,637	4,215	422	–	4,637

STATISTICS AS AT 31 DECEMBER 2020

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	Other	Total
11	Berkshire	336	20	32	10	398	220	104	74	398	384	14	398	350	48	–	398
11	Buckinghamshire	220	42	–	–	262	153	25	84	262	254	8	262	244	18	–	262
11	East Sussex	298	75	9	8	390	129	58	203	390	355	35	390	352	38	–	390
11	Hampshire	431	71	26	1	529	143	163	223	529	486	43	529	477	52	–	529
11	Isle of Wight	64	56	–	–	120	51	45	24	120	119	1	120	115	5	–	120
11	Kent	603	182	17	5	807	345	154	308	807	782	25	807	753	54	–	807
11	Oxfordshire	199	145	1	5	350	196	48	106	350	329	21	350	322	28	–	350
11	Surrey	393	32	24	–	449	284	106	59	449	438	11	449	414	35	–	449
11	West Sussex	273	77	1	3	353	207	66	80	353	342	11	353	330	23	–	353
Total		2,817	700	109	32	3,658	1,728	769	1,161	3,658	3,489	169	3,658	3,357	301	–	3,658
12	Avon	391	79	36	–	506	203	196	107	506	443	63	506	450	56	–	506
12	Cornwall	177	156	15	1	349	100	130	119	349	338	11	349	330	19	–	349
12	Dorset and Wiltshire	352	196	17	2	567	201	232	134	567	532	35	567	524	43	–	567
12	Devon and Somerset	455	331	28	1	815	288	161	366	815	732	83	815	750	65	–	815
12	Gloucestershire	121	40	8	–	169	64	38	67	169	164	5	169	134	35	–	169
Total		1,496	802	104	4	2,406	856	757	793	2,406	2,209	197	2,406	2,188	218	–	2,406
Grand Total		25,126	6,397	926	196	32,645	16,427	9,442	6,776	32,645	30,912	1,733	32,645	29,635	3,009	1	32,645

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

During 2020, the FBU organised a significant number of elections, as part of the democratic renewal. The executive council records our thanks to those who have served and welcomes those elected to represent our members.

The executive council met 45 times during the year. The finance and administration committee (FAC) monitored the union's finances.

L2 EXECUTIVE COUNCIL MEETINGS

15 January 2020	14 April 2020	18 June 2020	26 October 2020
29 January 2020	16 April 2020	16 July 2020	28 October 2020
11 February 2020	23 April 2020	27 July 2020	11 November 2020
12 February 2020	11 May 2020	29 July 2020	19 November 2020
13 February 2020	21 May 2020	28 August 2020	20 November 2020
26 February 2020	22 May 2020	17 September 2020	25 November 2020
4 March 2020	3 June 2020	18 September 2020	27 November 2020
19 March 2020	4 June 2020	23 September 2020	2 December 2020
20 March 2020	5 June 2020	25 September 2020	3 December 2020
26 March 2020	16 June 2020	19 October 2020	10 December 2020
3 April 2020	17 June 2020	22 October 2020	15 December 2020
9 April 2020			

Meetings after 20 March were held online.

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Ian Murray (President)	45	42	2 – Other Union Business 1 – Compassionate Leave
Matt Wrack (General secretary)	45	45	
Andy Dark (Assistant general secretary)	45	42	1 – Other Union Business 2 – Annual Leave
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	45	43	1 – Other Union Business 1 – Annual Leave
Jim Quinn	45	44	1 – Travel Difficulties
Andy Noble	45	45	
Pete Smith	45	44	1 – Compassionate Leave
Les Skarratts	45	45	
Ben Selby	45	44	1 – Annual Leave
Matt Lamb	45	45	
Cerith Griffiths	45	45	
Brian Hooper	45	45	
David Shek	45	43	1 – Other Union Business 1 – Annual Leave
Richard Jones	45	43	1 – Annual Leave 1 – Sick Leave
Trevor French	45	45	
NATIONAL OFFICERS			
Dave Green	36	33	2 – Other Union Business 1 – Annual Leave
Riccardo la Torre	38	37	1 – Annual Leave
Tam McFarlane	45	40.5	1.5 – Other Union Business 1 – Annual Leave 2 – Sick Leave
Mark Rowe	45	39	2 – Other Union Business 4 – Annual Leave
Sean Starbuck	45	21	7 – Other Union Business 13 – Sick Leave 1 – Family Leave 3 – 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 2020, the FAC met on the following occasions:

16 January	23 July	18 August	13 October
3 March	12 August	20 August	21 October
20 May	13 August	10 September	27 November
16 June			

Membership of the FAC comprised the following officials in 2020:

Matt Wrack	Ben Selby
Andy Dark	Les Skarratts
Ian Murray	Dave Green
Andy Noble	
Jim Quinn	

L5 ELECTIONS

ELECTION OF GENERAL SECRETARY

Number of voting papers returned7275
Number of voting papers found to be invalid (blank/spoilt) 15
Sean Starbuck.....2394
Matt Wrack.....4866
Certified by Popularis Ltd 23 January 2020
Matt Wrack re-elected to office 23 January 2020
Term of office to commence 22 April 2020

ELECTION OF ASSISTANT GENERAL SECRETARY

Andy Dark re-elected to office 14 January 2020
Term of office to commence on 8 May 2020

ELECTION OF NATIONAL OFFICER

Riccardo la Torre elected to office 17 March 2020
Term of office commenced on 20 April 2020

ELECTIONS OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member North West (region 5)

Les Skarratts re-elected to office 30 November 2020

Term of office to commence 3 January 2021

ELECTIONS OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary North East (region 3)

Tony Curry re-elected to office 30 November 2020

Election of regional secretary North West (region 5)

Edward Burrows elected to office 4 February 2020

Election of regional secretary Eastern region (region 9)

Riccardo la Torre re-elected to office 14 January 2020

Election of regional secretary London (region 10)

Jon Lambe elected to office 4 February 2020

Election of regional secretary South West (region 12)

Guy Herrington elected to office 14 January 2020

Election of NWC secretary

Kathryn Duncan elected to office 14 January 2020

Election of CSNC secretary

Lynda Rowan-O'Neill re-elected to office 17 March 2020

Election of NRC secretary

Shaun Pickles elected to office 30 November 2020

ELECTIONS OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair Northern Ireland (region 2)

Dermot Rooney re-elected to office 30 November 2020

Election of regional chair East Midlands (region 6)

Marc Redford elected to office 14 January 2020

Election of regional chair London (region 10)

Gareth Beeton re-elected to office 17 March 2020

Election of regional chair South East (region 11)

Steve Wright elected to office 30 November 2020

Election of regional chair South West (region 12)

Scott Young elected to office 17 March 2020

Election of CSNC chair

Caroline Saunderson elected to office 14 January 2020

Election of ONC chair

Gareth Cook elected to office 17 March 2020

Election of B&EMM chair

Tariq Khan elected to office 30 November 2020

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer Wales (region 8)

At the close of the ballot for the above position on 17 March 2020, the scrutineers reported a tied vote.

The executive council agreed to re-run the election.

Number of voting papers returned366

Number of voting papers found to be invalid (blank/spoilt)0

Shane Price.....182

Blythe Roberts.....184

Certified by Popularis Ltd 10 July 2020

Blythe Roberts elected to office 10 July 2020

Term of office to commence 22 April 2020

Election of regional treasurer Eastern (region 9)

Mav Langdon re-elected to office 30 November 2020

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

Denise Christie

Regional chair

Brian Cameron

Regional treasurer

Seona Hart

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

Phil Millar

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

Jim Bittlestone

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Brigade secretary

Dave Howe
Jim Bittlestone
Guy Tiffin
Wayne Anderson

Brigade chair

Karl Wager
Dave Welsh
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

Pete Smith

Regional secretary

Dave Williams

Regional chair

Neil Carbutt

Regional treasurer

Gavin Marshall

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Brigade secretary

Gavin Marshall
Steve Howley
Neil Carbutt
Martyn Bairstow

Brigade chair

Rob Vaux
Edmund Billing
Matt Nicholls
Sean McKenna

REGION 5 – NORTH WEST

FBU Regional Office

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

Executive council member

Les Skarratts

Regional secretary

Edward Burrows

Regional chair

Gary Keary

Regional treasurer

Andrew Fox-Hewitt

Brigades

Cheshire
Cumbria
Greater Manchester

Brigade secretary

Andrew Fox-Hewitt
Oliver Burrow
Gary Keary
Steve Wiswell
Peter Cain
Kevin Wilkie
Vacant

Brigade chair

John West
Hal Fell
Ross Strother

Ian Alder
Tom Cogley
Lee Hunter

REGION 6 – EAST MIDLANDS

FBU Regional Office

19-21 Musters Road
West Bridgford
Nottingham
NG2 7PP
Tel: 0115 981 7489

Executive council member

Ben Selby

Regional secretary

Adam Taylor

Regional chair

Marc Redford

Regional treasurer

Clare Hudson

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire

Nottinghamshire

Brigade secretary

Chris Tapp
Mark Drinkwater
Richard Wright
Mark Jones
Jed Goodfellow
Mark Stilwell

Brigade chair

Tony Dempsey
Graham Vaux
Simon Thomas
Nick Ferrison
Chris Kemp
Stephen Tucker

REGION 7 – WEST MIDLANDS

FBU Regional Office

195-197 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633

Executive council member

Matt Lamb

Regional secretary

Andrew Scattergood

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire
Staffordshire

Warwickshire
West Midlands

Brigade secretary

Gareth Taylor
Kent Hallihan
Richard Williams
Robert Moss
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Simon Morris
Mark Tattum

Neil Stuart
Sasha Hitchins
Billy Holland

REGION 8 – WALES

FBU Regional Office

2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel: 02920 496474

Executive council member

Cerith Griffiths

Regional secretary

Arwel Roberts

Regional chair

Alex Psaila

Regional treasurer

Blythe Roberts

Brigades

Mid and West Wales
North Wales

South Wales

Brigade secretary

Simon Jones
Duncan Stewart-Ball

Spencer Gray

Brigade chair

Deiniol Lloyd
Blythe Roberts
Tim Lloyd
Steve Saunders

REGION 9 – EASTERN

FBU Regional Office

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

Executive council member

Brian Hooper

Regional secretary

Riccardo la Torre
Mark Woodworth

Regional chair

Cameron Matthews

Regional treasurer

Mav Langdon

Brigades

Bedfordshire

Cambridgeshire
Essex
Hertfordshire

Norfolk
Suffolk

Brigade secretary

Mark Woodworth
Jamie Newell
George White
Alan Chinn-Shaw
Darren Scotchford

Ryan Hastings
Kevin Driver

Brigade chair

Mark Lee
Mark Cook
Martin Harding
Dave Hellon
Derek McLeod
Tony Smith
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

Dave Shek

Regional secretary

Jon Lambe

Regional chair

Gareth Beeton

Regional treasurer

Jason Hunter

REGION 11 – SOUTH EAST

FBU Regional Office

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

Executive council member

Richard Jones

Regional secretary

Joe Weir

Regional chair

Mark Simmons

Steve Wright

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

Steve Oakman

Eliot Parry

Simon Herbert

Gary Jackson

Spencer Cave

Danny Barrett

Josie Fullerton

Steve Wright

Jamie Devey

Antony Walker

Brigade chair

Paul Mortimer

Chris Wycherley

Simon Herbert

Eliot Parry

Mark Chapman

Dave Hunt

Rob Parkin

James Harris

Graham Whitfield

Simon Harris

Edward Fox

REGION 12 – SOUTH WEST

FBU Regional Office

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

Executive council member

Trevor French

Regional secretary

Guy Herrington

Regional chair

Vacant

Regional treasurer

Val Hampshire

Brigades

Avon
Cornwall
Devon and Somerset

Dorset and Wiltshire
Gloucestershire

Brigade secretary

Gary Spindler

Stuart Pulley

James Leslie

Karen Adams

Ben Gwyer

Brigade chair

Steve McGreavy

Guy Herrington

Scott Young

Dave Roberts

Kate Scott

Richard Champ

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Joseph Mendy	Pat Carberry	Nicola Hobbs
Chair	Cameron Matthews Karen Bell Tariq Khan	Yannick Dubois	Louise Connell Rachel Rogers
Region 1	Vacant	Vacant	Rachel Rogers
Region 2	Vacant	Karen McDowell	Jess Doran
Region 3	Dean Pounder	Linzi Blake	Holly Ferguson
Region 4	Vacant	Rebecca Savin	Fiona Bayes
Region 5	Vacant	Vacant	Rosa Crowley-Bennett Maccyla Turner
Region 6	Ronnie Stanley	Hazel Clements	Clare Hudson Nicola Hobbs
Region 7	Leon Johnson	Stephen Riddell	Louise Fletcher
Region 8	Vacant	Vacant	Becci Newton
Region 9	Tariq Khan	Vacant	Vacant
Region 10	Karen Bell	Maria Buck	Kathryn Duncan
Region 11	Vacant	Jake Kaye	Robyn Richardson
Region 12	Lionel McCrea	Sharon Lewis-King	Diane Critchlow

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Lynda Rowan-O'Neill	Peter Preston Shaun Pickles	Phil McDonald
Chair	Caroline Saunderson	Paul Revill	Gareth Cook
Region 1	Donna Donachie	Tam Mitchell	Vacant
Region 2	Lynda Rowan-O'Neill	Seamus McMahon	Rod O'Hare
Region 3	Caroline Saunderson	Mark Thexton	Brian Waugh
Region 4	Maggie Meszaros	Shaun Pickles	Dave Collingwood
Region 5	Sherri Kitson	Paul Farman	Dave Topping
Region 6	Emma Wilkinson	Philip Williams	Peter Trayner
Region 7	Jane Gummery	Darren Thompson	Bill Atwell
Region 8	Gemma Thomas	Vacant	Vacant
Region 9	Harry Powell	Mark Nevill	Ritchie Green
Region 10	Stephanie Winter	N/A	Greg Ashman
Region 11	Vacant	Martyn Chate Rob Dellow	Marcus Reay
Region 12	Kate Scott	Chris Starkey	Guy Herrington

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Ian McGregor	Melanie Gibb	Dave Hart
Region 2	Barry Mitchell	Rod O'Hare	Dermot McPoland
Region 3	Dave Welch	Tony Curry	Karl Wager
Region 4	Rebecca Savin	Dave Gillian	Greg Tucker
Region 5	Stuart Guy	Vacant	John Muggleton Sean Carlisle
Region 6	Stephen Tucker	Sarah Turner	Mark Hudson
Region 7	Jane Gummery	Vacant	Louise Fletcher Dave Pitt
Region 8	Hannah Lodder	Vacant	Simon Fleming
Region 9	Martin Harding	Vacant	John Blakemore Tim Deegan Cameron Matthews
Region 10	Vacant	Greg Edwards	Gareth Beeton
Region 11	Jo Foot	Spencer Cave	Martin Hyndman
Region 12	Guy Herrington	Guy Herrington	Dave Roberts
B&EMM	Vacant	Vacant	Vacant
CSNC	Lynda Rowan-O'Neill	Vacant	Lynda Rowan-O'Neill
LGBT	Yannick Dubois	Vacant	Pat Carberry
NRC	Diane Critchlow	Vacant	Shaun Pickles Paul Revill
NWC	Vacant	Vacant	Clare Hudson Holly Ferguson
ONC	Vacant	Vacant	Phil McDonald

L7 RETIRED OFFICIALS

Dave Green
Alex Psaila
Mark Simmons
Roy Humphries
Chris Starkey

National officer
Regional chair region 8
Regional chair region 11
Brigade secretary Suffolk
National retained committee region 12

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
1	Denise Christie
2	David Nichol
3	Tony Curry
4	Neil Carbutt
5	Andrew Fox-Hewitt
6	Marc Redford
7	Richard Williams
8	Arwel Roberts
9	Mav Langdon
10	Jason Hunter
11	Joe Weir
12	Guy Herrington
B&EMM	Cameron Matthews
ONC	Phil McDonald
NRC	Paul Revill
CSNC	Lynda Rowan O'Neill
NWC	Louise Connell
LGBT	Pat Carberry

L9 UNION TRUSTEES

The executive council is sad to report that Stan Fitzsimmons and Mick Harper, former presidents of the union and trustees, passed away in 2020.

The executive council wishes to place on record its appreciation to Alan McLean and Keith Handscomb for agreeing 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.

L11 COMMUNICATIONS REPORT

The communications department is responsible for all external communications, campaigning and communicating with the media, members, key influencers and the public. The department is responsible for all national communications channels inclusive of the FBU website, social media – Facebook, Twitter and YouTube, bi-monthly *Firefighter* magazine, *Rollcall*, campaign resources, online content and media relations.

The pandemic and the fire and rescue services' response saw the FBU and firefighters receive high levels of media coverage throughout 2020. Championing the negotiated national agreement, the work of members, and making policy demands of government, such as the testing of firefighters, were central pillars of the communications strategy. The media mentions of the FBU were among the highest since the union began recording its coverage.

Another focal point for the communications team was the ongoing Grenfell Tower Inquiry as it entered Phase 2, focusing on events leading up to the fire, including the refurbishment. The FBU continued to insert itself into media coverage of the inquiry commenting on corporate testimony which revealed shocking instances of negligence. For the third anniversary of the disaster the union worked with firefighters, survivors and residents of buildings with flammable cladding to create a special video which reflected on the causes of the disaster – and the plight of those still living in dangerous homes.

Firefighter magazine has remained a key communication tool. This year, the pandemic featured heavily with members regularly kept up to date on the fire and rescue response, the union's activities, and developments with the national agreement. Other features across the course of the year included coverage of pension issues, as the FBU took the government and employers back to court, California firefighters' battle against climate change, and Grenfell and the effects of de-regulation.

Throughout the year, the FBU continued to make the case for investment in the fire and rescue service across the UK. In November, ahead of the Chancellor's budget the union launched #FundTheFrontline, which demanded immediate and sustained investment to prepare the service for the threats of today and tomorrow, such as worsening climate-related events. The FBU created a campaign webpage which allowed members and members of the public to send a pre-drafted letter to their MP, asking them to back the campaign. In total, 5,505 letters were sent to MPs.

Shortly before Christmas, the University of Central Lancashire and the FBU launched *Minimising firefighters' exposure to toxic fire effluents*, the first report in a joint venture between the union and researchers at the university. The communications team promoted the report on the website, social media, in the media and designed a booklet to be sent to MPs and fire and rescue services.

On social media, the FBU continued to be a sector leader, creating engaging content around its key campaigns. Among all UK trade unions, the FBU was ranked as the second-most influential on Twitter, up from third place the previous year. The union's following on Twitter increased by 15% to 34,078, and on Facebook by 20% to 22,319. This represents significant growth. On Twitter, FBU content received an average of 1.8 million views per month.

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.

During 2020, the Covid-19 pandemic consumed a great deal of the department's time and energy. Staff assisted elected officials with research, briefings, circulars, publications and presentations. This included a pamphlet on the first wave of the pandemic. In the latter part of the year, research was carried out on testing and control measures to limit transmission of the virus.

The department assisted elected officials with their interventions at Westminster with the new parliament. This included providing the secretariat for the union's parliamentary group, attending all-party parliamentary groups on fire matters, the production of the *Fire and Rescue Service Matters* bulletin and assisting with lobbies of MPs. The department assisted officials with establishing relations with ministers, Labour's shadow team and other politicians.

A major part of the department's work involves drafting submissions to Westminster government consultations and Westminster legislation, including those on the Fire Safety Bill, draft Building Safety Bill, Fire Safety consultation and other submissions (see Section D). The department also assisted FBU officials with submissions to the Scottish, Northern Ireland and Wales administrations and NFCC (see Section E).

The Grenfell Tower Inquiry (GTI) again made enormous demands on the union, its representatives and members during the year. The department assisted the general secretary and national officers with a range of work, including the FBU's response to the GTI's phase 1 report, monitoring phase 2 of the inquiry (which began in January 2020), coordination with the FBU's legal team and assistance with briefing MPs (see Section E).

The research and policy department assisted national officers with health and safety work, notably the contaminants project, as well as with pensions submissions. Similarly, the department assisted with commissioning the union's work on firefighters' mental health (see Section C).

The research and policy department supported elected FBU officials with interventions into the TUC Congress, the Labour Party, the LGA conference and other major events. Staff also continued with the archives and records management project, aimed at improving head office and regional office record keeping, as well as the preservation of the union's historic materials.

L13 RED PLAQUE SCHEME

By the beginning of 2020, the FBU had unveiled 17 red plaques, some involving multiple firefighter fatalities, as part of the union's campaign. Eleven further plaques were approved and a number of other possibilities were under investigation by FBU officials. Public unveiling of several red plaques were curtailed or postponed due to the pandemic and social distancing rules. However the following plaques were unveiled:

PLQ No.	Unveiled	Name(s) of fallen firefighters or incident	Incident and date	Plaque Site	Region
18	24 February 2020	Ronald Dixon	25 February 1969 Killed from injuries received when a wall collapsed at a fire at the then 'Middlesbrough Laundry'.	Middlesbrough Fire Station	Region 3 Cleveland
19	4 November 2020	Arthur H Wenborne (spelt Wenbourne on the Firefighters Memorial) Ernest Hyde, Walter Hart, Joan Ridd, Francis Wingfield	1 November 1940 Killed when Ricardo Street School, East London, being used as a fire sub-station, received a direct hit from a high explosive bomb on 1 November 1940. (Arthur Wenborne died as a result of his injuries on 9 November 1940)	Lansbury Lawrence Primary School in Poplar	Region 10 London

L14 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 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, 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 draw winner, 6% for second prize and 3% for third. This year, the lottery maintained more than 5,000 average weekly ticket sales throughout the year. The prize structure was expanded to provide more winners for each draw.

Since it was launched four years ago, the Firefighters 100 Lottery has raised almost £610,000 for good causes. Over the same period it has paid out almost £350,000 in cash prizes to supporters.

The Firefighters 100 Lottery is co-funding research into contaminants that can cause firefighter cancers and research into firefighters' mental health. In November 2020, the project's interim report was launched nationally (see Section C). The lottery has continued to fund the commemorative plaques scheme to honour firefighters who have died in action.

L15 FBU ONLINE SHOP

The official FBU shop aims "to make available high-quality value for money official FBU merchandise to our members and supporters all year round". Increased profile and sales in the FBU shop also achieve benefit for the good causes supported by the Firefighters100 fund, as FBU profits go to the fund. The official FBU shop is run by Kymera Embroidery, run by ex-firefighter and FBU member Kym Napier. The union has worked with Kymera for several years, including the increasingly successful delivery of the FBU shop at national conference.

The shop is under regular review and a number of changes have been made, driven by members' feedback. These include the ability to pay for goods online via PayPal, a reassessment of postage and packaging costs, the introduction of new ranges and the introduction of online promotions around certain events such as Firefighters Memorial Day.

Despite the pandemic, the shop has continued to grow from strength to strength with an increase in total sales of 138% compared to 2019. In addition, UK sports firm Endura supplied high quality sports gear for sale in the shop, as part of their support for firefighters.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2020 ACCOUNTS

In 2020 our total income was £11.15m (2019 – £10.93m) and our running costs £8.89m (2019 – £10.05m). This gave us an operating surplus of £2.26m (2019 – £877.4k) before actuarial pension adjustments. The deficit after actuarial pension adjustments was £232.1k (2019 – surplus £173.4k) and our general fund surplus has decreased to £2.13m (2019 – £2.45m).

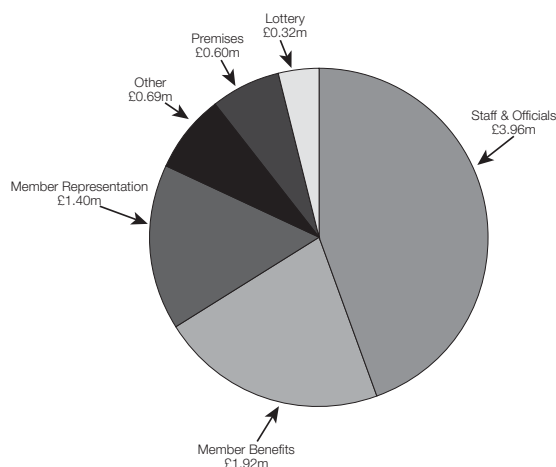
Adverse pension scheme actuarial adjustments of £2.5m (2019 – £704k) contributed to the deficit for the year. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2020 our ordinary membership levels fell by 19, 0.06% (2019 – 33, 0.10%) to 32,645 (2019 – 32,664). Membership income from contributions increased to £10.2m (2019 – £9.8m) due mainly to the increase in the contribution rates in 2020.

Our running costs decreased by £1.16m (2019 – £417k) during 2020, predominantly as a result of the ongoing government restrictions throughout the year, but also due to a £398k (2019 – £721k) increase in the value of investments.

Set out below is a chart which shows a breakdown of our expenditure for 2020. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

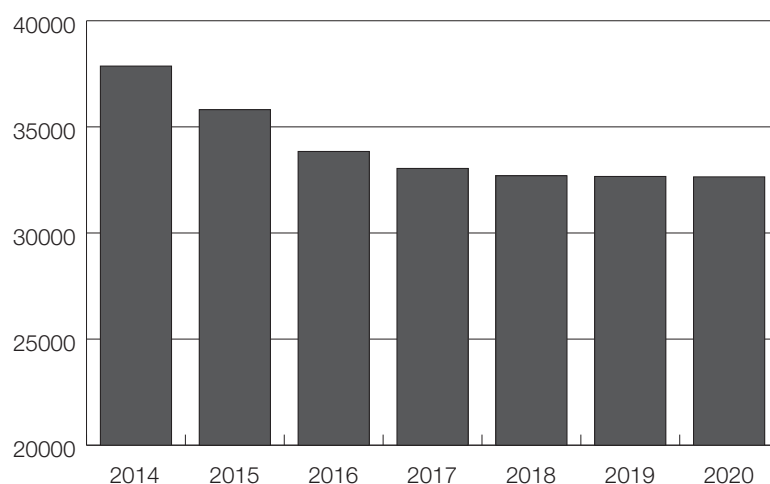
Expenditure £8.89m



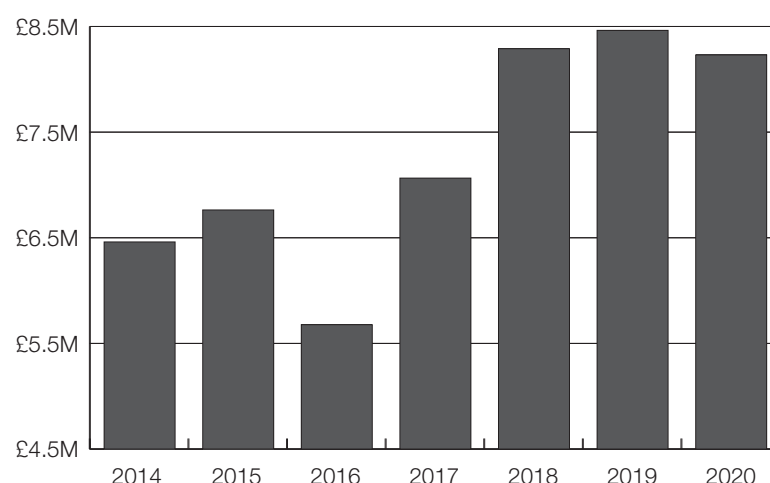
As a result of the overall deficit of £232k for 2020, our funds have now decreased from £8.46m to £8.23m. This is made up of the accident and injury fund £5.33m, political fund £681k, general fund £2.13m and the lottery fund £92k.

7 YEAR TRENDS

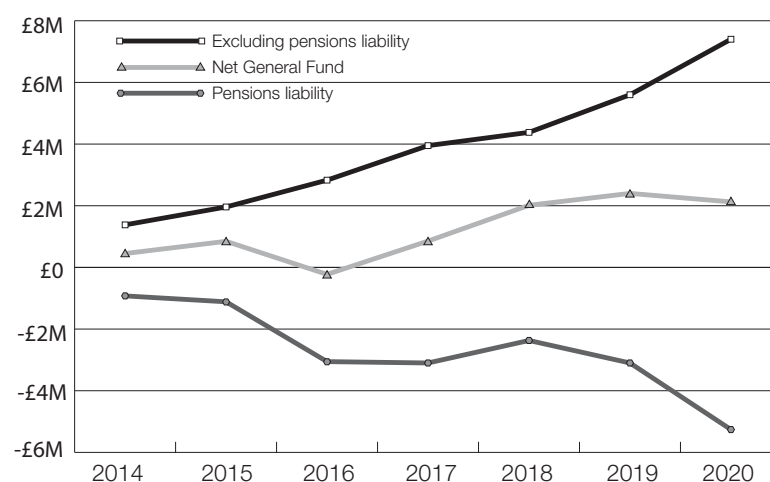
Number of members



Total funds



General Fund



GENERAL FUND BUDGET 2021

We have taken a prudent approach to the preparation of the 2021 budget by gaining increased knowledge from prior years positive outcomes against budgets. Whilst the 2021 budget is projecting a similar operating surplus than the prior year, this is to ensure the budget reflects the increased investment in member representation and support, whilst still contributing to the long term sustainability of the general fund and also to factor in the continued impact of the Covid-19 pandemic.

The budget for 2021 is summarised below:

	£'000
Income	
Contributions	8,479
Other	177
Total	8,656
 Expenditure	
Members benefits and associated (note 1)	650
Staff and officials	3,707
Member representation (note 2)	2,818
Premises (note 3)	832
Other (note 4)	382
Total	8,389
 Operating surplus	267

CONCLUSION

The executive council successfully took action to reduce the adverse effect that the Covid-19 pandemic could potentially have had on the union.

Senior management have been tasked with ensuring that the key areas of need and risk are appropriately managed and funded. Despite the pandemic, membership levels were maintained. Whilst most of the union's physical activities had either ceased or continued through online means this did not have an adverse effect on either the 2020 results or the 2021 General fund budget as indicated above, thus ensuring that the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing the financial statements.

Summary of financial results of the last 5 years

	2020	2019	2018	2017	2016
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	10,210	9,762	9,540	9,576	9,890
ULF grants	526	728	978	1,279	979
Other	415	437	430	446	137
	11,151	10,927	10,948	11,301	11,006
Expenditure					
Members benefits (note 1)	1,924	1,764	1,569	1,587	1,957
Staff and officials	3,956	3,747	4,295	4,332	4,282
Member representation (note 2)	1,404	2,668	2,846	2,697	2,707
Premises (note 3)	601	588	792	738	829
Other (note 4)	1,002	1,283	965	601	358
	8,887	10,050	10,467	9,955	10,133
Operating surplus	2,264	877	481	1,346	873
Pension adjustments	(2,496)	(704)	744	42	(1,959)
Overall result	(232)	173	1,225	1,388	(1,086)
General fund	2,126	2,448	2,014	936	(225)
Accident & injury fund	5,332	5,282	5,504	5,435	5,242
Political fund	681	581	659	592	640
Lottery	92	152	113	102	20
Total funds	8,231	8,463	8,290	7,065	5,677

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

Date: 16 March 2022

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

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2020 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of The Fire Brigades Union (the 'Union') for the year ended 31 December 2020, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, 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).

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.

INDEPENDENCE

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 other ethical responsibilities in accordance with these requirements.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Council with respect to going concern are described in the relevant sections of this report.

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 have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements; or

- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

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 Executive Council 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.

Extent to which the audit was capable of detecting irregularities, including fraud Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992 and UK tax legislation.

In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of Executive Council meetings. Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;

- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through the timing of the recognition of income or the calculation of the cost recharge to its subsidiary company;
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the carrying value of debtor balances.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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.

USE OF OUR REPORT

This report is made solely to The Fire Brigades Union, 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 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 as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP

Gareth Jones (Senior Statutory Auditor)

BDO LLP, statutory auditor
London, UK

Date: 18 March 2022

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2020

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2020 £	2019 £
Income								
Contributions	1(i)	8,617,847	1,349,122	242,917	–	–	10,209,886	9,762,470
Investment Income		109,812	–	–	–	–	109,812	144,297
Grants		–	–	–	–	526,424	526,424	727,808
Other Income	16	9,216	–	16,000	261,768	–	286,984	279,516
Commission received		9,667	–	–	–	–	9,667	7,035
VAT recoverable		8,189	–	–	–	–	8,189	6,460
		<u>8,754,731</u>	<u>1,349,122</u>	<u>258,917</u>	<u>261,768</u>	<u>526,424</u>	<u>11,150,962</u>	<u>10,927,586</u>
Expenditure								
Benefits	2	808,188	1,116,225	–	–	–	1,924,413	1,764,206
Conferences		6,918	–	2,670	–	–	9,588	278,047
Affiliations		151,922	–	42,961	–	–	194,883	200,234
'Firefighter'		195,479	–	–	–	–	195,479	178,937
Commissions		17,687	18,013	8,519	–	–	44,219	62,309
Union learning costs		–	–	–	–	258,247	258,247	299,966
Staff and officials	3	3,456,092	165,000	66,958	–	268,177	3,956,227	3,747,293
Member representation	4	1,366,950	–	37,340	–	–	1,404,290	2,668,269
Premises	5	601,491	–	–	–	–	601,491	587,689
Other expenditure	6	463,071	–	–	–	–	463,071	502,253
Depreciation	1(b)	179,210	–	–	–	–	179,210	177,255
Lottery good causes and prizes	16	–	–	–	321,908	–	321,908	237,561
(Surplus)/deficit on disposal of fixed assets		(53,614)	–	–	–	–	(53,614)	6,153
Surplus on disposal of investments	8a	(32,746)	–	–	–	–	(32,746)	(15,571)
Surplus on revaluation of quoted investments	8a	(398,293)	–	–	–	–	(398,293)	(721,012)
(Surplus)/deficit on revaluation of unquoted investments	8b	(239,268)	–	–	–	–	(239,268)	10,548
Defined benefit net interest cost	12	58,000	–	–	–	–	58,000	66,000
		<u>6,581,087</u>	<u>1,299,238</u>	<u>158,448</u>	<u>321,908</u>	<u>526,424</u>	<u>8,887,105</u>	<u>10,050,137</u>
Operating surplus/(deficit) for the year		2,173,644	49,884	100,469	(60,140)	–	2,263,857	877,449
Other comprehensive (expense)								
Actuarial loss on post employment benefit obligations		(3,534,000)	–	–	–	–	(3,534,000)	(1,724,000)
Return on assets less net interest		955,000	–	–	–	–	955,000	611,000
Experience gains		83,000	–	–	–	–	83,000	409,000
Total other comprehensive expense	12	(2,496,000)	–	–	–	–	(2,496,000)	(704,000)
Total comprehensive (expense)/income for the year		(322,356)	49,884	100,469	(60,140)	–	(232,143)	173,449

STATEMENT OF FINANCIAL POSITION

As at 31 December 2020

	Note	2020 £	2019 £
Fixed Assets	7	1,846,871	1,971,128
Investments	8	6,666,477	5,921,985
Long term loans	9	23,035	32,416
		8,536,383	7,925,529
Current assets			
Debtors	10	536,681	489,719
Cash at bank and in hand		6,464,585	5,212,903
Total current assets		7,001,266	5,702,622
Current liabilities	11	(2,045,686)	(2,019,045)
Net current assets		4,955,580	3,683,577
Total assets before pension liability		13,491,963	11,609,106
Defined benefit pension fund	12		
The Fire Brigades Union pension scheme		(4,936,000)	(3,235,000)
The Fire Brigades Union retirement and death benefits scheme		(325,000)	89,000
Net defined benefit pension liability		(5,261,000)	(3,146,000)
Total assets after pension liability		8,230,963	8,463,106
Represented by:			
General fund (excluding defined benefit pension liability)		7,386,546	5,593,902
Defined benefit pension liability		(5,261,000)	(3,146,000)
General fund		2,125,546	2,447,902
Accident and injury fund		5,332,358	5,282,474
Political fund		680,948	580,479
Lottery		92,111	152,251
Total funds		8,230,963	8,463,106

Movement in the union's funds are shown on page 109.



M. Wrack – General Secretary



I. Murray – President

Date: 16 March 2022

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2020

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2018	2,014,136	5,503,990	658,638	112,893	8,289,657
Operating surplus/(deficit) for the year	1,137,766	(221,516)	(78,159)	39,358	877,449
Other comprehensive (expense)/income for the year					
Actuarial gains on post-employment benefit obligations	(1,724,000)	–	–	–	(1,724,000)
Return on assets less net interest	611,000	–	–	–	611,000
Experience gains	409,000	–	–	–	409,000
	(704,000)	–	–	–	(704,000)
At 31 December 2019	2,447,902	5,282,474	580,479	152,251	8,463,106
Operating surplus/(deficit) for the year	2,173,644	49,884	100,469	(60,140)	2,263,857
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(3,534,000)	–	–	–	(3,534,000)
Return on assets less net interest	955,000	–	–	–	955,000
Experience gains	83,000	–	–	–	83,000
	(2,496,000)	–	–	–	(2,496,000)
At 31 December 2020	2,125,546	5,332,358	680,948	92,111	8,230,963

STATEMENT OF CASH FLOWS

For the year ended 31 December 2020

	2020 £	2019 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year (page 107)	2,263,857	877,449
Depreciation	179,210	177,255
(Surplus)/deficit on disposal of fixed assets	(53,614)	6,153
Surplus on disposal of investments	(32,746)	(15,571)
(Surplus)/deficit on revaluation of quoted investments	(398,293)	(721,012)
(Surplus)/deficit on revaluation of unquoted investments	(239,268)	10,548
Change in debtors	(46,962)	(89,330)
Change in creditors	26,641	559,401
Change in pension liability	(381,000)	76,000
Cash flows arising from operating activities	1,317,825	880,893
Cash flows from investment activities		
Purchase of fixed assets	(63,840)	(222,910)
Proceeds from the sale of fixed assets	62,501	15,834
Purchase of investments	(655,593)	(1,203,059)
Sale of investments	581,408	465,168
Repayment of mortgages	9,381	9,807
Net cash used in investment activities	(66,143)	(935,160)
Net increase/(decrease) in cash and cash equivalents	1,251,682	(54,267)
Cash and cash equivalents at the beginning of the year	5,212,903	5,267,170
Cash and cash equivalents at the end of the year	6,464,585	5,212,903

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the accounts of Trade Unions are required to give a true and fair view. Therefore, the accounts of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the Trade Union.

The Union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the Union. The monetary amounts of these financial statements are rounded to the nearest thousand. Income and expenditure is dealt with in the various fund accounts of the union.

- (b) The obligation to prepare these financial statements on a going concern basis has been considered by reference to budgets, forecasts and projected cash flows, as well as potential opportunities in relation to the controlled realisation of assets owned by the Union if required.

The Union operates in a sector whose members are employees of public body funded organisations and, as such, membership levels were not affected by the pandemic. The financial performance of the Union was enhanced during the pandemic because, whilst income remained constant, expenditure significantly decreased as a result of the government restrictions that took place in both 2020 and 2021. Given that it is highly likely that there will be no further government restrictions in 2022 arising from the COVID-19 pandemic, the Union will be able to return to its usual business model. The Executive Council believe that the Union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing these accounts.

- (c) 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.

- (d) 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.

- (e) 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 current value as determined by, either an independent third party or the latest external transaction price as approved by the 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.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

- (f) Contributions include those amounts receivable from members in respect of the year under review.
- (g) 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.
- (h) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.
- (i) 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.
- (j) 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.
- (k) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (l) 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.
- (m) 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.
- (n) Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

Provident benefits comprise of payments as set out in the rules of the Union, which relate to death benefit and legal assistance, and a proportion of the costs of administering the Union in relation to those benefits.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully invested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

- (o) Financial assets are recognised in the Union's balance sheet when the Union becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Financial assets, other than those held at fair value through the income and expenditure account, are assessed for indicators of impairment at each reporting end date.

- (p) Basic financial liabilities, including trade and other payables, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction.
- (q) The transactions of the regions during the period are included in these accounts as are the net assets held directly by them at the balance sheet date.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

- (r) 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.

- (s) 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 as follows:
- 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 market value at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or current value as determined by, either an independent third party or the latest external transaction price as approved by the board of the bank (Unity Trust Bank).
 - Defined benefit pension scheme – the cost of each of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates. Further details are given in note 12.

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:

- Under HMRC rules affecting the taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. The Union has adopted a policy whereby such chargeable gains are all reinvested, thereby eliminating any corporation tax liability. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly, in the opinion of the management, the revaluation of properties and investments does not.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

	2020 £	2019 £
2 Benefits		
Legal fees	757,449	171,113
Education	50,739	256,626
Accident and injury claims	1,116,225	1,336,467
	1,924,413	1,764,206
3 Staff and officials		
Salaries and national insurance contributions	1,992,670	1,860,693
Pension contributions	999,483	581,371
FRS102 pension scheme adjustment (note 12)	(439,000)	10,000
Officials' allowance	552,757	551,681
PAYE agreement	4,801	3,878
Trade union leave	845,516	739,670
	3,956,227	3,747,293
4 Member representation		
Travel	67,775	284,905
Mileage	124,775	308,090
Hotels	74,805	251,513
Subsistence and evening meals	123,185	351,416
Motor expenses	7,949	23,080
Other organising expenses	4,841	10
Reports, journals and subscriptions	53,713	70,357
Ballot expenses	40,860	120,857
Donations	78,496	217,480
Goods for presentations and campaigning	48,095	109,740
Communications	660,184	735,883
Printing and stationery	98,298	182,992
Advertising	21,314	11,946
	1,404,290	2,668,269
5 Premises		
Repairs and renewals	29,826	33,758
Office expenses	532,739	513,449
Insurance	38,926	40,482
	601,491	587,689
6 Other expenditure		
Bank charges and interest payable	20,466	19,607
Audit, pension audit and accountancy	50,000	53,320
Professional fees	392,605	429,326
	463,071	502,253

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
7 Fixed assets				
Cost				
1 January 2020	2,805,501	881,212	220,584	3,907,297
Additions	8,593	49,225	6,022	63,840
Disposals	(27,000)	–	(22,049)	(49,049)
31 December 2020	<u>2,787,094</u>	<u>930,437</u>	<u>204,557</u>	<u>3,922,088</u>
Depreciation				
1 January 2020	1,241,737	589,413	105,019	1,936,169
Charge for the year	57,209	81,261	40,740	179,210
Disposals	(18,113)	–	(22,049)	(40,162)
31 December 2020	<u>1,280,833</u>	<u>670,674</u>	<u>123,710</u>	<u>2,075,217</u>
Net book value				
31 December 2020	<u>1,506,261</u>	<u>259,763</u>	<u>80,847</u>	<u>1,846,871</u>
Net book value				
31 December 2019	<u>1,563,764</u>	<u>291,799</u>	<u>115,565</u>	<u>1,971,128</u>

	2020 £	2019 £
8 Investments		
Quoted equities and unit trusts (note 8a)	5,874,667	5,369,443
Unquoted equities (note 8b)	791,810	552,542
Fair value of total investments	<u>6,666,477</u>	<u>5,921,985</u>
a) Quoted equities and unit trusts		
	2020 £	2019 £
Market value at 1 January	5,369,443	3,894,969
Additions at fair value	655,593	1,203,059
Disposal proceeds	(581,408)	(465,168)
Change in fair value of investments		
Realised surplus on sale of investments	32,746	15,571
Surplus on revaluation of financial assets to fair value	398,293	721,012
Market value at 31 December 2020	<u>5,874,667</u>	<u>5,369,443</u>
Historical cost at 31 December 2020	<u>4,299,310</u>	<u>4,425,282</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

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:

235,500 Unity Trust Bank plc "A" ordinary shares.

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

	2020 £	2019 £
Market value at 1 January 2020	552,542	563,090
Surplus/(deficit) on revaluation of financial assets to fair value	239,268	(10,548)
Market value at 31 December 2020	791,810	552,542
Historical cost at 31 December 2020	240,530	240,530

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

9 Long-term loans

	2020 £	2019 £
Mortgages repayable	–	9,381
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
	23,035	32,416

10 Debtors

	2020 £	2019 £
Trade debtors	142,373	101,529
Other debtors	133,319	70,134
Prepayments	260,989	318,056
	536,681	489,719

11 Current liabilities

	2020 £	2019 £
Trade creditors	551,770	569,312
Other creditors	46,104	57,855
Accruals	1,447,812	1,391,878
	2,045,686	2,019,045

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

12 Defined benefit pension fund

The union operates two defined benefit pension schemes in the United Kingdom.

1. The Fire Brigades Union pension scheme.
2. The Fire Brigades Union retirement and death benefits scheme.

	2020 £'000	2019 £'000
The Fire Brigades Union pension scheme		
Opening balance	(3,235)	(2,688)
Current service cost	(313)	(210)
Administration expenses	(112)	(102)
Contributions by the union	778	304
Total service cost	353	(8)
Net interest cost	(61)	(75)
Actuarial gain/(loss)	(1,993)	(464)
Closing balance	(4,936)	(3,235)

The Fire Brigades Union retirement and death benefits scheme

Opening balance	89	322
Current service cost	(172)	(147)
Administration expenses	(15)	(14)
Contributions by the union	273	159
Total service cost	86	(2)
Net interest credit	3	9
Actuarial loss	(503)	(240)
Closing balance	(325)	89

Both schemes

Opening balance	(3,146)	(2,366)
Current service cost	(485)	(357)
Administration expenses	(127)	(116)
Contributions by the union	1,051	463
Total service cost	439	(10)
Net interest cost	(58)	(66)
Actuarial (loss)/gain	(2,496)	(704)
Closing balance	(5,261)	(3,146)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

12 Defined benefit pension fund (continued)

1. The Fire Brigades Union pension scheme

The major assumptions used by the actuary for The Fire Brigades Union pension scheme.

	At 31.12.2020	At 31.12.2019
Rate of increase in salaries	2.5%	2.0%
Rate of increase for deferred pensioners	2.5%	2.0%
Rate of increase of pensions in payment	3.0%	2.7%

The mortality assumptions are in accordance with the S2PA CMI 2019 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union pension scheme.

	% of total Scheme assets	Value at 31.12.2020 £'000	% of total Scheme assets	Value at 31.12.2019 £'000
Cash	0%	23	0%	33
Annuities	46%	3,660	50%	3,389
Cash accumulation policy	9%	719	10%	666
Funds	45%	3,634	40%	2,746
Total market value of assets		<u>8,036</u>		<u>6,834</u>

2. The Fire Brigades Union retirement and death benefit scheme

The major assumptions used by the actuary for The Fire Brigades Union retirement and death benefits scheme.

	At 31.12.2020	At 31.12.2019
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.1%	2.2%
Allowance for pension in payment increases of RPI or 5% if less	2.9%	3.0%
Allowance for pension in payment increases of CPI or 5% if less	2.2%	2.2%
Discount rate	1.4%	2.0%
Inflation rate (RPI)	3.0%	2.9%
Inflation rate (CPI)	2.1%	2.3%

The mortality assumptions are in accordance with CMI 2019 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union retirement and death benefits scheme.

	% of total Scheme assets	Value at 31.12.2020 £'000	% of total Scheme assets	Value at 31.12.2019 £'000
With profits fund	50%	5,099	49%	4,697
Secured annuities	50%	5,063	51%	4,910
Total market value of assets		<u>10,162</u>		<u>9,607</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

12 Defined benefit pension fund (continued)

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

	2020 FBU RDB* scheme £'000	2020 FBU pension scheme £'000	2020 Total £'000	2019 FBU RDB scheme £'000	2019 FBU pension scheme £'000	2019 Total £'000
Present value of defined benefit obligation	(10,487)	(12,972)	(23,459)	(9,518)	(10,069)	(19,587)
Fair value of scheme assets	10,162	8,036	18,198	9,607	6,834	16,441
Net (liability)/asset recognised	(325)	(4,936)	(5,261)	89	(3,235)	(3,146)

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

Service costs	172	313	485	147	210	357
Administration expenses	15	112	127	14	102	116
Net interest (credit)/charge	(3)	61	58	(9)	75	66
Total recognised	184	486	670	152	387	539

Actual return on scheme assets	611	678	1,289	321	724	1,045
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The amounts recognised in other comprehensive income:

Actuarial (losses)/gains	(1,005)	(2,529)	(3,534)	(708)	(1,016)	(1,724)
Return on assets less net interest	419	536	955	59	552	611
Experience gains arising on the plan liabilities	83	–	83	409	–	409
Total recognised	(503)	(1,993)	(2,496)	(240)	(464)	(704)

* Retirement and death benefits

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

12 Defined benefit pension fund (continued)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

	2020 FBU RDB* scheme £'000	2020 FBU pension scheme £'000	2020 Total £'000	2019 FBU RDB* scheme £'000	2019 FBU pension scheme £'000	2019 Total £'000
Scheme liabilities at 1 January	9,518	10,069	19,587	9,115	8,835	17,950
Current service cost	172	313	485	147	210	357
Expenses	15	–	15	14	–	14
Interest cost	189	203	392	253	247	500
Contributions by scheme participants	42	43	85	36	34	70
Actuarial loss	922	2,529	3,451	299	1,016	1,315
Benefits paid	(371)	(185)	(556)	(346)	(273)	(619)
Scheme liabilities at 31 December	10,487	12,972	23,459	9,518	10,069	19,587

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

Fair value of scheme assets at 1 January	9,607	6,834	16,441	9,437	6,147	15,584
Expected return on scheme assets	192	142	334	262	172	434
Expenses	–	(112)	(112)	–	(102)	(102)
Actuarial gain	419	536	955	59	552	611
Contributions by employer	273	778	1,051	159	304	463
Contributions by scheme participants	42	43	85	36	34	70
Benefits paid	(371)	(185)	(556)	(346)	(273)	(619)
Fair value of scheme assets at 31 December	10,162	8,036	18,198	9,607	6,834	16,441

* Retirement and death benefits

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

12 Defined benefit pension fund (continued)

The Fire Brigades Union pension scheme

The most recently completed actuarial valuation of the Fire Brigades Union as at 30 June 2019 showed a scheme funding deficit of £1,842,000. 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 2019, the union has agreed to pay £128,000 a year for 6 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. The excludes the PPF levy which the union pays directly. Including future service costs, the union expects to pay around £842,000 to the scheme during the accounting year 31 December 2021.

The Fire Brigades Union retirement and death benefits scheme

The most recently completed actuarial valuation as at 31 October 2017 showed a scheme funding deficit of £468,000 and the union has agreed with the trustees that it will pay 77.8% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the union 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. In respect of the scheme funding deficit, the union will pay annual contributions of £51,000, increasing by 3% per annum to 31 October 2028. The member contributions are payable in addition at a rate of £15% of pensionable salary and the union expects to pay a total of £203,000 to the scheme during the accounting year ending 31 December 2021.

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 exceeded allowable provident benefits.

14 Operating leases

As at 31 December 2020 the union has future commitments under non-cancellable operational leases as follows;

	2020 £	2019 £
Within one year	123,347	93,059
Between two and five years	69,050	143,211
In more than five years	—	—
Total	192,397	236,270

15 Key management personnel

Key management and personnel compensation of £580,501 (2019 - £557,490) 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 key management personnel compensation.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

16 Lottery

	2020 £	2019 £
Income	261,768	276,919
Expenditure		
Prizes and administration	121,682	136,453
Good causes	200,226	101,108
	321,908	237,561
(Deficit)/Surplus for the year	(60,140)	39,358
Funds at beginning of the year	152,251	112,893
Funds at the end of the year	92,111	152,251

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

Good causes

University of Central Lancashire	Research to Lethal Diseases and Methods of their Prevention	185,020
Durham Remembrance Parade	Donation	500
FBU widow	Donation	9,900
Red Plaque	James Mair	255
Red Plaque	Alan Bannon and James Shears	461
Red Plaque	Anthony Marshall	461
Red Plaque	Colin Townsley	461
Red Plaque	Neil Goldsmith	452
Red Plaque	David Barnes	452
Red Plaque	Edwin James Booth	854
Red Plaque	Hector Keeley	472
Red Plaque	Derek Potts	469
Red Plaque	Arthur H Wenborne, Ernest Hyde, Walter Hart, Joan Ridd and Francis Wingfield	469
		200,226

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2020

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	79,318	Area manager	Competent "B"
Andy Dark	Assistant general secretary	74,211	Area manager	Competent "A"
Sean Starbuck	National officer	68,844	Group manager	Competent "B"
David Green	National officer	54,543	Group manager	Competent "B"
Ricardo La Torre	National officer	49,547	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	9,566	58,546	7,347
Andy Dark	Assistant general secretary	9,000	55,251	8,442
Sean Starbuck	National officer	8,230	51,030	12,674
David Green	National officer	6,487	9,557	9,152
Ricardo La Torre	National officer	5,644	3,112	–

Full-time officials pay 15% of pensionable salary in employee pension contributions.

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2020

Benefits

Name	Office held	Officials' allowance rate per annum £
I. Murray	President	9,643
A. Noble	Executive council and vice-president	8,333
J. Quinn	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
C. McGlone
P. Smith
L. Skarratts
B. Selby
M. Lamb
D. Shek
B. Hooper
C Griffiths
T. French
R. Jones

The The Union made reimbursement to local authorities of £845,516 (2019 – £739,670) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2020:

Name	Region	Brigade
Stephen Kerridge	1	Scotland
Derek Wilkie	1	Scotland
Mark Stockton	1	Scotland
Philip Randall	1	Scotland
Kane McGinley	1	Scotland
Calvin Dodd	4	South Yorkshire
Clive Haynes	4	North Yorkshire
Alastair Cudworth	5	Lancashire
Graham Wignall	5	Lancashire
Andrew Patefield	5	Lancashire
Peter Scarlett	6	Lincolnshire
Andrew Moore	7	West Midlands
Peter Andrews	7	Staffordshire
Stephen Wyn Davies	8	Mid and West Wales
Ian Groves	8	South Wales
Matthew John	8	South Wales
Daniel Jones	8	South Wales
Sam Dodd	8	North Wales
Richard Edward White	9	Cambridgeshire
Barrie Pride	10	London
Jaden Francois-Esprit	10	London
Darren Cook	11	Kent
Sam Newton	11	Kent
Christopher Mephram	11	East Sussex
Colin Westover	11	Surrey
Michael Szymanski	11	Hampshire
Simon Kaye	12	Dorset and Wiltshire
Ronald Quick	12	Devon and Somerset
Steven Isaac	12	Devon and Somerset



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