



# RECORD OF DECISIONS 2022

**Fire Brigades Union  
93rd Conference, Brighton  
10th, 11th, 12th and 13th May 2022**





# RECORD OF DECISIONS 2022

FIRE BRIGADES UNION

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# MOTIONS CARRIED ...

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## EXECUTIVE COUNCIL POLICY STATEMENTS AGREED BY CONFERENCE BRIGHTON 2022

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### 1. PAY AND THE COST OF LIVING CRISIS

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Conference recognises the enormous pressures on workers' living standards as we emerge from two years of the Covid-19 pandemic. These pressures come after years of central government cuts and attacks on workers across the UK and elsewhere in the world. This requires an industrial and political response from the whole labour movement.

#### COST OF LIVING CRISIS

Conference notes the rising cost of living crisis, the result of global private profiteering and government mismanagement of the economy. Consumer prices, as measured by the Consumer Prices Index (CPI), were 5.4% higher in December 2021 than a year before. In February 2022, the Bank of England forecast CPI inflation to reach more than 7% by the spring this year.

Ministers want workers to pay for the costs of the pandemic, while continuing to provide their friends in business with profitable contracts, tax breaks and favours. The stagnation in workers' wages contrasts starkly with the billions of profits made by big corporations and the handsome rewards meted out to their senior executives.

Conference condemns the empty promise made by Chancellor Rishi Sunak on 27 October 2021, that public sector workers would "see fair and affordable pay rises across the whole spending review period", while announcing no new investment in public services.

Conference notes the analysis by the Resolution Foundation, which estimated that the expected rise in National Insurance contributions, cuts to benefits and the lifting of the energy price cap will lead to an average £1,200 per year increase in costs for households from April 2022.

#### FIREFIGHTERS' PAY

Conference condemns the Westminster government's longstanding policy of tight constraints on public sector pay in the UK, which include decades of central funding cuts, pay caps, imposed pay review bodies and other limits designed to hold down the pay of all public sector workers.

Conference opposes the austerity policies of successive Westminster governments, which have seen central funding to the fire and rescue service cut by 30% over the last decade, in

addition to earlier cuts. This austerity continues, with further below inflation central funding announced in 2022.

Conference is appalled by the 12% real-terms cut in average full-time firefighters' pay (measured by CPI) since 2010, equivalent to £4,000 a year.

Conference notes the continued threat of closing down collective bargaining for firefighters and emergency control staff, including demands to impose a pay review body with no voice for the FBU, restrictions on the right to take industrial action, and other efforts to tie our hands when defending our standard of living.

## **THE FUTURE WORK OF THE FIRE AND RESCUE SERVICE**

Conference reaffirms the FBU's policy, supported by successive conferences of the union, to negotiate around the future work of firefighters and emergency control staff as part of our campaign to increase pay across our industry.

Conference applauds the progress made by the union on marauding terrorist attacks, which were endorsed by ballots of our members in Greater Manchester and London. This shows that it is possible to make gains, including on pay, despite the difficult political and financial situation we operate in.

Conference condemns the 'something for nothing' approach of ministers, fire employers, chief fire officers and the outgoing chief fire inspector in England with respect to role maps and new work undertaken by firefighters.

Conference opposes attempts by some chief officers to unilaterally introduce expanded roles within the fire and rescue service, in which firefighters are trained and expected to do more complex and risky work, without the necessary pay in return.

Conference supports the union's continued negotiation with employers within the devolved parts of the U.K. over future work and pay. All such discussions must be authorised by the Executive Council and conducted under its authority and in accordance with existing policies of the union.

Conference notes that despite the FBU's best efforts, these negotiations within the devolved administrations have not so far yielded acceptable agreements that the union could recommend to our members.

## **PAY CAMPAIGN**

Conference mandates the executive council to campaign for a pay rise through the NJC, which would account for the real terms pay reductions made over recent years, as well as the higher cost of living we currently face. This must include addressing the push by some employers to endlessly extend the work they demand of our members – without adequate or negotiated payment. It must also include at the appropriate time and after consultation with members, consideration of industrial action, including strike action.

Conference mandates the executive council to conduct a vigorous pay campaign over the coming months, which should include:

- A united campaign together with public sector trade unions to challenge and oppose austerity, pay cuts and the increased cost of living
- Negotiating with employers around existing union policies regarding the future of our service, the changing risks facing communities and the developing skills of firefighters
- Addressing the issue previously identified of work outside of role introduced or imposed without the agreement of the union
- Developing an appropriate pay structure that improves pay progression for all FBU members
- Engagement with fire employers in all forms of fire governance, to repel the attack on national sectoral collective bargaining
- Make the case for investment in the fire and rescue service necessary to protect resilience and improve the pay and reward of FBU members in recognition of their work and dedication to saving lives, homes and property.

Conference mandates the executive council to take the necessary steps, involving all political, industrial and legal means, to secure a decent pay rise for all our members.

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## 2. SEXUAL HARRASSMENT

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Conference is resolute that sexual harassment, when someone is subjected to unwelcome and unwanted sexual behaviour, has no place in the workplace or in wider society. Sexual harassment persists, despite laws and policies against it. The FBU is implacably opposed to sexual harassment in all its forms. The union is committed to tackling sexual harassment wherever it is found.

### SCALE OF THE PROBLEM

Conference is appalled by the scale and depth of sexual harassment in all walks of life. We commend those who have spoken out against sexual harassment and fought to ensure that the perpetrators are held to account.

Conference condemns the appalling examples of sexual harassment behaviour reported in the media, ranging from inappropriate jokes, unwanted propositions, right through to serious sexual assault.

Conference notes the enormous range of evidence of sexual harassment at work, including:

- The BBC survey in 2017, which found that half of British women and a fifth of men had been sexually harassed at work or a place of study
- The Fawcett Society's Sex Discrimination Law Review (2018), which established that violence against women and girls is "endemic" in the UK
- The TUC's Still just a bit of banter? report (2016), when a fifth of respondents said they had been sexually harassed by their boss or someone else with authority over them
- The TUC's Sexual harassment of LGBT people in the workplace report (2019), which found that seven out of ten LGBT workers experienced at least one type of sexual harassment at work
- The TUC's Sexual harassment of disabled women in the workplace (2021), which also recorded that 7 in 10 disabled women said they have been sexually harassed at work.

Conference underlines that reporting levels for sexual harassment are low. TUC research has shown that four out of five women who said they had experienced sexual harassment did not tell their employer, and only 1% of those polled by the TUC told a union rep about their experience.

Conference notes that even the Westminster government has recognised the scale of sexual harassment at work and consulted on further steps to tackle it. This followed the 2018 Women and Equalities Select Committee report on sexual harassment in the workplace. In 2021, ministers committed to introducing a mandatory duty on employers to protect their staff from sexual harassment at work, explicit protections for employees from harassment by third parties, extending employment tribunal time limits and a statutory code of practice.

Conference acknowledges that sexual harassment has taken place within trade unions and been perpetrated by trade unionists. The Monaghan report into the GMB union, as well as other investigations and legal cases, has highlighted disgraceful behaviour by senior officials and representatives that have no place in our movement or society. The Court of Appeal case, *Unite the Union v Nailard* [2018] IRLR 730 established that trade unions are legally liable for the discriminatory actions of lay representatives. Ensuring that our own house is in order is paramount.

## **FIRE AND RESCUE SERVICE**

Conference notes that the fire and rescue service workforce does not currently reflect the diversity found across society. Home Office figures for England state that 18% employed by the fire and rescue service are women, only 5% from an ethnic minority and less than 4% are recorded as lesbian, gay or bisexual. Women are 8% of wholetime, 6.5% retained, 76% control and 55% support staff. Although there are some signs of improvement over the last two decades, the situation is still far from satisfactory.

Conference is aware of evidence of sexual harassment in FBU legal work. For example, last year a woman firefighter sought legal help from the FBU after she was bullied and harassed at work, received £110,000 settlement after the union commenced court proceedings. Another female firefighter who was subject to several acts of harassment related to her sex during her employment received £10,000 compensation and a letter of apology.

Conference welcomes the work of the Inclusive Fire Service Group, formed through the National Joint Council, which has carried out important equalities monitoring, including on sexual harassment in the fire and rescue service. Its 2021 report found that less than two-thirds (64%) of managers had received adequate training on how to spot and challenge bullying and harassment.

## **FBU WORKING GROUP ON SEXUAL HARASSMENT**

Conference welcomes the Executive Council's decision to establish a working group to tackle sexual harassment:

- It is convened by the General Secretary and National Officer responsible for equalities
- It involves women members of staff and women officials, including from the National Women's Committee
- It will discuss with all regions and sections
- It has appropriate support from staff, including the Office Manager and will engage with the staff union.
- It shall seek external and/or independent assistance where appropriate

It will permit scrutiny of:

- Staff policies
- FBU policies for members and officials
- Training on policies and implementation
- The role of the leadership in setting tone and expectation within the organisation
- The FBU as an employer
- FBU structures – FBU officials
- FBU events and activities.

The working group will report to conference 2023.

Conference agrees immediately that:

- The Executive Council should identify new training and education provision relating to the issues of preventing and tackling sexual harassment as required
- The Executive Council will identify what elements of training shall be mandatory on different levels of officials. This should start with members of the Executive Council and Full Time Officials.

Conference reminds all FBU officials of our collective responsibility to uphold the values, principles and policies of our union, including our commitment to equality and to building unity among our diverse membership. All officials have a clear responsibility to oppose and challenge behaviour which breaches the rules of the FBU including behaviour which constitutes sexual harassment.

*Conference reminds all members of the object of the union set out in Rule A2 (8): To support and promote working class unity through the Trade Union and Labour movement and therefore to oppose all forms of discrimination whether on the grounds of race, creed, sex, sexual orientation or otherwise.*

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## 3. GRENFELL TOWER

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Conference notes the imminent fifth anniversary of the Grenfell Tower fire, the worst domestic fire deaths incident in living memory in the UK. In those five years, no justice has been delivered and no prosecutions have held the perpetrators to account. Flammable cladding still adorns thousands of high-rise buildings, exposing but not resolving the building safety crisis across the UK.

### THE FBU'S AIMS

Conference underlines that the FBU warned for decades before the Grenfell Tower fire that deregulation, fragmentation and austerity would lead to disaster. The union warned at parliament about cladding after the Garnock Court fire (1999) and produced numerous serious accident investigation reports and other publications pointing out the need to learn lessons from fatalities involving both the public and firefighters.

Conference reaffirms the FBU's campaign to:

- win justice for the bereaved, survivors and residents
- defend firefighters from blame and unwarranted criticism
- hold ministers, councillors, construction firms, directors and chief fire officers accountable for their failures.

Conference recommits the FBU to building alliances with the Grenfell community and with others campaigning for decent homes for all. The union will continue to expose the failings of the fire and building safety regimes and to make the case for genuine improvements.

Conference notes that the FBU has committed considerable time and resources to advancing our aims. FBU members from across the UK respectfully joined the monthly silent walks, met with local campaigners, joined their protests and attended numerous public meetings and events. The union has made links with safety campaigners, cladding and tenant's groups. FBU officials have spoken at Westminster, briefed MPs about proposed legislation and provided our own commentary on how to make homes safe for all.

### THE GRENFELL TOWER INQUIRY

Conference notes that the FBU has been a core participant in the Grenfell Tower Inquiry (GTI) since it was established in 2017. The union warned from the beginning that the GTI's terms of reference were too narrow. The FBU also criticised the GTI's decision to deal with the events on the night (Phase 1) before looking at what caused the fire and the scale of death and destruction it caused (Phase 2).

Conference believes that the GTI's organisation of the inquiry has led to a very long series of hearings and slow progress with the proceedings. It meant firefighters and emergency control staff were questioned during 2018 about matters that should have been put to ministers and their advisors, including the NFCC. Firefighters and emergency control staff were not responsible for the cladding or other building failures, yet did their professional best in what was an impossible situation. For this they received unfair criticism, while politicians, business people and the NFCC were able to avoid scrutiny.

Conference notes that the GTI's Phase 1 report, published in October 2019, claimed that mass evacuation was possible early on in the fire, despite the lack of procedures, personnel and guidance to do so. Neither the GTI nor ministers (or their advisors in the NFCC) have yet formulated a robust and safe set of procedures for fully evacuating high rise residential buildings during a fire. Yet some lawyers and 'experts' continue to claim that it could have been done on the night with only 30 firefighters on scene.

Conference believes that the FBU has participated professionally in the GTI, making scores of submissions, questions and other interventions to assist with its work. Despite criticism of the union by some lawyers, the inquiry has so far failed to call senior FBU representatives to answer these points. The FBU will continue to engage with the inquiry, but reserves the right to criticise the GTI and to reject its conclusions based on our interpretation of the evidence.

## **GTI PHASE 2**

Conference notes that since January 2020, the GTI has moved onto Phase 2 of its work, which has been subdivided into modules. The evidence given by the key companies involved in the refurbishment - such as Rydon (the project managers) Studio E (the architects), and Harley (the cladding designers) exposed their failures to consider fire safety in the selection and installation of the materials used to clad the tower.

Conference notes that the evidence from the tenant management organisation (TMO) responsible for Grenfell Tower shows that they did not carry out a proper procurement exercise and key TMO employees did not even read the fire safety report. After the fire, some TMO employees had disposed of their work diaries covering the project. The inquiry also revealed how austerity cuts to Royal Borough of Kensington and Chelsea's building control meant the refurbishment was not properly monitored or inspected.

Conference notes that during 2021, the GTI examined firefighting matters before the fire, including 7.2.d familiarisation visits, inspections and LFB policies. The inquiry called a small number of principal managers as experts or as witnesses. However, none were questioned about the obvious, systemic and widespread failures of chief fire officers working through CFOA and the NFCC, or as appointed CFRAs, who were the principal advisors to ministers in the years before the fire. None were questioned about their failure to consult with the FBU, or their support for fragmentation and austerity, which weakened the resilience of the fire and rescue service in the decades before the Grenfell Tower fire. Moreover, none were questioned about the scandalous lack of fire service preparation; audit and inspection; failure to flag up the deep-seated shortcomings in building standards and regulation; or their failure to bring concerns to the attention of government.

Conference further notes that the inquiry has exposed failures to the building safety regime. This has included the Building Research Establishment (BRE), which was privatised in 1997 after years of cuts and commercialisation, and which failed to warn of the risks of cladding. Witnesses and experts have shown the folly of the part-privatisation of local authority building control, the lack of a government testing and research facility and the lack of genuine oversight to warn of newly emerging risks and to take action to prevent incidents.

## FINAL STAGES OF THE INQUIRY

Conference notes that the GTI is entering the final stages of its inquiry. After five years, the inquiry is at last calling ministers to give evidence and to be questioned about their decisions. The FBU expects GTI lawyers to demonstrate the same zeal and hostility shown to earlier witnesses when it calls ministers and their advisors to account. This should include questioning chief fire officers and their representatives about their role in creating the existing – and broken – fire safety regime and failure to avert this disaster.

Conference expects that over the next year, the GTI will conclude its hearings and then publish its final report. The FBU will carefully consider the findings and recommendations of the report. The inquiry has the opportunity to signal a turn away from 40 years of deregulation and cuts to the fire and rescue service, and the return to statutory consultation with the FBU over fire safety and related policy matters. Only thorough consultation with the fire professionals – operational firefighters and emergency control staff – will ensure a world class fire safety regime in the future.

Conference is not optimistic about the likely outcome of the inquiry. The FBU does not expect more than minimal changes. The union has repeatedly explained to the inquiry about the damage done by the private sector to our service and warned that privatisation in any form should not be part of any programme of change. The FBU does not expect ministers to deliver the necessary improvements. Therefore the union is likely to have to criticise proposals made by the inquiry when it eventually concludes its proceedings.

Conference instructs the executive council to prepare the FBU's response to the GTI and the Westminster government's response. This includes:

- continuing to engage in the GTI, but to challenge where necessary
- continuing to challenge the role of governments and ministers
- continuing to challenge the role of chief fire officers and NFCC
- set out the case for public safety and a completely new building safety regime
- to campaign
  - o for decent safe homes for all,
  - o to end the role of the private sector in building safety and inspection,
  - o for investment in the fire and rescue service
  - o for investment in local authority building control
- campaign for local government direct labour organisation to carry out repairs, maintenance and construction of local authority homes and public buildings to ensure high standards of work and accountability.

Conference instructs the Executive Council to prepare the FBU's involvement in the fifth anniversary meetings, campaigns, commemoration events. The FBU will urge all members to get involved in the campaign: Justice for Grenfell. Decent and safe homes for all.

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## 4. FBU STRUCTURE – NATIONAL OFFICERS

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For more than a decade, FBU conference has on several occasions debated the need to re-structure. This has been driven by the need to tackle new and emerging challenges within our industry and to ensure we are able to meet changing financial challenges. This has included making occasional difficult and unpalatable decisions.

Traditionally the full time officials of the union (as defined within Rule D5) are those employed at Head Office i.e. General Secretary, Assistant General Secretary and National Officers.

Over years the union had created certain provisions which created significant cost pressures. These included:

- a. Support in relation to housing costs
- b. A specific pension scheme designed for full time officials
- c. Financial provision for full time officials who suffered defeat in election

The Executive Council has given considerable attention to these issues in order to reduce costs and ensure sustainability while providing good conditions of service to officials in these roles.

- The provision of FBU mortgages was ended and no current official is in receipt of a housing loan from the union.
- A new pension scheme has been introduced to cover all FBU employees (including officials). During 2021 steps were taken to merge the two schemes so that the last two active members of the officials' scheme (RDBS) would transfer onto the new FBU Pension Scheme.
- New arrangements were introduced to recompense employed officials in the event of losing an election (and therefore employment).

All these alterations have made the union systems more financially viable, more sustainable and more cost effective for members.

While these various provisions have been reviewed and amended, measures were put in place to reduce other risks. Conference agreed at various times to suspend elections for National Officers. The elections for General Secretary and Assistant General Secretary are covered by statutory requirements and could not be suspended in the same way. These measures meant that some national officers did not face election after their initial election.

In 2012 Conference agreed to reduce the number of National Officers from four to three. Subsequently, in 2017 and following agreement of an Emergency Motion, Conference instructed the Executive Council to appoint a temporary National Officer. This was further developed in 2019, when Conference agreed an emergency resolution titled **FBU Organisation and Structure Review** from the Executive Council which supplemented the Executive Council statement to that Conference also titled **FBU Organisation and Structure Review**.

The emergency resolution proposed the following recommendations all of which were agreed

1. *The current situation with two elected National Officers based in Head Office shall be maintained*
2. *The elections for these positions shall remain suspended for reasons previously agreed, aside from when a vacancy arises*
3. *The position of a third National Officer, as set out in the Rule Book, shall be left vacant whilst the task and finish group complete their work and until Conference has the opportunity to further consider on the structure of Head Office*

4. *The Executive Council shall appoint two Officials who would operate under similar arrangements and Conditions of Service to the current temporary National Officer*
5. *The Executive Council shall consider the individual merits of each case and make an assessment, in consultation with the Officials concerned, what working arrangements would best suit the individuals concerned*
6. *These positions would be open to any fully paid-up Member of the Union with at least five years' continuous membership*
7. *The Executive Council shall have licence to appoint other Officials on a temporary basis to fulfil specific roles that have been identified from time to time*
8. *The Executive Council shall make the necessary arrangements for these measures to be introduced and will report further to Conference 2020, including any necessary rule changes.*

Regrettably, the Executive Council must report that the work of reviewing the structure has been significantly disrupted by the two years of pandemic and remains unresolved.

The current position is that the rule book provides for three elected National Officers. There are in post two appointed National Officers and one elected National Officer.

It is recommended that:

1. An election for a National Officer be held at the earliest opportunity
2. The current appointed National Officers shall continue in post for five years from the decision of the Executive Council on 12th November 2019, after their terms are finished these will be elected positions
3. This would produce a situation of four elected national officers
4. The Executive Council will fully review the provision of and arrangements for full time officials including any necessary rule changes.

A report will be presented to Conference 2023, including any potential changes necessary.

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## 5. POLITICAL CHALLENGES FACING THE FBU AND THE LABOUR MOVEMENT

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The Covid-19 pandemic has been a devastating period for workers in the UK and across the world. The pandemic has killed almost 6 million people worldwide and more than 160,000 in the UK. It has exposed the utter failure of most governments to protect the lives and safety of citizens; a failure to plan and prepare; the undermining of health and other public services; the drive to force workers into unsafe workplaces. The result has exposed the sharp inequalities in society with the working class disproportionately paying the price for the failures of the system through illness and death.

Two years of the pandemic has hit workers economically through job losses and attacks on wages and living standards while sections of big business have enjoyed boom times throughout the periods of lockdown, including through crony contracts from government.

UK government expenditure increased significantly as a result of the pandemic in an attempt to stop the complete collapse of the economy. Nevertheless, it is a lie to claim that austerity has ended. The most recent public sector settlements confirm that public services will be squeezed further by the Johnson government. That means further attacks on the wages of public sector workers, including firefighters.

The easing of lockdown measures has also seen numerous employers in the private sector launch attacks on their employees, through job cuts, attacks on wages and the use of fire and re-hire. The FBU and the wider trade union movement must reject any attempts to divide workers between the public and private sectors; all workers need a pay rise; all workers need secure, unionised, decent jobs and conditions.

The Conservatives enjoy a 77 seat majority in the House of Commons. A change of prime minister would still leave workers facing a hard right-wing government determined to ensure that workers pay the cost of the pandemic. This will also include attempts to stoke division among working class people using nationalism, racism and xenophobia and the promotion of so called 'culture wars'. Recent years have also seen the emergence of elements of 'Trumpism' in British politics alongside the growth of fascistic conspiracy theories, for example around issues relating to the pandemic and resulting health measures, including the need for mass vaccination.

It is worth reiterating that the Tories attacks on our service are political; more than a decade of austerity, the cuts to universal credit and the lack of a safe passage for migrants in the channel are all political decisions. The Conservatives are driven by the need to resolve economic problems at the expense of workers. They are also ideologically committed to attacking public services and the workers who provide them, they were happy to clap for 'key workers' but not provide a real-terms pay increase during the Covid-19 pandemic. The Tories and their donors want to increase privatisation within as many public services as possible including the fire and rescue service. We must engage politically as a union to combat the Tories and their long assault on our members and our communities.

As Covid-19 measures ease, the FBU and the wider trade union movement will need to return to more regular political campaigning than has been possible over the past two years. Immediately, this should focus on:

- A pay rise for all workers
- Decent jobs for all
- Investment in top quality public services

There are significant political challenges facing the FBU, the trade union movement and the wider working class. The crisis facing the fire and rescue service, including underinvestment, job losses and falling real wages are unlikely to be resolved whatsoever in the absence of a major shift in government policy resulting from big political defeats for the Conservatives. The FBU therefore needs to maintain its part in campaigning in the broader labour movement.

## **THE LABOUR PARTY**

The FBU has always been a union that knows the importance of workers having a political voice – as well as an industrial one – as the two are inexorably linked. It is the people in Westminster, Holyrood, Stormont, Cardiff that dictate the background to our industrial conditions – firefighters must have a voice in these arenas, therefore the FBU’s political engagement is key to improving firefighters’ rights, pay and conditions.

In 2015 Conference took the strategic decision to reaffiliate to the Labour Party. The FBU is not affiliated to the Scottish Labour Party or the Labour Party in Northern Ireland; no Political Fund money from members in Scotland or Northern Ireland is used in relation to the affiliation.

Affiliated trade unions saw significant policy gains during the years of the Corbyn leadership, with Labour policies increasingly reflecting those of the trade unions. The FBU played a particular role on issues such as tackling anti-trade union legislation, housing and building safety and the threat from the climate catastrophe.

Since 2020, despite a change in leadership of the Labour Party, it remains a party that has affiliated trade unions representing more than 4 million workers. It allows firefighters, postal workers, nurses, bus drivers – workers to have a voice in Westminster and this will remain so as long as trade unions are engaged and pursue a worker’s agenda.

The FBU has made no secret of our disagreements with the current Labour leadership over a plethora of matters including the rowing back on radical policies; the Bakers Union disaffiliation, unjust suspensions and expulsions; pandering to the rightwing media, allowing a Tory MP into the Party and the removal of the whip from Jeremy Corbyn. We will continue to raise these concerns internally, speak out when it is required and offer solidarity to socialists where they are witch-hunted. The FBU is an independent trade union and as such we have been and will be a critical supporter of the Labour party. Affiliation does not mean endorsing every Labour policy but we must continue to engage in these structures if we are to give firefighters a voice in Westminster. The FBU will continue to play a role, working with other unions and with Labour Party members, in defending party democracy, supporting socialist MPs and councillors and building on, with no retreat from, socialist policies developed after 2015.

As an affiliate, the union will continue to support policies which advance the interests of our members and of trade union members and workers more widely and will oppose measures which contradict these aims. The FBU will continue to support and campaign for Labour MPs, councillors and candidates who support and speak out for policies and principles which reflect those of the FBU and the trade union movement and who defend democracy and members’ rights within the Labour Party.

## **WIDER POLITICAL ENGAGEMENT**

Our political engagement has and will not be consigned to just Parliaments nor to party political activity; the FBU has a long tradition of campaigning in communities across the country and we are also affiliated to many international campaigns; this demonstrably shows the wide political engagement of the FBU.

The Executive Council statement proposes that we continue the work aforementioned and further engage with newer campaigns that directly affect firefighters and their communities including the following:

- Strike Map UK
  - o A worker-powered attempt to map the industrial action taking place in the UK that enables others to see the levels of action and pass on messages of solidarity and show solidarity with other workers in their struggles.
- Renters Unions e.g. ACORN
  - o A mass membership organisation and network of low-income people organising for a fairer deal for our communities. They collectively campaign for good housing, good jobs, and good public services.
- SOS NHS
  - o A new coalition of campaign groups and trade unions that are demanding emergency funding for the NHS from the Government to support services and staff and not the private sector.

## **IMMEDIATE PRIORITIES LINKED TO OUR PROFESSION AND TO THE FIRE AND RESCUE SERVICE**

Within the trade union and labour movement, the FBU has made a significant contribution to debates around housing safety and around the threat from climate change. There are obvious links to industrial issues in both; FBU members are on the front line in facing the building safety crisis and the growing threat from climate change (storms; wildfires; floods). The union should prioritise these two areas, in particular, over the coming period.

1. Building safety: The horrors of the Grenfell Tower disaster exposed a huge crisis in building safety in the UK. Firefighters can play a vital role in making the case for building safety and for investment in the public services which can deliver this. The FBU can build alliances at national and local level with a range of campaigners on these issues – alliances that can strengthen all of us
2. Climate catastrophe: Firefighters are already tackling the impact of climate change through wildfires, storms and floods. We need investment in our service as a part of mitigation measures. We also need fundamental economic and social change to enable a transition to a new post-carbon economy.

The FBU continues to be a significant force in the labour movement and seeks to maintain, defend and develop workplace trade unionism. This means campaigning for immediate industrial issues directly affecting us within the fire and rescue service and also being part of the wider working class movement at home and internationally.

# **PAY AND CONDITIONS**

## **RETAINING FEE**

Conference recognises the level of commitment that is given by firefighters working the Retained Duty System and that the retaining fee falls short of adequately compensating them for their commitment.

Therefore, Conference would like to remind the Executive Council (EC) of Resolution 7 from Conference 2019, which was supported by the EC.

Resolution 7 'Retaining Fee' was carried. It instructed our negotiators "to make achieving a substantial increase in the current Grey Book retaining fee a priority".

Conference acknowledges the increased workload experienced during the last two years but notes that it is three years since the resolution carried.

Conference instructs the EC to update Conference on the progress of Resolution 7 2019.

Conference also instructs the EC to formulate a time bound strategy for actioning Resolution 7 2019. The strategy is to be formulated and communicated to the National Retained Committee by the end of September 2022.

**NATIONAL RETAINED COMMITTEE**

## **UNDERPAYMENT OF CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS TO MEMBERS**

Conference notes that it is three years since Conference instructed the Executive Council (EC) to discuss with the National Joint Council (NJC) the need to equalise CPD payments across the UK, to raise them to the highest rate currently paid and to make CPD core pay.

Following on from this debate in May 2019, which highlighted the fact that some Members were having their CPD reduced due to working less hours or because of maternity, it became apparent that many Retained Members are simply not being paid the current correct level of CPD, as set out in the NJC CPD Scheme.

This scheme states that part-time employees, including those employed on the Retained Duty System, will be paid on an individual pro-rata basis, subject to a minimum payment of 25% of the full-time equivalent rate.

Many Fire and Rescue Services (FRSs) are paying just this minimum rate and are not calculating the payment for each individual, resulting in a significant number of our Members being underpaid.

Conference instructs the EC to support Brigade Officials in mounting an immediate challenge to this detrimental practice within the relevant FRS. This challenge should secure the correct calculation and payment of CPD going forward and should also secure payment of all monies owed through underpayment of CPD to our Members, going back to the scheme start date of 1st July 2007.

**NATIONAL RETAINED COMMITTEE**

## **FIRE AND RESCUE SERVICES (FRSS) IN BREACH OF THE WORKING TIME REGULATIONS (WTR)**

Conference instructs the Executive Council to conduct a study into duty systems and ways of working within FRSS which breach the WTR, to be completed by Conference 2023.

This will include;

- FRSSs operating duty systems without collective agreement
- FRSSs operating duty systems with collective agreements whereby the brigade is not fulfilling the terms of the agreement and breaching the WTR
- FRSSs who employ staff as both Wholetime and Retained as a secondary role, whereby breaches in the WTR go unmonitored. For the avoidance of doubt this does not refer to the Grey Book Day Crewed duty system.

If FRSSs are found to be in breach of the WTR the Health and Safety Executive will be informed in writing by Fire Brigades Union Head Office.

**NORTH YORKSHIRE**

## **CONTINUAL PROFESSIONAL DEVELOPMENT (CPD)**

Conference instructs the Executive Council to commence negotiations with the National Employers to ensure that Continual Professional Development payments form an integral part of core pay.

**NORTHERN IRELAND**

## **PAY**

Conference notes the strategy on pay has been one of constant flux since 2007 and firefighters today are financially worse off in real terms.

The work undertaken to date on expanding the rolemaps has not yet yielded a positive outcome nor an increase in firefighter pay, therefore a new direction is needed to achieve this.

Conference instructs the Executive Council (EC) to devise a new pay strategy, focusing on key areas of work, including but not limited to;

- environmental challenges including water rescue/flood response working with other emergency services
- line Rescue
- MTA/MTFA.

Conference instructs the EC to report back before Conference 2023.

**CAMBRIDGESHIRE**

## **NATIONAL LEVELLING UP OF CONTINUAL PROFESSIONAL DEVELOPMENT (CPD)**

Conference notes that there is a significant disparity between rates of CPD across the UK.

The highest rate is £1,076, whilst the lowest is £320 with a whole range of rates in between. Clearly this disparity leaves most of our Members suffering from an unfair detriment through no fault of their own. After all, firefighters across the UK have the same rolemap and carry out the same tasks.

Since CPD was introduced, we have lost around 30% of Grey Book posts in the UK, leaving fire service employers with a significant saving.

Conference instructs the Executive Council to negotiate through the National Joint Council that all firefighters and firefighters Control across the UK are levelled up to the highest CPD payment.

**GREATER MANCHESTER**

## **HEALTH AND SOCIAL CARE WORK**

Conference notes the industrial battle Members in the West Midlands had over the attempted imposition of out-of-role work through new recruit contracts.

Conference agrees that any new work agreed by the Fire Brigades Union should be undertaken through the National Joint Council and ratified by Conference.

Conference agrees that decisions to expand the role of a firefighter into care work and patient transport is inappropriate. Social care work and patient aftercare are occupations in their own right.

Conference agrees that a Fire and Rescue Service response to slips, trips and falls and patient transport are considered inappropriate for the role of a firefighter.

Conference notes that negotiations with our employers on the expansion of the role of a firefighter are ongoing and no elements have yet been excluded by Conference.

Conference therefore instructs the Executive Council (EC) to end negotiations on any work that may require our Members to physically intervene with members of the public in the event of a non-injury slip, trip or fall incident.

Conference further instructs the EC to end negotiations on any work that may require our Members to provide post-hospital patient transport.

**WEST MIDLANDS**

## **FIREFIGHTER CONTROL REVIEW**

Conference recognises the great work, often in challenging circumstances, by our sisters and brothers in Emergency Fire Controls.

Conference calls for the Executive Council (EC) to hold an Income Data Research review into the modern role of the Emergency Firefighter Control, taking into account the upskilling and ever-expanding work within but not exclusively, the following areas;

- knowledge and understanding
- mental skills emotional challenge
- initiative and independence
- increased responsibilities for personnel
- skills and technology.

Conference instructs the EC to produce this report and report back before Conference 2023.

**BEDFORDSHIRE**

## **LEVELLING UP OF MATERNITY PAY AND PROVISION**

Conference notes resolution 10, 'End Pay Disparity' was remitted to the Executive Council (EC) during Conference 2019, with a view to revamping the Fire Brigades Union (FBU) policy for maternity pay and setting the standard for all Fire and Rescue Services (FRSs).

FRSs are still falling short. FRSs pride themselves on being family friendly, yet maternity pay on the whole does not reflect this. Some FRSs pay 52 weeks full pay, others the statutory minimum. If one can pay, all should pay.

Conference instructs the EC to resume the work to revisit the maternity pay provision within the Grey Book and support our Members in bringing a gold standard for maternity pay and provision across all the FRSs.

**BEDFORDSHIRE**

## **DOMESTIC VIOLENCE SURVIVORS' PAID LEAVE**

Conference notes that domestic violence can be physical, sexual or psychological abuse. Paid leave for domestic violence survivors should be a right for employees affected.

Conference demands the Executive Council (EC) seek discussions with the National Joint Council about the introduction of 'Domestic Violence Paid Survivors' Leave' as a right for Fire Brigades Union Members.

The EC should report back progress made by Conference 2023.

**STAFFORDSHIRE**

## **SLIPS, TRIPS AND FALLS**

Conference notes the pay offer made by the Scottish Fire and Rescue Service which Members in Scotland firmly rejected through a consultative ballot in February 2020.

Conference also notes that the offer included “developing interventions to co-respond to slips, trips and falls to assist other recognised agencies.”

Conference applauds the strength and unity of Members in Scotland in rejecting this proposal and congratulates the hard work of Fire Brigades Union Officials at all levels of the Union, ensuring that Members were fully briefed on the risks associated with this type of work.

Social care work and patient aftercare are distinct, separate and highly skilled professions, therefore Conference agrees that decisions to expand the role of a firefighter into Members providing either a primary or a co-response to a slip, trip or a fall and any form of domiciliary care, should be decided by Conference.

Conference notes the current position regarding negotiations with our employers on the expansion of the role of a firefighter and that no elements of work have yet to be excluded by Conference.

Conference therefore instructs the Executive Council to immediately end negotiations on any work that may require our Members to provide either a primary, or a co-response to a slip, trip or fall and any form of domiciliary care.

Conference agrees that such a fire and rescue service response to slips, trips and falls, and domiciliary care are considered inappropriate for the role of a firefighter, and also fails to provide an adequate response to the public.

SCOTLAND

## **CONTROL STAFF PAY**

Conference recognises the work previously carried out by our Union in relation to pay parity for Emergency Fire Control staff.

As part of all future pay negotiations Conference instructs the Executive Council to make closing the pay gap between Emergency Fire Control Staff and the equivalent operational firefighter roles, a fundamental pillar of the demands in those negotiations.

All progress regarding this matter should be reported back to Members on a regular basis.

CONTROL STAFF NATIONAL COMMITTEE

## **SHIFT SYSTEM INSTRUCTION DOCUMENT**

Conference recognises the difficulty local Officials have in resisting attacks on existing agreed shift systems from Fire and Rescue Services' (FRSs) senior managers.

Conference also recognises the excellent work local Officials are doing in defence of existing agreed shift systems.

Currently there are many different shift systems in use across FRSs, this leads to confusion and uncertainty when negotiating locally on proposed shift system changes.

Conference calls upon the Executive Council to produce a national instruction document containing a set of clear guidelines and principles that all local Officials must adhere to when entering negotiations with local management on proposed shift system changes. This document is to be produced before the start of the Fire Brigades Union Conference 2023.

**CLEVELAND**

# **PENSIONS**

## **PENSIONS**

Conference notes the work carried out by past and present National Officers that helped secure the legal victory on pension discrimination.

Conference further notes the work carried out by National Officers in securing an agreement with the Local Government Association in October 2021, by terms of a Memorandum of Understanding (MoU).

In respect of the MoU, Conference notes a number of Fire and Rescue Services (FRSs), and Fire Authorities (FAs), are refusing or delaying in signing up to the MoU thus restricting our Members accessing the pension that they are entitled to.

Conference therefore instructs the Executive Council to instigate legal proceedings against any FRSs and/or FAs refusing to sign up to the MoU, with immediate effect, and proceed all cases through the courts until final conclusion.

**HERTFORDSHIRE**

# **OPERATIONS, HEALTH AND SAFETY**

## **INADEQUATE AND DANGEROUS CREWING LEVELS**

The NRC have consistently voiced concerns regarding the dangerous practice of deploying fire appliances to incidents with insufficient crew. Pumps being sent out with less than five riders, and often with just three riders, is becoming commonplace. Added to this, the practice of dual role of the driver and OIC or the driver and BA Team Leader, has also increased alarmingly as our employers continue to neglect the recruitment and retention required to maintain Retained staffing levels on stations.

Conference is aware of the critical shortages in Retained cover across Fire and Rescue Services. The solution to this will not be achieved by the removal of safety critical crewing levels. This practice puts our Members' lives at risk and the lives of the public we serve. The only solution to the shortage of available crews on Retained stations and appliances is for our employers to recognise that investment is required.

The Fire Brigades Union has been at the forefront of the health and safety agenda and has been the only Union to successfully campaign for our Retained Members.

Conference instructs the Executive Council (EC) to compile information from all Brigade Secretaries, which will provide an up-to-date picture of how widespread these practices are. The EC will then formulate a national strategy aimed at reversing this safety critical trend. This strategy will be published by the end of 2022.

NATIONAL RETAINED COMMITTEE

## **HAZARDS TO FIREFIGHTERS HEALTH FROM EXPOSURE TO PERFLUOROALKYL AND POLYFLUOROALKYL SUBSTANCES (PFAS) AND PERFLUOROCTANOIC ACID (PFOA) CHEMICALS**

Conference commends the work and action carried out under the DECON campaign.

Conference instructs the Executive Council to expand this campaign to include action based on the research studies and reports that have been carried out internationally on PFAS and PFOAs that have been proven to be hazardous to health.

WEST YORKSHIRE

## **DECON**

Conference commends the progressive work undertaken by Professor Anna Stec, the University of Central Lancashire and the Fire Brigades Union to identify and mitigate firefighter exposure to cancer causing carcinogens.

Conference also acknowledges the absence of decontamination within National Operational Guidance (NOG).

This lack of inclusion falls short of protecting firefighters from exposure by not recognising it formally within national guidance documents.

NOG must include DECON principles to effect positive and necessary cultural change on the fireground enabling all firefighters to decontaminate and remove carcinogens effectively throughout the process of an incident.

Conference instructs the Executive Council to ensure that the principles of DECON, where relevant, are integrated into NOG at a national level.

**OXFORDSHIRE**

## **FIVE ON A FIRE ENGINE**

Conference reaffirms its strongly held position that a fire engine should be crewed by a minimum of five firefighters (supervisory officer and four firefighters).

Conference recognises the dangerous delays in the time it takes for firefighters to carry out rescues as a crew of four and that in some circumstances firefighters, in a crew of four, will have to wait for back up before committing fire crews into a burning building.

Conference notes that throughout the Covid-19 pandemic many brigade managers and Chief Fire Officers, all too easily, took the lazy unsafe option of dropping fire engines to four when faced with crewing pressures in Services already cut to the bone by 10 years of Tory led austerity.

Conference condemns this dangerous practice that is becoming all too common place. The public we serve deserve better. Our communities deserve a fully crewed fire engine of five firefighters, ready to safely effect rescues and extinguish property fires. Our Members deserve the safety of five firefighters on a fire engine.

Conference calls out the inactivity and dereliction of duty by so called 'public good' organisations, such as the National Fire Chiefs Council and the Fire Standards Board, in this area.

Conference instructs the Executive Council to pursue a national standard of a minimum of five firefighters on a fire engine.

**SOUTH WALES**

## **COORDINATED ATTACKS ON FIREFIGHTERS SAFETY**

Conference notes a coordinated increase in attempts to dangerously degrade safe working practices, policies and procedures that have been developed over decades to protect firefighter safety.

These attempts, commonly attempted through National Operational Guidance documents, compromise safety measures in order to address avoidable issues such as the building safety crisis, often prioritising private industrial profiteering before the welfare of our Members.

Conference instructs the Executive Council to utilise all avenues, resources and opportunities to resist any and all attempts to degrade the safe working practices we have collectively strived to develop and implement.

An attack on one is an attack on all therefore all Fire Brigades Union committees must unify to oppose these attacks.

HAMPSHIRE & ISLE OF WIGHT

## **OPPOSING THREE PERSON CREWING**

Conference notes with dismay the complete disregard the National Fire Chiefs Council (NFCC) shows towards firefighter safety in their pursuit of financial savings, as evidenced by the NFCC 'Working Patterns Project' which appears to be a bragging rights demonstration into how best to carve up safe systems of work.

Conference is also aware of the push towards three person crewing, small incident units, rapid response units or other such terms.

This highly dangerous response is putting firefighter and public safety at risk and must be opposed at all costs.

At Conference 2019 Resolution 40 'Critical Attendance Standards (CAST) Scenarios' was carried, it called for a review of the CAST scenarios along with the intervention windows and task analysis, to be shared by 2020. This doesn't appear to have been done.

Conference is aware that this practice of riding three is occurring whilst no employer risk assessment or task analysis has been completed.

Conference instructs the Executive Council to;

- assign the relevant National Officer to work to advise a brigade committee where three person crewing is being undertaken or is proposed
- commit to explore legal action under health and safety failures in any Fire and Rescue Service where three person crewing is being undertaken or is proposed
- publicly shame the NFCC for putting firefighters and the public at risk and prepare campaigning materials for any brigade or region where maverick Chief Officers are advocating such a response model.

CUMBRIA

## **RESEARCH INTO SUITABILITY OF BREATHING APPARATUS (BA) COMMUNICATIONS**

Various resolutions surrounding standards of fireground radios have been discussed over recent years, notably a resolution from Scotland as amended by Shropshire at Conference 2017.

Research by Officials in Lincolnshire has highlighted serious concerns around the suitability of communication equipment used with BA, to a point where the manufacturers of BA communication equipment will only guarantee their products to a temperature of only 60 degrees Celsius.

Conference instructs the Executive Council to continue the research into this area to ensure these vital pieces of equipment are fit for purpose within the hot fire environment and report their findings back prior to Conference 2023.

LINCOLNSHIRE

## **FIREFIGHTERS EFFLUENT EXPOSURES**

Conference notes the outstanding work completed by the University of Central Lancashire and Professor Anna Stec in the area of helping protect our Members against the long-term health effects of repeated exposures to toxic fire effluents.

In line with the recommendations made in the interim best practice report for 'Minimising firefighters' exposure to toxic fire effluents', Conference instructs the Executive Council (EC) to continue to work towards bringing all of the recommendations made in this report into practice across the UK.

Conference instructs the EC to progress the following recommendations as soon as possible;

- to work towards cancer and other illnesses being recognised as occupational hazards within Fire and Rescue Services (FRSs)
- to work towards all FRSs being required to monitor toxic fire effluent exposures across all of their staff
- to work towards a national policy of enhanced cancer screening for all operational personnel within FRSs once they have served a set number of years or, where suitable monitoring exists, where they have been recorded as having a set number of toxic fire effluent exposures.

BERKSHIRE

## **HEALTH AND SAFETY (H&S)**

Conference applauds the work carried out by H&S Reps across the Fire Brigades Union (FBU) during the Covid-19 pandemic. The work carried out was vital in keeping our Members safe at work whilst still completing more regular H&S duties.

Conference agrees that H&S work carried out by FBU Officials is vital and a highly important part of the objectives of the FBU.

Conference demands that the Executive Council write to all Fire and Rescue Services to lay out H&S expectations and the rights of the FBU afforded to our Members and representatives under H&S law.

Conference agrees that any FRSs who ignore H&S rights or mistreat FBU H&S Reps will be robustly challenged by the FBU using all means available including industrial and/or legal action.

SHROPSHIRE

## **DECON – FIRE STATION BUILDING DESIGN PRINCIPLES**

Conference commends the progressive work undertaken by Professor Anna Stec, the University of Central Lancashire (UCLan) and the Fire Brigades Union to identify and mitigate firefighter exposure to cancer-causing carcinogens.

Conference also acknowledges that many of the 11 steps promoted by the UCLan interim best practice document can be undermined by outdated fire station building designs that fall short of protecting firefighters from exposure.

Conference also recognises that many stations fall short of providing facilities that enable firefighters to decontaminate and remove carcinogens effectively post incident.

Conference instructs the Executive Council to ensure that every Fire and Rescue Service embeds the principle of DECON in all future fire station designs. That retrospective work is undertaken where current building stock is unlikely to be replaced and to ensure, where identified, that any shortfalls that undermine DECON and the mitigation of exposure are addressed.

HAMPSHIRE & ISLE OF WIGHT

## **SUPPORT FOR FIRE BRIGADES UNION (FBU) BRIGADE AND REGIONAL OFFICIALS**

Conference notes that approximately one in four people in the UK will experience a mental health problem each year, with one in six in the UK reporting experiencing a common mental health problem such as anxiety or depression in any given week. It is also well-established that poor mental health can often lead to physical ailments which only serve to compound existing problems.

Conference is aware of the stresses placed upon Fire Brigades Union (FBU) Officials of all levels in the pursuance of their daily duties, and understands that more often than not those engaged in helping others may be the most in need of help themselves.

The stresses placed on FBU Officials are at times disproportionate to the levels of support and training that is provided, and it is not surprising so many struggle to gain purchase in the face of ever increasing workloads. For the FBU to continue to function we must address the issues of health and wellbeing of Officials, the expectation placed upon Officials and the level of training provided to carry out the myriad of tasks required.

In addressing these issues Conference instructs the Executive Council to devise and conduct a simple survey of Brigade and Regional Officials to ascertain what support they require and how they feel that support should be delivered. Conference further instructs that this work is completed within the next 12 months, that a report of the findings is compiled and that regional meetings are then convened to discuss implementation.

MERSEYSIDE

# **FIRE AND RESCUE SERVICE POLICY**

## **NATIONAL APPLIANCE AVAILABILITY STANDARDS**

In the past Fire and Rescue Services (FRSs) were required to meet standards for response times, known as standards of firecover and these were subsequently abolished. In recent years FRSs throughout the country have seen a steady decrease in appliance availability, particularly in rural areas who are largely reliant on on-call RDS staff. This has undoubtedly resulted in potentially preventable fire deaths and firefighters being put at higher risk.

This resolution would seek to stop this and introduce accountability at the highest level to what Conference believes to be our most important job, that of keeping our firefighters and communities safe by providing an adequate emergency response when needed.

Conference instructs the Executive Council (EC) to investigate the introduction of a nationally agreed formal appliance availability measuring and recording mechanism. This will allow FRSs to Benchmark their performance, with a formal record of this. Measuring performance will enable FRSs to plan for improvement and measure the success (or otherwise) of their emergency response and availability strategy.

Conference instructs the EC to develop this mechanism through negotiation with our employers.

**NORTH WALES**

## **MATERNITY POLICIES**

Conference demands the Executive Council (EC) coordinate a campaign for national standardisation on maternity policies across all Fire and Rescue Services for the purpose of equality for all our female Members.

Due to the differences in maternity policies across the country Conference believes that there needs to be a strong national campaign of solidarity to ensure equal terms and conditions amongst our female Members. This campaign will include the EC negotiating with the National Joint Council to raise the minimum standards.

**CUMBRIA**

## **NATIONAL FIRE CHIEFS COUNCIL (NFCC) DIRECT ENTRY**

Conference notes with concern the NFCC programme for 'Direct Entry' applicants into the role of Station Manager and Area Manager.

Conference acknowledges that one of the aims of this programme is to improve the diversity of Fire and Rescue Services (FRSs) in the UK and in isolation this is indeed an admirable goal.

However, firefighting is a dangerous profession that is only made more so by placing managers in operational supervisory positions with little to no experience of actual incidents.

Conference does not believe that this will have a positive effect on the diversity, culture or the operational capabilities of FRSs.

Conference instructs the Executive Council to conduct research of our own, into redressing current barriers for promotion for firefighters from the equality sections within FRSs and publicly oppose the NFCC Direct Entry programme with the Home Office, National Joint Council, NFCC, Local Government Association and other appropriate bodies.

ESSEX

# **GOVERNMENT POLICY AND LEGISLATION**

## **ABOLISH THE HOUSE OF LORDS**

Conference notes that the current Parliamentary system does not work in the best interests of Fire Brigades Union (FBU) Members. The House of Lords is an important part of the legislative process which has seen legislation passed that negatively impacts on FBU Members.

Conference notes that the House of Lords is made up of unelected Peers.

Conference is opposed to having a chamber that is part of our democracy and law-making processes that involves unelected representatives.

Conference agrees that the House of Lords should be abolished and replaced with a smaller and democratically elected second chamber.

Conference therefore instructs the Executive Council to campaign for the abolition of the House of Lords and argue for a democratically elected second chamber.

**WEST MIDLANDS**

## **RECOGNITION OF THE ROLE OF EMERGENCY FIRE CONTROL STAFF**

Conference recognises that Emergency Fire Control Staff (firefighters Control) are a vital part of Fire & Rescue Services operational response.

Conference is appalled that the United Kingdom Government Home Office do not share the same view, something which was clearly demonstrated by the omission of Emergency Fire Control Staff from the eligibility criteria for receipt of the Queen's Platinum Jubilee Medal.

Conference calls for the Executive Council to take immediate action to ensure that the role of Emergency Fire Control Staff is acknowledged as 'operational' by Government and Employers.

Progress regarding this work should be reported back no later than Conference 2023.

**CONTROL STAFF NATIONAL COMMITTEE**

## **FIRE BRIGADES UNION (FBU) OPPOSITION TO THE POLICE, CRIME, SENTENCING AND COURTS' BILL**

Conference notes the arbitrary and vague nature of the Policing Bill's restrictions on 'noisy' and 'annoying' protests and its provision to limit protest if it is 'disruptive'. Conference also notes the fact that the Bill could lead to fines on protest organisers.

Most alarming is the fact that the Bill threatens freedom to protest and potentially to picket. This could present clear legal restrictions to workers and FBU Members exercising their right to organise and protest.

Conference is clear that the right to protest, noisily or otherwise, is essential in a democratic society and that the Policing Bill is a conscious effort to undermine this right and criminalise opposition.

Conference instructs the Executive Council (EC);

- to join the call for the revocation of the Bill (to Kill the Bill)
- to support, and affiliate to any organisations where it is in the Union's interests, subject to the discretion of the EC, and make provisions for regions to support protests against the Bill
- to encourage FBU Members to become involved in demonstrations against the Bill.

CHESHIRE

## **BUILDING RESEARCH ESTABLISHMENT - PUBLIC OWNERSHIP**

The Grenfell Tower disaster has exposed multiple failings in the building safety regime in the UK, including in the development, testing and certification of materials for the construction industry. The privatisation of the Building Research Establishment (BRE) has been exposed as a disastrous decision, opening the testing regime to commercial pressures and commercial interests.

Conference instructs the Executive Council to lobby for the BRE to be returned to full public ownership. This shall ensure greater accountability, including a clear obligation to act in the public interest and without pressure from business and commercial interest. Oversight of this restored public testing and research facility should be by a board, representative of tenants and residents, local and national government, trade unions representing workers in Fire and Rescue Services and the construction industry.

NOTTINGHAMSHIRE

# TRADE UNION AND LABOUR MOVEMENT

## SUPPORT FOR THE NHS

Conference knows all too well the pressures put on public services, none more so than our NHS. Following years of purposeful and malicious underfunding and degradation, conditions for the Doctors and Nurses (who pulled our country through this pandemic) are at an all-time low, leaving some workers with no choice but to leave the profession they love. This Government continues to lurch further and further to the right and, in doing so, continues to force privatisation on our NHS.

Conference instructs the Executive Council to actively and unwaveringly stand with the NHS and their associated Unions and reaffirm the Fire Brigades Union support by strengthening our ties, nationally and locally, in the spirit of solidarity. An injury to one, is an injury to all.

HUMBERSIDE

## RIGHT TO FOOD CAMPAIGN

Conference notes that the UK is experiencing a crisis of food poverty born out of the political choices and systemic failings created over the past four decades, which have now reached a tipping point for so many in our communities. This is a scandal in one of the richest nations in the world and highlights the inequality of the UK in 2022.

The 'Right to Food' campaign led by Ian Byrne MP and 'Fans Supporting Foodbanks' aims to make access to food a legal right for all, to have 'Right to Food' enshrined into legislation in Parliament and to end the scandal of hunger and foodbanks once and for all.

Conference notes the use of food banks was increasing before the pandemic and has risen dramatically during the pandemic. It is likely that the situation will get worse.

The Trussell Trust Foodbank data collected between April and September 2021 shows that the need for emergency food remains well above pre-pandemic levels. The number of food parcels for children has increased at double the rate for adults, compared to pre-pandemic levels.

Conference believes that enshrining a 'Right to Food' into law would confirm Government obligations on food poverty and introduce avenues to hold Government bodies accountable for violations.

Conference instructs the Executive Council to;

- join and support the 'Right to Food' campaign, which aims to put the human 'Right to Food' for all onto a legislative footing in Parliament
- add the Fire Brigades Union as a signatory to the 'Right to Food' Campaign Pledge
- actively support Ian Byrne MP and 'Fans Supporting Foodbanks' in this campaign across the UK.

OXFORDSHIRE

## **DEFEND THE RIGHT TO STRIKE**

Conference notes the Conservative Party manifesto of 2019 contained plans to legislate for the maintenance of a minimum level of train services during periods of industrial action.

Conference agrees that this can only be seen as an attack on train workers right to strike.

Conference condemns any attack on any workers right to strike and Conference agrees to support our brothers and sisters in the railway industry with defending themselves against this potential authoritarian attack.

Conference agrees that the Fire Brigades Union (FBU) is likely to face similar threats on our profession and our right to strike in the coming months and years.

Conference therefore agrees that the FBU should be prepared and poised to take this fight on immediately should it materialise.

Conference agrees that should our right to strike be threatened, the FBU will consider all options available to defend ourselves against such an attack, including industrial action.

**WARWICKSHIRE**

## **SOLIDARITY ACROSS BORDERS**

Conference is appalled by the treatment and conditions that refugees suffer and are subjected to whilst taking refuge in the camps of Calais.

Conference agrees that refugees deserve to be treated with dignity and respect and opposes the populist and xenophobic attitudes directed at refugees by the far right and Conservative Party.

Conference recognises the very many reasons why those fleeing war, persecution and the increasing effects of climate change would want to seek asylum and refuge in the UK. Many refugees have family in the UK, speak English and have been unable to settle elsewhere due to persecution and hostility. All they seek is an opportunity to live and thrive in safety.

Conference resoundingly rejects the false narrative that refugees are risking their lives in order to reach the UK to access free welfare and housing provisions without any desire to contribute to society and the economy.

Conference applauds the solidarity visits by the Fire Brigades Union (FBU) to the refugee camps in Calais. It is right that our Union's solidarity does not recognise borders and our solidarity is not confined to our profession.

Conference condemns the small minded and bigoted attacks on this initiative and utterly condemns any cowardly anonymous attacks.

Conference also recognises the important educational aspect of these visits. Listening to the refugees personal stories and understanding their circumstances is crucial in tackling the false and divisive rhetoric that is pushed by the right-wing media and those who are ignorant to their plight.

Conference instructs the Executive Council that the FBU solidarity visits to the refugee camps in Calais are vitally important, justified and must continue.

Conference agrees that these visits should expand when possible and may involve solidarity visits across any other borders where our solidarity is needed.

**HEREFORD & WORCESTER**

## **DEMOCRATIC PUBLIC OWNERSHIP OF BANKING & FINANCE**

Conference condemns the ‘business as usual’ approach the banking and finance sector has taken post the 2008 crash, the UK still has a substandard banking system and there are numerous concerns around the lacklustre regulation and measures that have been introduced in the past decade.

Conference applauds the Fire Brigades Union (FBU) 2012 pamphlet on public ownership of the banking and finance sector in the UK, as a contribution to the debate after ‘The Great Recession.’

Conference reaffirms the FBU motion that was successfully moved and passed at the Trades Union Congress (TUC) 2012. It helped facilitate debate and discussion on the issue across the labour movement and build opposition to the Tory-led coalition government.

Conference believes that the Covid-19 pandemic has shown that the levers of the state are required and most effective at responding to crises. Regulation alone is not the antidote to a dysfunctional and corrupt banking and finance system, there must be full democratic ownership.

Conference believes the salience of the case to tackle the existential threat of climate change signals the need to reignite the discourse on public ownership of banking and finance.

Conference supports the demand for public ownership to extend to banking and finance like other privatised sectors including energy, water, mail, broadband and transport.

Conference instructs the Executive Council to work with the TUC and the wider trade union movement to commission research that will make a renewed case for full public ownership of the banking and finance sector and the creation of a publicly owned banking service, democratically and accountably managed in the UK.

SOUTH WALES

## END THE BLOCKADE – 60 YEARS TOO LONG

International trade union solidarity has a proud history of supporting comrades in need and saving countless lives.

This year marks 60 years of the US led inhumane economic blockade of the Republic of Cuba.

The impact of the blockade on the lives of Cubans has been brutal. In 1997 the American Association for World Health reported that it had “dramatically harmed the health and nutrition of large numbers of ordinary Cuban citizens” and “caused a significant rise in suffering, and even deaths, in Cuba” through “critical shortages of even the most basic medicines and medical hardware.”

Conference supports the statement from Bruno Rodríguez, Cuban Foreign Minister when speaking at the UN, June 2021;

*“The human damage of the blockade is incalculable. No Cuban family is spared from the effects of this inhumane policy. Nobody could honestly state that it has no actual impact on the population...The blockade is a massive, flagrant and systematic violation of the human rights of all Cuba’s people. According to Article II c) of the Geneva Convention of 1948, it constitutes an act of genocide...This is an extraterritorial economic war against a small country, already adversely affected by the recession and global economic crisis caused by the pandemic that has deprived us of much-needed income.”*

Conference instructs that an All Members’ circular is produced as soon as possible encouraging members to;

- join the ‘Cuba Solidarity Campaign’ and attend events and meetings in their respective areas
- take part in the boycott of anti-Cuban companies and encourage others to do so
- add their names to the ‘Cuba Solidarity Campaign’ letter to US President Joe Biden urging him to end the blockade. Additionally, Brigade Committees should invite a speaker from the ‘Cuba Solidarity Campaign’ to their respective committees if available in their area.

GREATER MANCHESTER

## **BUILDING SOLIDARITY**

Conference believes that solidarity is at the heart of building a strong Union and a strong trade union movement. Solidarity should be built into all activities of the Fire Brigades Union (FBU). This should include building links with other workers and other trade unions, and this should be done at branch, brigade, regional, national, and international level.

All branches and all committees of the FBU are urged to build solidarity into all activities and meetings. It should be on the standard agenda of every committee of the FBU.

Building solidarity should include;

- building links with local branches of sister unions
- affiliating to local trades councils
- building solidarity with local strikes
- workplace collections for striking workers
- organising FBU delegations to picket lines.

Conference instructs the Executive Council, in order to build that solidarity, to increase the notification to Members of strikes and disputes and to utilise resources such as 'Strike Map' to assist with this.

SHROPSHIRE

## **A SOCIALIST GREEN NEW DEAL**

Conference notes the United Nations latest climate report predicting that temperatures are likely to rise by more than the vital 1.5C limit in the next two decades, bringing widespread devastation and extreme weather.

Conference applauds the work of firefighters in tackling the catastrophic effects of the climate emergency.

Conference believes, as with the Covid-19 pandemic, the climate crisis exposes sharply the inequalities in society in the UK and internationally and we must ensure that workers are at the heart of any future programme which includes unshackling trade unions from restrictive anti-trade union legislation.

Conference instructs the Executive Council to support and campaign with organisations that share the following aims creating a 'Socialist Green New Deal' that will shift power from capital into the hands of workers, and will include;

- creating millions of secure, well-paid, unionised green jobs
- a workers-led 'just transition' from high emission jobs to alternatives
- just climate adaptation, investing in Fire and Rescue Services, flood defences, and resilient infrastructure
- retrofitting all homes by 2030 with mandatory building standards including removal of all unsafe cladding
- public ownership of energy creating an integrated, democratic system. Large-scale investment in renewables, rapidly phasing out fossil fuels
- public ownership of transport - majorly expanded, integrated, free, including rail electrification, high-speed rail and electric buses
- universal basic services including Mail, Broadband, National Nature Service and National Care Service
- repealing all anti-trade union laws, so workers can freely take industrial action over wider social and political issues, from public safety to climate change
- a global 'Socialist Green New Deal', cancelling debt and freely sharing technology and resources internationally.

SHROPSHIRE

## **COVID AND KEY WORKERS – CLAPPING IS NOT ENOUGH**

Conference notes that the Covid-19 pandemic has exposed sharp inequalities in our society. Some big businesses have made huge profits and some individuals in the UK and across the world have increased their enormous wealth significantly.

Meanwhile, the pandemic has disproportionately hit working class people and communities and especially black and minority workers.

Conference notes that millions of workers have been designated ‘key workers’, including Fire Brigades Union Members. Such workers have been required to carry on attending the workplace with all the additional risks that this brought.

Conference notes that key workers are in both the public and private sector and we reject any attempt to create divisions between different groups of workers.

Conference notes that despite the huge contribution made by millions of key workers many face appalling attacks from their employers or from government in the form of fire and re-hire, redundancies and continuing pay restraint in the public sector.

Conference instructs the Executive Council (EC) to build a campaign for all workers in response to the sacrifices made during the pandemic;

- for unity of public and private sector workers
- to oppose fire and re-hire
- to scrap public sector pay restraint
- for pay rises for all workers
- for investment in public services.

Conference instructs all committees and Officials of the Union, including the EC, to support such initiatives in any way possible.

**BUCKINGHAMSHIRE**

## **COST OF LIVING CRISIS**

Conference notes with concern the escalating crisis in the cost of living.

Conference notes that inflation is set to soar to its sharpest increase in decades alongside huge increases in the cost of energy. At the same time, workers are being hit by a National Insurance hike leaving some paying hundreds of pounds more each year.

Conference also notes the impact this will have on Fire Brigades Union Members which added to a decade of below inflation pay rises will be catastrophic.

Conference recognises that the root of this crisis lies in the hands of the global political elite and billionaires who continue to drive a neo-liberal agenda exploiting and squeezing all workers across the globe in a never-ending pursuit of profit.

Conference also recognises that successive governments here in the UK have assisted and been complicit in driving down the living standards of firefighters.

Conference believes that without a united approach by all workers, reversing this sustained attack and increasing the standards of living of firefighters, including fair pay rises, will be impossible.

Conference instructs the Executive Council to develop a campaign and education programme with this in mind which will include approaching and encouraging other unions to join us in organising on pay and living standards for all workers, including the option of joined up industrial action on the issue.

STAFFORDSHIRE

## **WORKERS' RIGHTS MANIFESTO (LABOUR PARTY)**

Conference recognises the clear support the Labour Party, under the leadership of Jeremy Corbyn, gave to the Fire Brigades Union and the commitment in the Labour Party 'Workers' Rights Manifesto' (2019) to repeal anti-trade union legislation, including the Conservatives undemocratic Trade Union Act 2016 amongst many other positive commitments regarding workers' rights.

Conference instructs the Executive Council to gain a commitment from the current leader of the Labour Party that the 2019 Labour Party 'Workers' Rights Manifesto' be included in the next Labour Party General Election manifesto.

CLEVELAND

## **CARE 4 CALAIS**

Conference demands that regular support for 'Care 4 Calais' is set up by the Executive Council, so that Regions provide a voluntary contingent to be sent on a regular basis on a rotating basis akin to Grenfell silent walk before lockdown, in order to provide support and donations collected within region.

LANCASHIRE

# EDUCATION

## POSITIVE ACTION

Fire and Rescue Services (FRSs) nationally suffer from under-representation of black and minority ethnic firefighters, failing to build a workforce reflective of their community demographics. The benefits of having an appropriately diverse workforce are well known, they improve public confidence in the Service and help forge stronger connections within those communities, allowing for more effective fire safety and prevention work which in turn lead to fewer incidents and fewer injuries and deaths.

Many FRSs have initiatives aimed at redressing this balance including 'positive action' where they attempt to engage with under-represented communities. These programmes are often poorly understood by the workforce and wider public, leading to controversy.

The Fire Brigades Union with its proud tradition of promoting equality must acknowledge the value of these initiatives and support the underlying principles.

Conference instructs the Executive Council to create a training package to deepen understanding around the scope, limitations, approach, need and effectiveness of 'positive action', including 'myth-busting' and best practice and make it available to all Members by Conference 2023.

**B&EMM**

## EQUALITY IMPACT ASSESSMENT (EIA)

Conference recognises that EIAs are a well established and credible tool for demonstrating due regard to the Public Sector Equality Duty (PSED), which is required by law.

These assessments and their application therefore must become core business of the Fire Brigades Union.

Conference instructs the Executive Council to add EIA training into our national trade union education programme to support those in elected roles. Education should begin as soon as is reasonably practicable and a report on progress should be delivered to Conference 2023.

**TYNE & WEAR**

## **NATIONAL ORGANISERS SCHOOL, ORGANISING EDUCATION COMPOSITE B**

Conference recognises the continuous hard work being carried out with the new professional recruitment presentation, online recruitment and the introduction of 'Phoenix' the new membership system. New ballot thresholds imposed on trade unions following the implementation of The Trade Union Act 2016 have highlighted that organising has never been so important.

Education goes back to the very roots of trade unionism. It is only through education that we can hope to improve the lot of the working person. The Fire Brigades Union (FBU) has an enviable education provision ensuring that our Officials are well prepared to work on behalf of the membership.

To ensure that our Brigade Organisers are enthused, prepared and equipped to make the best possible use of their time, Conference calls for the Executive Council to explore the viability, effectiveness and possible options for an annual organising school, education days or event where the latest and best practice can be learnt and shared. Details of this should then be shared at the earliest opportunity via the FBU structure.

HUMBERSIDE

# EQUALITY AND FAIRNESS AT WORK

## ALL DIFFERENT ALL EQUAL (ADAE) TRAINING AND APPLICATION

As Members of the Fire Brigades Union (FBU) it is 'the duty of every member to treat others with dignity and respect and to challenge offensive behaviour of any kind' (Rule B3(3) of the FBU Rule Book). We proudly have an ADAE policy which allows us to challenge racism, sexism, and all forms of discrimination but these behaviours are still seen in our workplaces and within our membership.

Conference should be aware that there have been great inconsistencies in how the ADAE process is implemented and executed. Often this is down to misconceptions or unfamiliarity with the process, possibly due to time elapsed since training.

There have also been clear breaches of the policy including Members being given representation after the ADAE process has determined that representation should be withdrawn.

Our Union provides a thorough three-day training course available to train reps in becoming an ADAE investigator. This training is for reps who have experience within the Union and are Fairness at Work trained. Therefore, there are numerous reps earlier on in their Union pathway that are unfamiliar with the ADAE process and how vital it is for our Union and the values it represents.

Many regions within our Union believe it to be best practice for one of the two investigators carrying out the ADAE investigation to be from our equality sections. Reps from Equality sections can bring their lived experience of being from an underrepresented group to the process ensuring fairness and equality.

There is also a lack of qualified Officials to carry out the ADAE process in many regions.

To make sure our ADAE process is fit for purpose, Conference instructs the Executive Council to;

- provide initial training on the ADAE process as part of the 'Introductory Branch Officials Course' so that Reps are aware of the process and able to support Members without being trained as an investigator
- provide 'refresher' training to all those who are currently ADAE qualified, to address misconceptions and cement understanding
- provide courses and push for more ADAE qualified Officials in each region
- reword the All Different All Equal Policy on Page 13 to include that one investigator of the ADAE process should be from an equalities section where appropriate.

In cases where the ADAE policy is misused, abused, or wilfully ignored, Internal Union Discipline should be applied as per the Rule Book.

This work should be completed as soon as possible and before Conference 2023.

NATIONAL WOMENS COMMITTEE

## **RESIDENTIAL COURSE BLOCKING RECRUITMENT AND PROMOTION FOR PRIMARY CARE GIVERS.**

Women have been working as operational firefighters since the 1980s. Recruitment and retention of women firefighters has slowly improved since then. However, women still make up a small minority of operational positions.

This is even more noticeable as progression through the ranks is considered.

This is due in part to individuals being forced to attend residential courses as part of the training required for promotion. Some recruit courses for trainee firefighters are also held on a residential basis. This process is a barrier to many who have caring responsibilities, disproportionately affecting women and as such has a negative effect on women applying or being successful.

Conference instructs the Executive Council to conduct a national survey on current residential courses, promotional and otherwise attended by Fire and Rescue Service staff. This will establish whether these are able to be offered at more accessible locations on a daily attendance basis ensuring better support for all our Members who are the primary care givers.

The results of this survey are to be reported back through the Fire Brigades Union structures within 12 months of Conference 2022.

**NATIONAL WOMENS COMMITTEE**

## **ALL DIFFERENT ALL EQUAL (ADAE)**

The Fire Brigades Union (FBU) have been leaders in the struggle for equality and fair treatment for all. The ADAE concept, unique within the trade union movement, has at its very core a commitment to oppose, challenge and eradicate all forms of discrimination within the workplace. Equality is embedded into every union activity.

The principles of the policy are to uphold fairness at work for all and to ensure inappropriate behaviour is not welcome amongst our membership. By doing this, it provides security to those with protected characteristics in Fire and Rescue Services.

Whilst Conference can recognise that the implementation of this policy was ahead of its time and highly commended, in reality it is not fully abided by, carried out successfully or enforced in a number of cases.

Conference instructs the Executive Council to fully review the ADAE policy bolstered and enforced including thorough consultation with the B&EMM, NWC and LGBT Sections of the FBU. In particular, we need the equality sections to be more integrated into the process, including introducing a mandate to notify the relevant secretary of a section when one of their Members is the complainant in an ADAE investigation so appropriate support can be provided by the section.

**B&EMM**

## **OUR UNION TACKLING MISOGYNY**

Conference has been shaken by the high-profile incidents involving male violence against women in recent times. Conference remembers the victims; Sarah Henshaw, Sarah Everard, Sabina Nessa, Nicole Smallman and Bibaa Henry to name a few, there are countless more. On average, a woman is killed by a man every three days in the UK.

Conference is shocked at the involvement and aspects of response of the police in these tragic incidents. An apparent misogynistic culture within police forces is now rightly being interrogated. Some claim that these are a few 'bad apples', however we exist in a society which contains misogyny so it is not surprising that these cultures would also be present in large traditionally male dominated organisations.

The GMB's independent investigation into sexual harassment within their union shone a light onto institutional sexism within the trade union movement. We cannot ignore this staggering issue.

Toxic misogynistic behaviours are also familiar to us as workers in Fire and Rescue Services. Jokes about rape and domestic violence are not uncommon, although perpetrated by a small minority. Colleagues and ex-colleagues of ours have also been convicted of these crimes.

The upholding of misogynistic cultures has also been demonstrated within our Union both historically and recently. Female Members have been treated in shameful ways, by fellow Fire Brigades Union (FBU) Members including Officials.

Conference must stand together to create safe workplaces for women.

Conference instructs the Executive Council to;

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

NATIONAL WOMENS COMMITTEE

## **STATION FACILITIES**

Conference calls upon the Executive Council to ensure that Fire and Rescue Services (FRSs) are maintaining the standard of facilities on fire stations that are set out in the Fire Brigades Union minimum facilities document.

The equality and inclusion work should not be used as an excuse for FRSs to revert to solely unisex facilities which should be provided as an addition to male and female facilities, not an alternative, to ensure that women's safe spaces are maintained.

DEVON & SOMERSET

## **FIRE SERVICE PROVISION FOR FIRE GROUND CATERING**

Conference notes with concern the increasing use by Fire and Rescue Services (FRSs) of voluntary sector organisations to provide food and refreshments to Members of the service attending prolonged incidents.

Conference is concerned that some of these organisations do not uphold the core values of FRSs in their commitment to inclusivity.

One such organisation 'Rapid Relief Team' (RRT) were established by Plymouth Brethren Christian Church (PBCC).

Research into PBCC reveals that they operate policies that exclude Lesbian, Gay, Bisexual and Transgender (LGBT) people from their membership and that they have actively campaigned against LGBT equality.

Conference believes it is wrong for our Members to be expected to accept charity from people who do not share the values of inclusion and respect for difference.

It is the responsibility of FRS employers to ensure that firefighters receive food and refreshments during prolonged deployment at incidents and that they are failing with regard to their obligation to ensure partners embrace the Services' core principles.

Conference calls on Brigade Officials to raise their concerns with their FRS should they be engaging the volunteer sector to perform this role.

Conference also calls for the Executive Council to raise the matter with the National Joint Council as some Services are potentially failing in their obligations under the Public Sector Equality Duty.

LGBT COMMITTEE

## **PROMOTING INCLUSION, CHALLENGING SEXISM, RACISM, HOMOPHOBIA AND TRANSPHOBIA**

Conference notes with concern an apparent increase in sexist, racist, homophobic and transphobic abuse of Members and Officials of our Union.

Conference further notes that on occasions this abuse is being perpetrated by Members and Officials of our Union.

Conference acknowledges that the Executive Council are already taking a proactive approach in establishing a working group to look at the issues of sexual harassment and wider equality issues.

In addition to the working group Conference also believes our Union would benefit from further external independent assistance to advise on how as a Union we challenge and tackle the issues we currently face and instructs the Executive Council to explore this.

LGBT COMMITTEE

## **AN INCLUSIVE UNION, KEEPING THE T IN LGBT**

The Fire Brigades Union has a proud history of standing up for equality and diversity and fighting to make Fire and Rescue Services inclusive workplaces.

Conference notes with concern the emergence of some political lobby groups who seek to exclude Trans from the Lesbian, Gay, Bisexual and Trans equality movement.

Some of these lobby groups are growing in influence and are making demands for reform of the Equality Act 2010. The Conservative government has long hated this legislation and reforms by them would water down the protection people with protected characteristics already benefit from.

Conference calls on all Officials and Members to be vigilant of these groups. Our Union is built on inclusion and we will continue to represent all minorities.

LGBT COMMITTEE

## **TOXIC MASCULINITY**

Conference notes that with continued support from the Fire Brigades Union, Fire and Rescue Services (FRSs) are slowly becoming a more diverse and inclusive workplace. Whilst this progress is encouraging the rate at which we are able to effect further change falls far short of our trade unions aspirations.

Too many Members within FRSs are still being negatively affected and undermined by outdated practises, ideas and opinions, which in part can be attributed to toxic masculinity. Toxic masculinity hampers the development and progression of all within FRSs as it seeks to reward behaviours ascribed to the so-called traditional masculine ideology. This covers a range of issues such as suppressing emotions, a lack of openness about mental health and the rejection of femininity in all its supposed forms.

For us to progress as a society we need to start seeing and expressing our emotions and seeking help as a sign of strength, only by acknowledging our behaviours can we begin to grow.

Conference instructs the Executive Council to devise, produce and disseminate a training package designed to assist in recognising and addressing toxic masculinity within FRSs. This work should be carried out as quickly as possible with the training package to be disseminated within the next 12 months.

MERSEYSIDE

## ALL DIFFERENT ALL EQUAL (ADAE)

Conference recognises the importance of the ADAE Policy. Conference also notes that it is important as a Union we continue to learn, evolve and improve and that transparency and accountability must be at the heart of all that we do.

Conference notes that Section 4 of the appeals section of the ADAE policy states: *'If, upon the basis of all the evidence before it, the representation appeals committee considers that the regional committee should not have refused or granted representation, it may reverse or amend the decision as it considers appropriate, in its absolute discretion. The decision of the representation appeals committee will be final and shall be conveyed in writing to the parties, the general secretary and the regional secretary'.*

Conference notes that it is important that we are accountable and transparent, it is equally important that we learn from our mistakes or we will continue to make them.

Conference therefore demands that section 4 of the appeals section of the ADAE policy be amended to read:

*'If, upon the basis of all the evidence before it, the representation appeals committee considers that the regional committee should not have refused or granted representation, it may reverse or amend the decision as it considers appropriate, in its absolute discretion. The decision of the representation appeals committee will be final and shall be conveyed in writing to the parties. The general secretary, and the regional secretary will also receive a full written report from the representation appeals committee detailing reasons that the decision was reversed or amended, that they may share with their regional committee'.*

LONDON

# **ACCIDENT INJURY AND DEATH BENEFIT FUND (AIF)**

## **ACCIDENT INJURY AND DEATH BENEFIT FUND (AIF) COMPOSITE A**

Conference acknowledges the importance of the AIF. Approximately 95% of Members have signed up to it, so it is clear the benefits are widely recognised. It cannot be overstated the impact the AIF has on Members' lives when they suffer an injury, or to their families in the event of the death of a Member. However, Conference appreciates that there are restrictions within the existing scheme, and consequently room for improvement.

Two specific areas for improvement are;

- Mental illness
- Cancers.

Conference instructs the Executive Council to set up a task and finish group to ensure that the benefits of the AIF are the best that they can be for our Members, that the AIF pays out in the maximum amount of circumstances and that the scheme offers best value for money. The task and finish group shall complete their work before the end of 2022 to allow sufficient time for all Members to be consulted over any proposed changes prior to Conference 2023.

After completion of the review training is to be provided to Officials in the correct application of the AIF.

Conference instructs that the relevant rules shall be amended as necessary once a decision has been taken on any changes to the scheme.

**HEREFORD AND WORCESTER**

# LEGAL

## **NATIONAL NEGOTIATIONS FOR OUTCOMES FROM EMPLOYMENT TRIBUNALS AND EMPLOYMENT APPEALS TRIBUNALS**

Conference recognises the importance of changes in employment law handed down in Employment Tribunals and Appeals which benefit Members and the requirement for employers to implement these beneficial changes within prompt timescales.

Conference instructs the Executive Council (EC) that when these decisions are advantageous to Members, that the EC look to negotiate with employers nationally through the National Joint Council rather than Brigade Officials negotiating locally so that such changes are implemented in a timely and consistent manner.

WEST YORKSHIRE

## **SUPPORT AND FAMILY LAW**

Conference recognises our Union supports and defends its Members' employment rights through our representatives and legal services. Support for our Members in matters relating to family law should be integral to the Fire Brigades Union.

Many of our Members are facing difficulty and expense navigating issues involving family law. Separation and child arrangement orders being particularly challenging and likely to have an effect on work. Advice, financial support, negotiated discounts, mentoring and partnerships with other organisations are examples of support that should be considered.

Conference instructs the Executive Council to explore ways in which we could provide additional support for our Members when faced with dealing with the complexity of family law and report back to Members at Conference in 2023.

TYNE & WEAR

## **JUDGES DON'T RUN OUR UNION.**

Conference notes that trade unions in the UK are subject to some of the worst anti-union legislation in Europe. These include provisions for courts to interfere in the business and decision making of trade unions.

Conference notes that the Fire Brigades Union (FBU) has seen such interference by the courts in our democratic structures, including a decision by an Employment Tribunal that a policy of the Union was redundant. Such a decision can only be made by the FBU and its Members through our own democratic structures.

Conference reminds all Members and Officials of the Union of the provisions of Rule C2 that: *'The supreme government of the Union shall be vested in the Conference...'*

No individual Member or Official has the authority to determine, overturn or end policies of the Union except through the democratic structures of the Union and ultimately through Conference.

STAFFORDSHIRE

# ORGANISING AND MEMBERSHIP

## THE FUTURE OF ORGANISING IN THE FIRE BRIGADES UNION (FBU)

Conference commends the efforts of the General Secretary, National Officers, Executive Council (EC) and Officials and Members of the Fire Brigades Union for their continued commitment to organising within our Union.

It is a fact however that organising is not dogmatic and is an ever-changing process designed to progress our victories and activism within the movement. Nor is it bureaucratic, rather it is the very essence of the day-to-day work of an active trade union member regardless of the roles we hold.

Whilst the Trades Union Congress organising agenda, much of which the FBU has adopted should be congratulated it simply is not always wholly applicable in every circumstance. A number of our sister unions have adopted an 'Industrial Organising' approach and one which Conference believes is more in keeping with the history and traditions of the FBU.

Conference believes that an industrial organising approach and strategy focused on local brigade issues will increase membership, activism, and improve Members' conditions.

Conference instructs that following any necessary rule changes;

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

GREATER MANCHESTER

## RETAINED RECRUITMENT

Conference demands the employment of a full-time member of staff to visit all retained stations for the purpose of recruitment.

Due to the high turnover of RDS staff and the rural location of stations it would be beneficial for the Fire Brigades Union to employ a recruiter to increase membership which would be self-funding due to membership being increased. There is a local concern that there are local strongholds of Fire and Rescue Services Association developing in some rural counties. This post will be reviewed on a yearly basis.

LANCASHIRE

# INTERNAL ADMINISTRATION

## UNIFIED INTERVIEW STATEMENT

Conference instructs the Executive Council to produce a generic preamble pre interview statement for Fire Brigades Union (FBU) Officials to utilise during Internal Union Discipline interviews. This should be produced by the relevant Officials in Head Office, to assist all Officials of the FBU when undertaking interviews in line with the rules and policies of the FBU.

HUMBERSIDE

## SIMON SAPPER REPORT

Conference notes the work already undertaken by Simon Sapper and the subsequent report and recommendations made to the Executive Council (EC).

Conference instructs the EC to provide a record of what recommendations from the Simon Sapper report have been concluded and the current situation regarding those recommendations that have yet to be concluded or acted upon.

The EC must report back a record of progress to all Brigade Officials ahead of the next Conference or within one calendar year whichever is sooner.

HERTFORDSHIRE

## DEVELOPMENT FIREFIGHTER AND DEVELOPMENT FIREFIGHTER CONTROL MEMBERSHIP FEES

Conference recognises firefighters and firefighters Control spend vast amounts of time training to be competent in role. Whilst this takes place they are at financial disadvantage compared to competent firefighters to the sum of approximately £7,000 following the 2021 pay settlement. With the ongoing social financial issues, the impact of the difference in pay hits Members hard.

Rule B2(1)(viii) states;

*'The weekly contribution of Ordinary members shall be: Full-time members who are competent firefighters or whose weekly rate of pay is equal to or above that of a competent firefighter shall contribute 1 percent of the Firefighter (competent) weekly rate of pay. Job share members who are competent firefighters or whose full-time weekly rate of pay is equal to or above that of a competent firefighter shall pay half of 1 percent of the Firefighter (competent) weekly rate of pay. Retained members shall contribute one third of the trade contribution of full-time members, plus 3 percent of the trade contribution of full-time members rounded to the nearest penny. Volunteer members shall contribute annually a flat rate fee as set by the Executive Council.*

*Where members pay by the calendar month the contribution amount payable shall be calculated from the weekly contribution rates.*

*Where members are paid less than the Firefighter (competent) weekly rate of pay the Executive Council shall publish each year the relevant contribution rates for each pay band'.*

As this is already an agreed rule Conference demands that the rule is applied to affected Members. This will include firefighters in development and firefighters Control in development.

AVON

## **ONLINE VOTING**

Conference recognises the recent excellent work by Head Office and other Officials, in particular Brigade Organisers, to develop the new membership database, online application forms and app that can be downloaded by individual Members, creating vital organising tools in the most up-to-date and convenient forms.

Conference also recognises that many organisations, trade unions and political parties have now moved their voting systems to online platforms including the 2019 hybrid consultative ballot on Fire Brigades Union (FBU) Members' pay and conditions for which the opportunity to vote online was provided, as per Head Office Circular 20190183MW.

Previous Conference policy instructed the Executive Council to; *'...make the necessary preparations for future online voting, including recommending a definitive list of which Brigade, Regional and Sectional positions will be covered, and to bring any necessary Rule changes to Conference 2020.'*

Conference recognises the impact that the Covid-19 pandemic has had on workloads and the delays this has caused to delivering Conference Policy.

Conference therefore instructs the Executive Council to provide feedback on the progress of moving FBU ballots and elections to a secure online platform and set a completion date for moving to online voting for all relevant, identified FBU elections and ballots, no later than Conference 2024.

SCOTLAND

## **UPLIFT OF MILEAGE RATES**

Conference notes changes to Officials' mileage rates at previous Conferences. Since the last change, the cost of living and the cost of fuel has dramatically increased.

Conference instructs the Executive Council to review the current mileage rate for Union business and to uplift the rate at the earliest opportunity. Any uplift will take into consideration the HMRC mileage rate for the years 2021/2022.

SUFFOLK

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# **MOTIONS REMITTED TO THE EXECUTIVE COUNCIL...**

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## **PAY AND CONDITIONS**

### **NON-CONTRACTUAL WORK**

Conference is concerned at the increasing fragmentation of the Fire and Rescue Service especially around the disparity of the work activities currently being undertaken by Fire Brigades Union (FBU) Members.

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

Conference agrees that should any expansion of the rolemaps be agreed then this must be undertaken through the National Joint Council.

Conference notes the recent trade dispute in the West Midlands where the Fire Authority attempted to introduce non-agreed work that was not part of a firefighter's role.

Conference also notes the content of the recent offer from the employers in Scotland which was rejected by FBU Members in Scotland.

Conference is concerned that our employers are content with being complicit in the effects of austerity by seeking to expand the role of a firefighter into public sector areas which have been devastated by central government budget cuts.

Conference agrees that FBU Members must not be used as a solution to paper over the cracks created by austerity in other public sectors and must only be considered as an additional strand to any public sectors that are appropriate for firefighters to be involved with.

Conference instructs the EC to immediately begin the process of withdrawing from any and all non-contractual work currently being undertaken by our Members.

Conference instructs the EC to work with Brigade Officials to ensure they have all the support and information needed to confidently withdraw from non-contractual work and to reject any future attempts by our employers to introduce non-contractual work until such a time that expansion of the rolemap is agreed.

**WARWICKSHIRE**

## **GREY BOOK AND 24-HOUR SHIFTS**

Conference notes that 24-hour shift patterns have been adopted in Fire and Rescue Services (FRSs) around the world. The shift system is also present in various forms, in more than one FRS in the UK.

Those FRSs adopting the shift domestically, currently do so without nationally negotiated and agreed protections that Grey Book terms and conditions provide.

The rising cost of housing, fuel, and over a decade of real term pay cuts, has left Fire Brigades Union Members in a position where many are forced to live long distances from their places of work, as many cannot afford to live in the regions they work in on a firefighter's or firefighters' Control salary.

A 24-hour shift would reduce commuting costs, and provide a way to put money back in Members' pockets at a time when pay has stagnated.

Conference instructs the Executive Council to negotiate the inclusion of a 24-hour shift option, including all necessary safeguards, within the Grey Book.

ESSEX

## **AMENDMENT**

4th paragraph, last line delete full stop insert 'whilst securing establishment figures, ridership factors and maintaining the 42 hour average working week.'

HUMBERSIDE

## **WORK OUTSIDE OF ROLEMAPS**

Conference is concerned that the momentum gained around the broadening of firefighter rolemaps has slowed due to unprecedented circumstances.

Prior to the Covid pandemic Members were already undertaking activities outside of their rolemaps. During the Covid pandemic this has been exacerbated, Members have been put under pressure to collaborate with other partner agencies. Firefighters have been called to assist the police and ambulance service to undertake work outside of our agreed rolemaps, but on a voluntary basis.

As a result, the lines are becoming increasingly blurred as to what is in our rolemaps. Members are seeing a rise in assistance calls, which are often not of an emergency nature. On too many occasions other agencies are not on scene at the time of our arrival, leaving firefighters exposed to deal with incidents which they are not adequately trained for and equipped to deal with.

Conference strongly believes that these types of incidents, along with many others currently being performed by firefighters across the country fall outside the rolemap.

Conference instructs the Executive Council to reinvigorate the negotiations with Fire Service employers to seek a resolution in relation to pay and broadening of the role. If the employers respond negatively, the Union shall ballot Members to withdraw from all non-contractual, non National Joint Council rolemap work activity until a resolution is reached.

NOTTINGHAMSHIRE

## **ADULT SOCIAL CARE AND THE FUTURE PAY STRATEGY**

Conference applauds the ongoing efforts to secure a national pay offer, operating through a global pandemic whilst being attacked by a Tory government.

Conference is concerned that adult social care could be included as a viable expansion of the firefighter rolemap.

Whilst other areas of the pay strategy/broadening of the role fall close to the existing rolemaps, Conference believes that adult social care is a step too far with the potential to change the role of a firefighter beyond all recognition.

Conference instructs the Executive Council to remove adult social care from any future Fire Brigades Union pay strategy.

**SOUTH YORKSHIRE**

# **FIRE AND RESCUE SERVICE POLICY**

## **NATIONAL FIRE CHIEFS COUNCIL GUIDANCE AND THE LACK OF FIRE BRIGADES UNION (FBU) NATIONAL DIRECTION FOR BRIGADE OFFICIALS.**

The National Fire Chiefs Council (NFCC) and Fire and Rescue Service Brigade Managers are acting collectively through National Operational Guidance (NOG) and other associated guidance. The FBU must also act collectively when challenging NFCC policy.

Conference instructs the Executive Council to;

- respond to all correspondence received regarding NOG and other associated guidance from the NFCC
- review NFCC guidance and where appropriate issue its own national collective guidance for Brigade Secretaries
- issue monthly Brigade Secretaries Circulars, advising of any FBU national collective guidance on NFCC publications
- conduct virtual meetings to discuss NFCC publications and potential FBU national collective guidance. All Brigade Officials will be invited and these meetings will be chaired by an FBU National Officer with the aim of allowing Brigade Officials influence over the FBU response to NFCC guidance. Meetings will be at least every quarter or more frequently where necessary.

NORTH YORKSHIRE

## **REDEPLOYMENT OPPORTUNITIES**

Conference notes that an ever-increasing ageing workforce highlights the need for redeployment opportunities for Members who find themselves unfit for work through no fault of their own and outside of ill-health retirement processes.

Conference calls on the Executive Council to engage with the Employers to ensure redeployment opportunities are maintained, rather than lost as is currently happening.

DORSET & WILTSHIRE

## **TRAINEE FIREFIGHTER FITNESS AND JOB-RELATED TESTS**

Conference notes that nationally many Fire and Rescue Services (FRSs) are now undertaking different methods for testing the physical attributes of potential firefighters during the recruitment process. Many FRSs still undertake all of the testing commonly referred to as the 'Job Related Tests', others undertake some elements of this practice. This could be seen as a lowering of recruitment standards, a lowering which could put trainee firefighters and their colleagues at unnecessary risk of accident or injury.

Conference agrees that extensive positive action work should be undertaken to encourage under-represented groups to apply to FRSs, however, the lowering or removal of physical standards as a means of addressing a lack of diversity is a risk to both firefighters and the public.

Conference instructs the Executive Council to work with the relevant Fire Brigades Union (FBU) Sections, as well as initiate any required research, to identify the most appropriate physical testing at the recruitment stage for the role of a firefighter, what the required standard should be, and the method(s) of testing that should be undertaken to achieve this.

This work should be completed and reported to the next full Conference through the structures of the FBU if it can be done before then, or if this is not achievable then a full update via the structures of the FBU should be provided before Conference 2023.

**DERBYSHIRE**

# EQUALITY AND FAIRNESS AT WORK

## SEXUAL HARASSMENT, SEX DISCRIMINATION, BULLYING AND MISOGYNY

Conference is appalled that instances of sexual harassment, sex discrimination, bullying and misogyny are still a reality faced by far too many women Members and Officials with devastating outcomes.

Research shows that 97 per cent of young women in the UK have been sexually harassed and 81 per cent of women of all ages have experienced sexual harassment in public.

While it is appalling, it is not surprising that these unwanted behaviours manifest within the Fire Brigades Union (FBU), often going unchallenged, unrecognised and unreported all too often passed off as banter and minimised, leaving the victims feeling bullied and ashamed and fearful of calling it out, or 'making a fuss'.

Conference calls on all Officials and Members to lead by example, call out any unequal and discriminatory treatment and recognise the profound impact this has on our democracy, the diversity of our Officials, our ability to protect our Members and to start to effect long overdue change for good.

Conference instructs that the FBU Executive Council (EC) should lead the change by;

- supporting and conducting an immediate independent investigation and review into structural sexism, bullying and sexual harassment within the FBU with terms of reference set by the EC, committing to adopt all recommendations from the independent review in full
- ensuring that the appointment of independent investigators and any subsequent recommendations from the review involves the full democratic participation of the FBU national equalities sectional committees.

This investigation should report back to Committees no later than Conference 2023.

SCOTLAND

# LEGAL

## **MATZAK**

On the 21st February 2018, the Court of Justice of the European Union (CJEU) ruled that Mr Matzak, a Belgian volunteer firefighter, whose on-call time when not at his place of work constituted working time. This ruling resulted from the interpretation of European Union Working Time Directive (WTD).

It is noted that the primary motive of the WTD is that of the welfare of the individual worker and not remuneration. However, given the low pay and poor retention rates of UK Retained firefighters this is a situation that cannot remain fully unexplored.

Conference instructs the Executive Council to seek immediate legal advice and guidance with the aim to explore enacting the ECJ ruling within Fire and Rescue Services.

ESSEX

# ORGANISING AND MEMBERSHIP

## GROWING THREAT OF THE NATIONAL FIRE CHIEFS COUNCIL (NFCC)

Conference notes with concern, the increasing involvement of the NFCC in issuing guidance on policy and procedure.

Conference instructs the Executive Council to run a campaign to raise Members' awareness of the severity of this threat.

WEST YORKSHIRE

## RETIRED AND OUT OF TRADE (ROOT) MEMBERS

Conference notes the continued attacks on our Members and Fire and Rescue Services (FRSs) from both Central Government and more recently the National Fire Chiefs Council. One of the ways to counter these attacks is by using the skills and knowledge of Members, Reps and Officials that has been built up over many years. Retired Reps and Officials are often great sources of information and can provide advice on strategy, tactics and previous agreements within regions and individual brigades. They are also free to contact the press without being subject to policies of the former employer.

We have seen the benefit of utilising ROOT Members to aid campaigns locally by providing vital statistical information and also providing lobbying assistance.

Nationally there are over 6000 ROOT Members that are largely an untapped resource for existing Reps and it is an area that should be exploited to harness the knowledge and experience of retired Members.

Conference therefore calls upon the Executive Council (EC) to;

- establish the role of a ROOT Organiser within each Region reporting directly to the Regional Executive harnessing the knowledge when required and appropriate of the ROOT Members within each respective Region
- each ROOT Organiser appointed by the Regional Committee should work supporting individual Brigade Organisers on areas as deemed necessary by Regional Executives or on request by Brigade Committees
- each appointed ROOT Organiser to be retired themselves in order to operate freely without fear of sanction from Individual FRSs.

To facilitate the establishing of a ROOT Organiser the EC will bring any necessary rule changes to Conference 2023.

CHESHIRE

## **RETIREMENT GIFT**

Conference recognises the commitment of its Members to the Fire Brigades Union (FBU). When a Member retires from the Service, some Brigade Committees present Members with a basic retirement certificate, only arranged if the Member requests one at a local level. This feels underwhelming and does not reflect the commitment and dedication to the FBU that the retiree deserves.

Many Members have paid contributions for their entire career, amounting to thousands of pounds. It would be a small token of appreciation and would pay homage to the Member if we could present them a retirement certificate and a small gift.

Conference instructs that Brigade Officials are allowed to ask Region to purchase gifts from the FBU online shop, up to the value of one month's wholetime subscription, this would only apply for retiring FBU Members with ten or more years continuous membership in the FBU.

**NOTTINGHAMSHIRE**

## **STRENGTH AND UNITY**

Conference instructs the Executive Council to promote an awareness of the dedication, loyalty and integrity of Fire Brigades Union Officer Members in representing all Members and to promote the pathways for Members to access their representation and support.

**OFFICERS NATIONAL COMMITTEE**

## **ADVICE AND SUPPORT**

Conference instructs the Executive Council to utilise the Officers National Committee and wider officer membership for technical, strategic and specialist advice on national and regional issues that could affect the Fire Brigades Union membership.

**OFFICERS NATIONAL COMMITTEE**

# **INTERNAL ADMINISTRATION**

## **TIERED FIRE BRIGADE UNION (FBU) MEMBERSHIP**

Conference notes the cost-of-living crisis facing the UK and the wage suppression of our Members.

Conference therefore proposes a tiered membership subscription payment rate, to reflect the national pay scales in operation across Fire and Rescue Services.

Currently any trainee firefighter or firefighter Control receives full membership benefits at no cost for the initial period of three months.

As a development firefighter, the wage is considerably lower than that of a competent firefighter. Conference instructs the Executive Council to create a middle subscription band to reflect this difference and on completion of the development period, the full amount is then payable.

**CAMBRIDGESHIRE**

## **FIRE BRIGADES UNION (FBU) HEALTH AND SAFETY (H&S) RELEASE POSITION**

Conference notes the efforts taken by Fire Brigades Union (FBU) H&S Reps up, down and across the whole of the UK in the battle to ensure firefighter and community safety in the face of adversity by the National Fire Chiefs Council (NFCC) in the height of the Covid-19 pandemic.

Furthermore, FBU H&S Reps work tirelessly to usher in a new era of firefighter safety with respect to contaminants and psychological wellbeing, upholding the finest traditions in breathing apparatus safety as the fire sector struggles to resolve the decades of poor and reckless application of building regulations.

Conference instructs the Executive Council to create a full-time release position for the role of regional H&S co-ordinator, in recognition of the crucial work carried out in the role of H&S and to provide them with the means to do this work with the full support and recognition of the FBU.

**BEDFORDSHIRE**

## **FIRE BRIGADES UNION (FBU) RULE BOOK UPDATE**

Conference notes that the FBU Rule Book has served us well and continues to do so. However, it can't be ignored that many rules are now rendered irrelevant by modern technology, procedures and practices, and that some of the text is not in line with current best practice, for example using gender specific pronouns.

It is our duty as Officials to ensure that during our time in post we not only serve the current membership, but also ensure that we leave it in the best possible condition to serve Members in the 21st century.

Following our centenary and the excellent work to leave a legacy for future generations of Members, it is now time to conduct a full review of the Rule Book to remove or amend unnecessary rules and amend language where required.

Conference instructs the Executive Council (EC) to form a working party made up of the appropriate National Officials, EC Members and representatives from each of the equality and trade sections to review the rules of this Union. This work should be completed before the next rule change Conference for presentation and ratification.

DERBYSHIRE

## **AMENDMENT**

1st paragraph, 3rd line after 'best practice' **insert** full stop **delete** 'for example using gender specific pronouns.'

SCOTLAND

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## **EMERGENCY MOTIONS CARRIED...**

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### **HAVANA EXPLOSION**

Conference notes the disaster at The Hotel Saratoga, a hotel in Old Havana, Cuba. The hotel was preparing to reopen after being closed for two years when an apparent gas leak ignited and blew the outer walls into the streets below.

In the last 24 hours the fatalities have risen to 40 and conditions are significantly deteriorating for workers on scene since the initial explosion. This is an ongoing and developing situation for firefighters and all those affected.

Conference applauds the work of firefighters working on the scene and salute the actions of those people who sought to help those injured.

Conference is dismayed to learn that the death toll currently stands at 40 people and many people have been seriously injured.

Conference sends its deepest condolences to the families of the dead and injured and also sends our solidarity to firefighters, other public service workers and firefighters in the UK stand with you.

The working class is international and in solidarity Conference calls on the Executive Council to explore if assistance is possible to offer via the firefighters 100 lottery.

**BEDFORDSHIRE**

### **ISRAELI AGGRESSION TARGETING JOURNALISTS**

On Wednesday 11th May, Al Jazeera correspondent, Shireen Abu Akleh, was fatally shot during an Israeli Defence Force (IDF) raid on the Jenin refugee camp in the West Bank.

Conference is appalled at this act by the IDF to target journalists in pursuit of the suppression of free speech.

Conference calls on the Executive Council to raise this with our political allies and to challenge the oppression of free speech regarding the Israel and Palestinian conflict at home and abroad.

**BEDFORDSHIRE**

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## **MOTIONS DEFEATED...**

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**CONTINUAL PROFESSIONAL DEVELOPMENT (CPD)**

**WEST MIDLANDS**

**ADDRESSING THE NEED FOR AN URGENT CAMPAIGN TO DELIVER AN INCREASE IN PAY  
IN FIRE AND RESCUE SERVICES (FRSS)**

**CHESHIRE**

**LABOUR PARTY DISAFFILIATION**

**MERSEYSIDE**

**FIRE BRIGADES UNION (FBU) ORGANISATION AND STRUCTURE**

**HERTFORDSHIRE**

**INCREASE TO OFFICIALS' ALLOWANCES AND SUBSITENCE**

**LONDON**

**REGIONAL OFFICIALS AND EXECUTIVE COUNCIL MEMBERS – OUTSIDE EMPLOYMENT OR PAID WORK**

**LONDON**

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## **PROPOSED ALTERATIONS TO THE FIRE BRIGADES UNION RULE BOOK**

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<b>Rule A2</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule B2 (2) (vi)</b>	<b>NOTTINGHAMSHIRE</b>	<b>CARRIED</b>
<b>Rule B2 (5) (iv)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule C2</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule C3 (2)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule C4 (5)</b>	<b>TYNE &amp; WEAR</b>	<b>CARRIED</b>
<b>Rule C6 (2) (v) (b)</b>	<b>LGBT</b>	<b>CARRIED</b>
<b>Rule D2</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (1)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (2) (ii) (b)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (2) (v) (b)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (4) (i) (b)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (4) (ii) (b)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (4) (ii) (c)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (5) (ii)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (5) (iii) (j)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (5) (iv)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (5) (v)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (6) (ii) (a)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (6) (ii) (b)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G1 (7) (ii)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G2 (2)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G2 (7)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G2 (10)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G3 (1)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G3 (4) (i)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>
<b>Rule G3 (4) (ii)</b>	<b>EXECUTIVE COUNCIL</b>	<b>CARRIED</b>

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## **EMERGENCY RULE CHANGES**

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**Rule G2 (1) (i)**

**EXECUTIVE COUNCIL**

**CARRIED**

**Rule G3 (1) (i)**

**EXECUTIVE COUNCIL**

**CARRIED**

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# FINAL APPEALS COMMITTEE NOMINATIONS

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<b>REGION/SECTION</b>	<b>NAME</b>
Region 1	John McKenzie
Region 2	Chris Blayney
Region 3	Brian Harris
Region 4	Dave Williams
Region 5	Ed Burrows
Region 6	Adam Taylor
Region 7	Steve Price-Hunt
Region 8	Arwel Roberts
Region 9	Rebecca Lewington
Region 10	Jon Lambe
Region 11	Andy Petch
Region 12	Mark Chapman
Region 13	Guy Herrington
B&EMM	Amit Malde
ONC	Gareth Cook
NRC	Paul Revill
CSNC	Lynda Rowan O'Neil
NWC	Rachel Rogers
LGBT	Pat Carberry

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## **ELECTION OF STANDING ORDERS COMMITTEE**

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### **ELECTED**

Sister Rebecca Savin      4 years









Published by the  
FIRE BRIGADES UNION

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