

EXECUTIVE COUNCIL'S REPORT 2023

94th CONFERENCE
10 – 12 MAY 2023



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Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT

TO THE

94th CONFERENCE

2023

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PRESIDENT'S INTRODUCTION

The Westminster government's assault on firefighters' pay and conditions accelerated during 2022. Using the inspectorate in England and the NFCC as their lightning rods, ministers had no extra money to offer for our members' improved pay, but plenty of ideas on how to attack our union.

The cost of living crisis engulfed the entire working population during the year, with inflation higher than anything we've seen in many decades. I'm proud of the campaign the union undertook to secure significantly better pay rises than we were offered last July, as well as securing discussions at NJC level on retained and control pay, pay progression and other matters conference has drawn attention to in recent years. The key to winning improvements was our members' solidarity and ability to act decisively as a unified organisation. We delivered the magnificent return in our strike ballot, showing our members were prepared for the fight. I would also commend the executive council and our lead negotiators at the NJC for their conscientiousness and unrelenting commitment to squeezing the very last ounce from the employers on pay.

To make matters worse, the Home Office lobbed their own special grenade into the fire and rescue service – the White Paper on “fire reform”. Not a word on how to improve the service to our communities. Instead, a chief fire officers' charter. Diktat. Do as you're told. All power to the chief. Nothing but pain for our members who do the job, on the frontline, day in and day out.

HMICFRS and the NFCC carried on as mouthpieces for ministers, parroting the same slogans, while doing down the FBU. These bodies claim to be independent, but they dance to the same tune and are funded by the same coin. Instead of blaming firefighters for the state of the fire service – the same service they claim to be in charge of – they should listen to the workforce and come up with the investment needed.

This year, head office has put huge time and effort into defending our members and our service. Our Decon research and campaign is making real ripples. It will save hundreds, if not thousands of firefighters' lives and I commend everyone involved in that project. In the Grenfell Tower Inquiry we've nailed ministers for the decades of deregulation, which has run down the vital public services needed to keep people safe in their homes. On pensions, we've continued to fight through the courts to win back the money our members are rightly owed. Only the FBU does this work in the fire service. Only our union will fight these fights on members' behalf.

We're working hard on our education programme, to equip our officials with the tools they need to represent members and to campaign on the issues. I want to thank our officials for their hard work again in difficult circumstances. We all need to up our game on equalities. I've heard some despicable accounts of misogyny, racism, homophobia and other discrimination that has no place in our union, our industry or our world. We are committed to stamping it out in our union and to fight for equality in every other sphere of life.

We're facing massive battles ahead. The Westminster government is slowly decomposing, but it can still hurt us. The best defence against attacks on us and the best way to make any progress is to unite together in our union. We need honest and frank discussion on strategy and priorities, through the democracy we prize. Then we need to band together, fight shoulder to shoulder and stand our ground. That's the only way to win and make the fire service as good as it can be for the communities we are here to protect and serve.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

During 2022, firefighters' pay and the cost of living crisis dominated the FBU's agenda. Fire employers made an offer of 2% in June 2022 and a 5% offer in October 2022. The executive council recommended that members reject those offers and balloted members for strike action during December 2022 and January 2023.

The employers' offer made on 8 February 2023 included a 7% increase for 2022-23 and a 5% increase for 2023-24, along with commitments to discuss retained, control, pay progression, new roles and Continual Professional Development (CPD). This was accepted by FBU members in a consultative ballot and back dated to 1 July 2022.

The FBU continued to work through the collective bargaining structures within the fire sector. The FBU negotiates on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). During the year, Professor Lynette Harris from Nottingham Trent University chaired the NJC and MMNB. The union supports UK-wide pay and conditions bargaining and the 'Grey Book' as the best means to achieve improvements for all firefighters, regardless of role or duty system.

NJC business is also recorded in other parts of the annual report. This includes marauding terrorist attacks (MTA) in Section D, the Inclusive Fire Service Group in Section H and ballots in Section K.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2021-22

Background

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

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

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

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

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

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

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

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2021-22 is attached to this report.

Introduction

- 1. In the first year of my second term of office as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. The main issues are outlined in this Annual Report, which covers the period from 1 October 2021 to 30 September 2022.*

What do we do?

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

Meeting dates in 2021 – 2022

- 3. The National Joint Council met on two occasions: 7 October 2021 and 1 June 2022. The Middle Managers Negotiating Body also met on those dates. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2021 was approved at the meeting on 7 October 2021.*

Key issues under consideration during 2021 – 2022

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

Pay

5. *Following receipt of a claim, the National Employers wrote to the employees' side on 27 June formally setting out an offer of a 2.0% uplift in pay. This was rejected by the employees' side on 19 July. At the time of writing, the employers' side is considering the employees' side response and discussions have continued at joint secretariat level.*

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

6. *Settlement payments in respect of the terms and conditions aspect of the cases have all been actioned several years ago. Where linked to Employment Tribunal cases such cases have been withdrawn. This long-running legal case evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome including in a legal context.*
7. *More recently, the pensions aspect of the cases has been re-opened following a legal judgment in another case, which impacts upon these cases. Government led on the pensions aspect and discussions have been taking place to resolve the matter.*
8. *Although the pensions aspect is not directly a matter for the NJC both sides have been separately involved in those discussions with the Government Legal Department given the case was reopened at the request of FBU legal representatives and the national employers representative role across the UK for fire and rescue authorities (who will be affected by the outcome of those discussions).*

Firefighters Pension Scheme (FPS 2015) Legal Cases

9. *Issues relating to immediate detriment had been raised by the FBU. FRAs had indicated that they wished to be able to deal with Immediate Detriment issues as soon as possible. The problem to be addressed was not an unwillingness to do so but rather the need to develop a suitable pathway to be able to do so.*
10. *Although pension matters are not part of the NJC's functions as set out in the Constitution it was decided to utilise the existing working relationship between the FBU and the National Employers to consider if it would be possible to identify and agree a mutually acceptable framework which could resolve immediate detriment cases in a fair and consistent way.*
11. *Following a series of complex discussions between the LGA (on behalf of FRAs across the UK) and the FBU, including respective legal representatives, agreement was reached on a Memorandum of Understanding and Framework for Immediate Detriment cases, which fire and rescue authorities could utilise.*
12. *Work is once again taking place in recognition of complications arising from later government actions to see if it will be possible to identify and agree amendments to the Framework.*

Decontamination

13. *Members of the NJC noted the launch of the FBU's DECON campaign. The project aims to encourage firefighters to make simple changes at work and at home that can help to prevent cancer and other diseases arising from exposure to contamination whilst working. The project includes the outcomes of the independent scientific research carried out by the University of Central Lancashire, which the employers' noted with interest.*

Home Office White Paper on Fire Service Reform

14. *While the White Paper applies in England only, the NJC noted with concern the potential impact across the UK given reference to a review of the pay negotiating machinery and the lack of engagement with the NJC in developing such a position. Each side of the NJC has responded to the Home Office consultation.*

General Joint Secretariat Activity

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

17. *The Joint Secretariat usually formally meets every four to six weeks to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.*
18. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
19. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards.*
20. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement. This involves a full day session working with key local management and union representatives.*
21. *The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.*
22. *In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.*
23. *The Joint Secretariat facilitated work with the Scottish Fire and Rescue Service and Scottish Fire Brigades Union on developing the role of the firefighter.*

Joint Secretariat – Local Conciliation

24. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the Joint Secretariat when requested by both parties to do so can provide a confidential conciliation process in order to assist the parties in identifying a mutually agreeable outcome.*
25. *The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.*
26. *The Joint Secretariat have assisted three fire and rescue services over the past 12-months covering four separate issues.*

Resolution Advisory Panel

27. *The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement.*
28. *A recruitment exercise will shortly be undertaken for a single new Independent Chair of both the Technical Advisory Panel and the Resolution Advisory Panel.*

Technical Advisory Panel

29. *The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level reflects the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction.*
30. *As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.*
31. *The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, did not receive any requests for assistance during 2019/20 and therefore did not meet.*

32. A recruitment exercise will shortly be undertaken for a single new Independent Chair of both the Technical Advisory Panel and the Resolution Advisory Panel.

Circulars

One circular has been issued since the last report of the Independent Chair:

- NJC/1/22 – Additional Bank Holiday (13 September 2022)

Conclusion

The role of Independent Chair has several aspects. In the past year it has involved:

- chairing NJC and MMNB meetings,
- consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings,
- ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided,
- raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate,
- provision of this annual report.

33. The past year has again been a busy one for Members and the Joint Secretaries. In addition to their responsibilities for dealing with matters concerning the conditions of service for the Fire and Rescue Services, the Joint Secretaries have continued to progress negotiations, facilitate working parties and worked with the parties at local level to resolve employment relations issues.

34. To ensure that there is an understanding of the work undertaken by the NJC, it is vital that the NJC and its Joint Secretaries have the opportunity to contribute to the review of the pay negotiation machinery being undertaken as a result of the Home Office White paper on Fire Service Reform in England.

35. The lifting of all Covid restrictions in February 2022 has meant that actual rather than virtual meetings of the NJC and MMNB can now take place, this has led to a hybrid approach being adopted for the meetings held in June and October this year.

36. Lastly, I should like to take this opportunity to thank all Members of the NJC/MMNB for their respective contributions and the Secretariat for their work during another challenging year.

A3 PAY RATES AND CPD PAYMENTS 2022-23

During 2022, no new pay rates were agreed by the NJC, following the fire employers' unacceptable pay offers. However the employers' offer made on 8 February 2023, covering 2022-23 and 2023-24, was accepted by FBU members in a consultative ballot and backdated to 1 July 2022.

The new pay rates were published in the FBU's all members circular (2023HOC0137MW) and are included in this report for the record (circular NJC/01/23).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2022

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	25,884	11.82	17.73
Development	26,962	12.31	18.47
Competent	34,501	15.75	23.63
Crew Manager			
Development	36,668	16.74	25.11
Competent	38,249	17.47	26.21
Watch Manager			
Development	39,077	17.84	26.76
Competent A	40,162	18.34	27.51
Competent B	42,772	19.53	29.30
Station Manager			
Development	44,488	20.31	30.47
Competent A	45,825	20.92	31.38
Competent B	49,071	22.41	33.62
Group Manager			
Development	51,239	23.40	Not applicable
Competent A	52,776	24.10	Not applicable
Competent B	56,802	25.94	Not applicable
Area Manager			
Development	60,155	27.47	Not applicable
Competent A	61,958	28.29	Not applicable
Competent B	65,984	30.13	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2022 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,588	1,294	11.82	4.54
Development	2,696	1,348	12.31	4.54
Competent	3,450	1,725	15.75	4.54
Crew Manager				
Development	3,667	1,833	16.74	4.54
Competent	3,825	1,912	17.47	4.54
Watch Manager				
Development	3,908	1,954	17.84	4.54
Competent A	4,016	2,008	18.34	4.54
Competent B	4,277	2,139	19.53	4.54
Station Manager				
Development	4,449	2,224	20.31	4.54
Competent A	4,583	2,291	20.92	4.54
Competent B	4,907	2,454	22.41	4.54
Group Manager				
Development	5,124	2,562	23.40	4.54
Competent A	5,278	2,639	24.10	4.54
Competent B	5,680	2,840	25.94	4.54
Area Manager				
Development	6,016	3,008	27.47	4.54
Competent A	6,196	3,098	28.29	4.54
Competent B	6,598	3,299	30.13	4.54

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

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

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2022

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	24,590	11.23	16.85
Development	25,614	11.70	17.55
Competent	32,776	14.97	22.46
Crew Manager (Control)			
Development	34,835	15.91	23.87
Competent	36,337	16.59	24.89
Watch Manager (Control)			
Development	37,123	16.95	25.43
Competent A	38,154	17.42	26.13
Competent B	40,633	18.55	27.83
Station Manager (Control)			
Development	42,264	19.30	28.95
Competent A	43,534	19.88	29.82
Competent B	46,617	21.29	31.94
Group Manager (Control)			
Development	48,677	22.23	Not applicable
Competent A	50,137	22.89	Not applicable
Competent B	53,962	24.64	Not applicable

*(95% of the respective firefighting role basic annual salary, as set out earlier)

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2022

	£ per annum
Fire Control Operator equivalent	
During first six months	22,045
After six months and during 2nd year	23,023
During 3rd year	24,115
During 4th year	25,301
During 5th year	27,558
Leading Fire Control Operator equivalent	29,512
Senior Fire Control Operator equivalent	
During 1st year in rank	30,267
During 2nd year in rank	31,415

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2022

	£ per annum
Aged 16	11,974
Aged 17	12,867
Aged 18	25,884

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2022

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	844	London	1048
Bedfordshire and Luton	743	Merseyside	798
Buckinghamshire	643	Mid and West Wales	703
Cambridgeshire	658	Norfolk	693
Cheshire	851	Northern Ireland	719
Cleveland	1085	Northamptonshire	753
Cornwall	342	Northumberland	920
Cumbria	591	North Wales	710
Derbyshire	878	North Yorkshire	523
Devon and Somerset	626	Nottinghamshire	1052
Dorset and Wiltshire	791	Oxfordshire	782
Durham and Darlington	959	Royal Berkshire	785
East Sussex	621	Scotland	916
Essex	676	Shropshire	774
Gloucestershire	652	South Wales	737
Greater Manchester	1029	South Yorkshire	1151
Hampshire and Isle of Wight	733	Staffordshire	792
Hereford and Worcester	771	Suffolk	450
Hertfordshire	821	Surrey	811
Humberside	804	Tyne and Wear	1109
Kent	722	Warwickshire	663
Lancashire	805	West Midlands	1070
Leicestershire	750	West Sussex	585
Lincolnshire	440	West Yorkshire	978

CPD payments were published in circular NJC/02/23 and in the FBU's all members circular (2023HOC0137MW), after negotiations at the NJC.

A4 PAY RATES AND CPD PAYMENTS 2023-24

New pay rates were published in the FBU's all members circular (2023HOC0137MW) and are included in this report for the record (circular NJC/03/23).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2023

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	27,178	12.41	18.62
Development	28,310	12.93	19.40
Competent	36,226	16.54	24.81
Crew Manager			
Development	38,501	17.58	26.37
Competent	40,161	18.34	27.51
Watch Manager			
Development	41,031	18.74	28.11
Competent A	42,170	19.26	28.89
Competent B	44,911	20.51	30.77
Station Manager			
Development	46,712	21.33	32.00
Competent A	48,116	21.97	32.96
Competent B	51,525	23.53	35.30
Group Manager			
Development	53,801	24.57	Not applicable
Competent A	55,415	25.30	Not applicable
Competent B	59,642	27.23	Not applicable
Area Manager			
Development	63,163	28.84	Not applicable
Competent A	65,056	29.71	Not applicable
Competent B	69,283	31.64	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2023 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,718	1,359	12.41	4.77
Development	2,831	1,416	12.93	4.77
Competent	3,623	1,811	16.54	4.77
Crew Manager				
Development	3,850	1,925	17.58	4.77
Competent	4,016	2,008	18.34	4.77
Watch Manager				
Development	4,103	2,052	18.74	4.77
Competent A	4,217	2,109	19.26	4.77
Competent B	4,491	2,246	20.51	4.77
Station Manager				
Development	4,671	2,336	21.33	4.77
Competent A	4,812	2,406	21.97	4.77
Competent B	5,153	2,576	23.53	4.77
Group Manager				
Development	5,380	2,690	24.57	4.77
Competent A	5,542	2,771	25.30	4.77
Competent B	5,964	2,982	27.23	4.77
Area Manager				
Development	6,316	3,158	28.84	4.77
Competent A	6,506	3,253	29.71	4.77
Competent B	6,928	3,464	31.64	4.77

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

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

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2023

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	25,819	11.79	17.69
Development	26,895	12.28	18.42
Competent	34,415	15.71	23.57
Crew Manager (Control)			
Development	36,576	16.70	25.05
Competent	38,153	17.42	26.13
Watch Manager (Control)			
Development	38,979	17.80	26.70
Competent A	40,062	18.29	27.44
Competent B	42,665	19.48	29.22
Station Manager (Control)			
Development	44,376	20.26	30.39
Competent A	45,710	20.87	31.31
Competent B	48,949	22.35	33.53
Group Manager (Control)			
Development	51,111	23.34	Not applicable
Competent A	52,644	24.04	Not applicable
Competent B	56,660	25.87	Not applicable

*(95% of the respective firefighting role basic annual salary, as set out earlier)

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2023

	£ per annum
Fire Control Operator equivalent	
During first six months	23,147
After six months and during 2nd year	24,174
During 3rd year	25,321
During 4th year	26,566
During 5th year	28,936
Leading Fire Control Operator equivalent	30,988
Senior Fire Control Operator equivalent	
During 1st year in rank	31,780
During 2nd year in rank	32,986

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2023

	£ per annum
Aged 16	12,573
Aged 17	13,510
Aged 18	27,178

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2023

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	886	London	1100
Bedfordshire and Luton	780	Merseyside	838
Buckinghamshire	675	Mid and West Wales	738
Cambridgeshire	691	Norfolk	728
Cheshire	894	Northern Ireland	755
Cleveland	1139	Northamptonshire	791
Cornwall	359	Northumberland	966
Cumbria	621	North Wales	746
Derbyshire	922	North Yorkshire	549
Devon and Somerset	657	Nottinghamshire	1105
Dorset and Wiltshire	831	Oxfordshire	821
Durham and Darlington	1007	Royal Berkshire	824
East Sussex	652	Scotland	962
Essex	710	Shropshire	813
Gloucestershire	685	South Wales	774
Greater Manchester	1080	South Yorkshire	1209
Hampshire and Isle of Wight	770	Staffordshire	832
Hereford and Worcester	810	Suffolk	473
Hertfordshire	862	Surrey	852
Humberside	844	Tyne and Wear	1164
Kent	758	Warwickshire	696
Lancashire	845	West Midlands	1124
Leicestershire	788	West Sussex	614
Lincolnshire	462	West Yorkshire	1027

CPD payments were published in circular NJC/04/23 and in the FBU's all members circular (2023HOC0137MW), after negotiations at the NJC.

A5 INDEPENDENT PAY RESEARCH

The FBU commissioned Incomes Data Research (IDR), the leading pay consultants used by trade unions, to assess firefighters' pay ahead of the union's pay claim. The IDR research highlighted the effects of Westminster government-imposed pay freezes (2010-11) and pay caps (2012-2017), which applied to all public sector workers and held pay below inflation, as measured by the Consumer Prices Index (CPI).

The IDR found that since 2010, basic pay for competent wholtime firefighters was reduced by 12% compared to pay scales uprated by CPI. The research also examined relative pay in other sectors.

A6 FBU PAY CLAIM

On 31 May 2022, the FBU wrote to the national employers in the NJC submitting the union's pay claim. The FBU claim demanded a real terms pay increase within the context of inflation, more than a decade of pay cuts, freezes and caps, as well as addressing issues for retained firefighters, control, pay progression, new roles and continuous professional development. On 1 June, FBU officials put these arguments directly to the employers' representatives at the NJC/MMNB meetings.

A7 FIRE EMPLOYERS' FIRST PAY OFFER

On 27 June 2022, fire employers wrote to the FBU with a firefighters' pay offer of 2% on all pay rates and continual professional development payments with effect from 1 July 2022. The offer was immediately circulated to members (2022HOC0310MW).

On 27 June, the FBU's executive council met immediately on receipt of the pay offer. The executive council's response described the offer as "utterly inadequate" and said it would "deliver a further cut in real wages to firefighters in all roles in the midst of the cost of living crisis". It added: "This latest insulting proposal follows 12 years of government-imposed reductions in real wages." Over the following month, FBU officials carried out an intensive consultation with members regarding the offer (2022HOC0314MW).

A8 EXECUTIVE COUNCIL CONSULTATION

On 18 July 2022, the executive council met to consider the results of discussions with FBU members on the employers' proposal for a 2% increase in pay. The executive council voted unanimously to reject the 2% pay offer. The employers were informed of the result. The executive council agreed that plans should be urgently prepared to develop our campaign for decent pay, including the need to prepare for strike action. All FBU members were asked to fully participate in such discussions with all voices welcomed (2022HOC0343MW).

On 29 July, the FBU issued a further statement on fire service pay following another executive council meeting. Despite writing to the employers 10 days previously, no improved proposal had been received from the employers' side. The FBU warned ministers and employers that the union's necessary work to prepare for a ballot for national strike action would continue. The FBU remained committed to negotiate a fair pay settlement to achieve pay justice for all firefighters. The FBU urged the national employers to make a revised and improved proposal (2022HOC0373AD).

On 5 August, the FBU circulated a letter sent by NJC employers' side chair to the Home Secretary, which requested additional funding from the Home Office to support an increased pay offer for Grey Book employees, as the department had done for the police pay award (2022HOC0378AD).

On 2 September, after further member meetings and no new proposals from the employers, the executive council decided that there was no other option than to put in place preparations for a ballot of members for strike action to fight for fair pay. The executive council aimed to ballot members for strike action within a five week timeframe, following an intensive round of further members' meetings, both in person and online (2022HOC0434MW).

A9 FIRE EMPLOYERS' SECOND PAY OFFER

On 4 October 2022, fire employers made a revised pay offer of a 5% increase on all basic pay rates and continual professional development payments with effect from 1 July 2022.

The employers' letter stated that "the Home Office has been unequivocal in its refusal to provide any additional funding or other support". It added that the revised offer "will cause immediate issues of affordability for some Fire and Rescue Authorities" and that without sustainable funding arrangements for the UK's fire services, "there is a significant risk of further cuts to jobs and services in future years".

The Executive Council met to consider the revised offer in detail. By unanimous decision, it recommended that the revised pay offer was rejected, but recognised that this was a decision for FBU members to make. The executive council therefore agreed to commence a membership consultation on the revised proposals. This would consist of a period of consultation, briefings and meetings, followed by a consultative ballot (2022HOC0495MW).

A10 CONSULTATIVE BALLOT

On 24 October 2022, the FBU announced that a home address ballot would be conducted and members could cast their vote to reject or accept the revised offer made by the fire service employers on 4 October. The ballot commenced on 31 October and concluded on 14 November (2022HOC0415MW).

On 16 November, the FBU announced that members across the UK had voted overwhelmingly against the pay proposals from our employers. The union's consultative ballot returned a decisive rejection of the employers' proposal for a 5% increase in pay. Members returned a 79% vote to reject on a ballot turnout of 78%. Considering the short ballot period of two weeks, this was a resounding decision by FBU members. The executive council resolved that unless our employers responded urgently to the union's call for an improved offer, then the FBU would carry out a ballot for strike action (2022HOC0568MW).

A11 BALLOT FOR STRIKE ACTION

On 5 December 2022, the FBU commenced a postal ballot of members with a recommendation for a Yes vote for strike action (2022HOC0606MW). This is reported in Section K2 of this annual report.

A12 WESTMINSTER RALLY AND LOBBY

On 6 December 2022, the FBU organised a rally and lobby at Westminster, to explain to politicians why the union was forced to ballot for strike action over pay (2022HOC0578RLT). The report of the event is in Section E.

A13 FIRE EMPLOYERS' THIRD PAY OFFER

On 8 February 2023, fire employers made the following offer through the NJC (2023HOC077MW).

Following the joint discussions earlier today, the National Employers have agreed to make the following offer:

- A 7 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2022
- A 5 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2023

In addition, the employers' side of the NJC is committed to explore the additional points which were raised in your pay claim. Given the complexity of the issues, the following approaches are proposed:

- *Retained Duty System firefighters: Firefighters employed on the retained duty system are an important part of the workforce. It is proposed that both parties commit to a joint working group to include review of the retained duty system pay and rewards package. Membership of the group and a schedule of dates should be agreed as soon as possible once the current pay award negotiations are concluded with the intention of the joint working group concluding its work within 8 months.*
- *Firefighters (Control): The employers' side of the NJC recognises the important contribution of emergency fire and rescue control employees. To inform NJC consideration on the matter of the pay differential it is proposed that a joint job evaluation process be undertaken as soon as possible once the current pay award negotiations are concluded.*
- *Pay progression: The employers' side of the NJC is content to continue discussions around pay structure and progression. It is proposed that both parties commit to a joint working party commencing as soon as possible once the current pay award negotiations are concluded with the intention of the joint working party concluding its work within 8 months.*
- *New roles: The employers' side of the NJC also remains committed to developing the work of the fire and rescue service and to do so by agreement. It also recognises the need for this to be supported by appropriate investment as well as employee reward.*
- *Continuous Professional Development: The employers' side notes the issues raised in the claim and is open to exploring further. Given the overlap with the pay progression point, it is proposed that consideration be incorporated into that proposed working party.*

Progress reports would be made on each point above to the June meeting of the NJC.

During our lengthy discussions throughout this process, we have explained that this offer reaches the very limit of what we can do, and it is made with the hope that it forms the basis of an agreement between the two sides.

A14 FBU REFERENCE DOCUMENT – GREY BOOK PROVISIONS

In January 2022, the FBU published *Reference Document – Grey Book Provisions*. The Grey Book is that as produced and circulated by the NJC. This document is an FBU publication, containing the content of the Grey Book, taking into account amendments notified through NJC circulars and some additional Grey Book-related additional information (2022HOC0010AD).

A15 CONTROL STAFF QUEEN'S PLATINUM JUBILEE MEDAL

On 10 February 2022, the FBU wrote to chief fire officers regarding the decision made by the Westminster government to exclude some emergency service staff from receiving the Queen's Platinum Jubilee medal. The letter requested that chief fire officers support the FBU's campaign to ensure control staff received the medal (2022HOC0094MR).

A16 NORTH WEST FIRE CONTROL PAY OFFER 2022

On 22 June 2022, North West Fire Control (NWFC) wrote to the FBU with a pay offer for 2022. This was a 3% increase from 1 July 2022 with an undertaking to “review the position and enter into any necessary discussions once the various pay negotiations have been concluded, including the NJC for firefighters”. FBU NWFC members were consulted with a recommendation to reject the offer.

A17 ADDITIONAL BANK HOLIDAY – 19 SEPTEMBER 2022

The government announced an additional bank holiday across the UK on 19 September 2022, to coincide with Queen Elizabeth II's state funeral. There is no automatic entitlement to such a bank holiday. The FBU registered a claim with the national employers and negotiated through the NJC, which resulted in an agreement for the additional bank holiday that would be treated in the same way as other such holidays in the Grey Book for leave and pay purposes (2022HOC0442MW). This was agreed and set out in circular NJC/1/22 (2022HOC0443MW).

A18 ADDITIONAL BANK HOLIDAY – 8 MAY 2023

The Westminster government declared 8 May 2023 a national bank holiday in respect of the coronation of King Charles III. In November 2022, the FBU wrote to the national employers seeking agreement that 8 May 2023 would be considered an additional public holiday for all Grey Book personnel (2022HOC0565AD).

On 23 December 2022, agreement was reached on FBU claim for the additional public holiday for the King's coronation. NJC circular (3/2022) reported the agreement (2022HOC0638AD).

A19 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association</i>	
Andy Dark	Jim Quinn	Keith Aspden	Michael Payne
Cerith Griffiths	Lynda Rowan-O'Neill	Greg Brackenbridge	Roger Phillips
Val Hampshire	Ben Selby	Nick Chard	Ian Stephens
Phil McDonald	Dave Shek	Roger Hirst	Sian Timoney
Chris McGlone	Les Skarratts	Rebecca Knox	Fiona Twycross
Ian Murray	Pete Smith		
Shaun Pickles	Matt Wrack	<i>Scottish FRS</i>	<i>Welsh LGA</i>
		Kirsty Darwent	Philippa Marsden
		Fiona Thorburn	
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A20 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association</i>	
Greg Ashman	Ian Murray	Keith Aspden	Michael Payne
Gareth Cook	Jim Quinn	Greg Brackenbridge	Roger Phillips
Andy Dark	Lynda Rowan-O'Neill	Nick Chard	Ian Stephens
Cerith Griffiths	Ben Selby	Roger Hirst	Sian Timoney
Brian Hooper	Dave Topping	Rebecca Knox	Fiona Twycross
Phil McDonald	Pete Trayner		
Chris McGlone	Matt Wrack	<i>Scottish FRS</i>	<i>Welsh LGA</i>
		Kirsty Darwent	Philippa Marsden
		Bill McQueen	
		Fiona Thorburn	
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Ade Robinson		Carmel McKinney	

SECTION B

PENSIONS

B1 INTRODUCTION

During 2022, the FBU continued to support members on pensions matters, despite considerable obstruction and delay by the Westminster government. FBU representatives sit on the Scheme Advisory Boards (SABs) or equivalents in England, Northern Ireland, Scotland and Wales.

There are four pension schemes relevant to firefighters: the 1992 Firefighters Pension Scheme (FPS), the 2006 New Firefighters Pension Scheme (NFPS), the 2015 Firefighters Pension Scheme and the Retained Firefighters Modified Scheme. The devolved governments' pension schemes broadly follow the four pension schemes above with local variations.

Emergency control staff are not permitted to join those pension schemes, despite FBU campaigning to include all firefighters in them. Instead, control staff are members of the Local Government Pension Scheme (LGPS).

During 2022, there were important new pensions matters progressed:

- Age discrimination
- Injury to feelings claims
- Immediate detriment
- Retained firefighters' pensions
- Local pension board information.

B2 AGE DISCRIMINATION

During 2022, the FBU continued its campaign on firefighters' pensions, arising from the union's victory in the courts concerning transitional pension protection and age discrimination. In December 2018, the McCloud/Sargeant judgment found the protections introduced in 2015 to be discriminatory against younger members of the final salary schemes.

In February 2022, the FBU published a Scheme Advisory Board (SAB) communication to answer some key concerns or recurring questions that members have about the changes that are due to take place. The SAB appointed Barnett Waddingham to deliver this work. It has also commissioned a suite of illustrative member scenarios to provide members with a better understanding of the implications of the McCloud/Sargeant remedy on their benefits. This is to include a selection of members 'personas' across the schemes, with benefits illustrated at a range of key retirement milestones (2022HOC0093MR).

On 5 April, the FBU circulated a suite of illustrative member scenarios to provide members with a better understanding of the implications of the McCloud/Sargeant remedy on their benefits. These member scenarios include a selection of members' personas across the schemes, with benefits illustrated at a range of key retirement milestones. The illustrative member scenarios were produced by Barnett Waddingham. The range of illustrations should help explain the impact of the 2015 remedy on members' benefits. The communication does not constitute advice for members, but was intended to provide information on how benefits are calculated under the 2015 remedy (2022HOC0193MR).

On 1 September, the FBU circulated the Local Government Association (LGA) factsheet, *Age Discrimination Remedy – Guide to Eligibility*. This confirms which individuals are eligible for remedy under the terms of the Public Service Pensions and Judicial Offices Act (the PSPJOA 2022), which came into force on 1 April 2022 (2022HOC0431MR).

B3 INJURY TO FEELINGS CLAIMS

One of the consequences of the FBU legal victory on age discrimination is that those members affected are entitled to claim compensation for any out-of-pocket losses that they incurred as a result of the pension changes (such as financial advisers' fees) and they are entitled to claim compensation for the distress, anxiety and anger that was caused.

The FBU made the original claim on behalf of 9,000 firefighters affected in 2015, which means thousands of individual claims need to be processed. Only those named in the case can claim. FBU members will receive 100% of their claim – no cut is taken by solicitors.

On 11 August 2022, the FBU informed members that an injury to feelings claims hearing had been scheduled for 13-28 October 2022. Hearing evidence from each and every one of the 9,000 firefighters who have made a claim would be unmanageable. The tribunal asked the FBU to identify 12 lead cases that will go to a hearing (if they are not settled by agreement). The outcome of these 12 cases can then be used as a benchmark to settle all of the other claims (2022HOC0398MR).

On 20 October, the FBU wrote to members to explain that the union had reached a settlement in injury to feelings claims. It set out the amounts central government were willing to pay out, as well as some matters still outstanding that needed to be resolved (2022HOC0512MW).

On 1 November, the FBU explained the process of implementing the agreement on injury to feelings, to all members on how to receive the compensation they are owed. The union asked members to complete a short survey, to help identify whether they are eligible and to clarify personal details, which may have changed since 2015, when the claims were initially made (2022HOC0521MR).

On 28 November, the FBU provided officials with detailed guidance on advising members on their injury to feelings claims. This was in the form of FAQ and advice (2022HOC0587MR).

B4 IMMEDIATE DETRIMENT

Immediate detriment cases affect members who have already retired and who have been paid their pensions and lump sums under the terms of the 2015 Firefighters' Pension Scheme, when they should have been paid under the 1992 Scheme terms. It also covers members who will retire in the near future and who will find themselves in the same position.

During 2021, the FBU and the LGA, representing fire employers, produced a framework for tackling immediate detriment cases. However in November 2021, the Home Office withdrew its guidance on the matter and the majority of fire authorities paused their adoption of the FBU/LGA framework.

The FBU continued to fight so that members would not have to wait until the remedying legislation is published in October 2023 detailing how the pension that the court ruled that they should be paid, a pension they are entitled to receive now, will be paid.

On 19 January 2022, FBU head office updated members on these developments through a range of circulars (2022HOC0026MR). The FBU also circulated the letter sent by the chair of the pensions Scheme Advisory Board (England) to HM Treasury, seeking clarification about the process of making claims after the Home Office withdrew their guidance (2022HOC0099MR).

On 4 April, the FBU and the LGA sent a joint letter to the Treasury and Home Office, registering the frustration felt by firefighters and fire employers in relation to the failure of the government over immediate detriment (2022HOC0190MR).

On 6 June, the FBU updated members on the unnecessary and unhelpful intervention of the National Fire Chiefs Council (NFCC) on the immediate detriment failures by central government. The NFCC's letter was intended to be an instruction from the NFCC not to pay any immediate detriment cases until after the remedying legislation is published in October 2023. The majority of fire authorities had withdrawn from the memorandum of understanding following the NFCC's letter.

This prolonged the unlawful discrimination and defied the court's ruling. As a consequence of the NFCC's interference, the union announced its intention to register through the courts immediate detriment claims for every FBU member denied their full pension. Members were asked to email their details to a bespoke address so the FBU could proceed with their claims (2022HOC0281MR).

On 11 August, the FBU updated members on the immediate detriment claims. Since the request in June, more than 750 FBU members registered claims. These claims were being drafted by Ivan Walker and his legal team, with the work well advanced (2022HOC0397MR).

On 4 October, the FBU circulated the LGA's latest firefighters' pensions schemes bulletin, *FPS Bulletin 61 – September 2022*, covering issues such as immediate detriment and the pensions implications of strike action (2022HOC0490MR).

B5 RETAINED FIREFIGHTERS' PENSIONS

In March 2022, the FBU successfully concluded negotiations with the Home Office and the national fire employers to bring final settlement to the pensions aspects of the Employment Tribunal claims brought on behalf of Retained Duty System (RDS) members under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 ('PTWR'). This arose from the *Matthews and others v Kent and Medway Towns Fire Authority and others* case.

Previously, only employment dating back to the introduction of the Part Time Worker Regulations, on 1 July 2000, was counted for the purposes of retained – on-call, or part-time – firefighters' pension entitlements. However, in a similar case involving a Judge's employment (*O'Brien v Ministry of Justice*, November 2018) it was ruled that a scheme similar to this one discriminated against older workers, who would be more affected by this limitation. As a result of this case retained firefighters will now have the opportunity for their employment to be made pensionable much earlier in their careers.

A Memorandum of Understanding was agreed between the FBU, Home Office and fire employers. The circular also explained that there was still the unresolved matter of transfers from retained to wholetime employment (2022HOC0144MR).

On 5 September, the FBU circulated a copy of a letter sent to claimants with respect to the FBU's successful part time workers' legal challenge. The letter was sent by Popularis on behalf of the Union and Thompsons and explains the process for affected members (2022HOC0436MR).

On 13 September, the FBU wrote to members regarding those who transferred from the retained duty system to wholetime employment. The issue identified was likely to apply to members who transferred from retained to wholetime employment before 6 April 2006. But it could also arise for those who transferred from retained to wholetime employment after that date. It only applied to RDS members who joined the fire and rescue service before 6 April 2006. Any member who believed that they may come within either category was invited to complete an online questionnaire (2022HOC0440MR).

B6 URGENT ACTION – OPTED OUT OF 2015 SCHEME

On 25 March 2022, the FBU received an email from the Local Government Association (LGA) firefighter pensions advisor regarding firefighters who opted out of the 2015 Pension Scheme. The FBU immediately circulated the letter, along with a complaint about the short notice involved (2022HOC0159MR).

The LGA letter stated: “Government has recognised in its consultation response that some members would have taken a different course of action had they known that continued membership of their legacy scheme (FPS 1992, FPS 2006 including special members) during the remedy period was an option.” It added: “If your members are intending to buy back their opt out service for the remedy period, as they want to retire as an active member, then they may wish to speak with their pension/payroll department and arrange to be opted back into the firefighters pension scheme on or before 01/04/2022.”

B7 SCOTLAND: REMOVAL OF COMMUTATION RESTRICTION

On 29 March 2022, the FBU updated members on pension developments in Scotland, arising from the Scottish Public Pensions Agency (SPPA) consultation, which began on 24 December 2021. The consultation, which included the removal of the commutation restriction in Scotland, closed on 1 February 2022 and the amending regulations came into force on 1 April 2022. The FBU approached the LGA about the immediate implications for other fire authorities and proposed amending regulations for firefighters elsewhere in the UK (2022HOC0163MR).

B8 VOLUNTARY CONTRIBUTIONS TO LEGACY SCHEMES

On 31 March 2022, the FBU circulated Treasury guidance explaining the remedial arrangements to pay voluntary contributions to legacy schemes. Purchase of added years in the legacy schemes was restricted to members who were more than two years from normal pension age. Due to the way that the transitional protections were applied, there could be no members remaining in that category after 2020 (as fully protected members would have been 45 or older in 2012). From 1 April 2022, all members would build up service as members of the FPS 2015 and no new added years contracts can be entered into. Members will have the ability to purchase additional pension in the FPS 2015, rather than added years (2022HOC0179MR).

B9 JUDICIAL REVIEW INTO THE COST-CAP 2015 SCHEME

On 4 July 2022, the FBU was granted permission to challenge the government through a Judicial Review into the cost-cap 2015 scheme. The FBU and our members are the claimants in this challenge. The crux of the union’s position was that the funding arrangements for the 2015 scheme were not being observed and that the Westminster government was seeking to impose the cost of remedying the government’s unlawful discrimination upon them (2022HOC0326MR). The Judicial Review was scheduled for 30 January – 3 February 2023.

B10 FURTHER PROBLEMS WITH IMPOSED PENSION CHANGES

On 18 July 2022, the FBU updated members on the particular problem regarding the closure of the 1992 FPS for members who have accrued an entitlement to benefits under the 1992 scheme and also under the 2015 scheme. It concerned the interaction of the pension ages for the 1992 FPS and the 2015 FPS, the fact that a member who has accrued benefits in the 1992 scheme cannot draw their 1992 scheme benefits without retiring from their FRS, and the fact that if a member takes his or her 1992 scheme benefits after the age when they first became available there is no uplift to account for the fact that they are being taken late. They can take their 1992 scheme pension at the same age that applied before April 2015, but the consequences could be disastrous.

The real core of the problem is the age 60 pension age applicable under the 2015 scheme. The circular explained the problems involved and stated that the FBU continues to fight on the issues (2022HOC0331MR).

B11 SCHEME ADVISORY BOARD REPRESENTATIVES

The FBU is represented on the following boards:

Firefighters Pensions Scheme Advisory Board (SAB) England: Mark Rowe, Pete Smith, Andrew Scattergood and Tony Curry.

Firefighters Pensions Scheme Advisory Board (SAB) Wales: Mark Rowe and Cerith Griffiths.

Firefighters (Northern Ireland) Scheme Advisory Board (SAB): Mark Rowe and Jim Quinn.

Scottish Firefighters' Pension Scheme Advisory Board: Mark Rowe, Colin Brown and John McKenzie.

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

Firefighters are at an increased risk of a range of diseases due to the hazardous nature of the industry. During 2022, health and safety remained at the heart of the FBU's work to protect and defend members. The FBU's decontamination (DECON) project, based on independent commissioned research by the University of Central Lancashire (UCLan), took further steps forward, with the first of a number of peer-reviewed papers published.

The FBU continued to resist efforts by the National Fire Chiefs Council (NFCC) to impose unsafe breathing apparatus policies and procedures, which breach health and safety law and longstanding best practice. The FBU health and safety committee continued to work on safety standards and campaign on key matters raised by members. FBU safety reps continued to tackle a wide range of issues.

C2 DECON RESEARCH

At the end of 2022, University of Central Lancashire (UCLan) researchers published groundbreaking, peer-reviewed studies of firefighter cancers in the UK, providing powerful evidence of the risks firefighters face in our industry. These studies are part of a large research project commissioned by the FBU.

The *UK Firefighter Contamination Survey* assessed firefighters' risk of developing cancer due to occupational exposure to fire toxins. It found that more than 4% of surveyed firefighters had had a cancer diagnosis, with the age-specific cancer rate up to 323% higher (35-39 year-olds) than that of the general population. Firefighters who had served more than 15 years were 1.7 times more likely to develop cancer than those who had served less time.

An increased likelihood of cancer was associated with: eating while wearing PPE, failing to store clean/dirty PPE separately, working in a station that smells of fire or not having designated clean and dirty areas, using an on-site washing machine to launder fire hoods and not taking cleaning seriously at work.

The paper, published in the peer-reviewed *Scientific Reports* journal, is available to read: Wolffe et al, Cancer incidence amongst UK firefighters. *Sci Rep* 12, 22072 (2022).

The new study found that Scottish male firefighters have 1.6 times higher cancer mortality overall, compared to the public. Some specific cancers (rare, incurable) have much greater mortality rates: unknown origin (6 times higher), prostate (3.8 times higher), leukaemia (3.2 times higher) and oesophagus (2.4 times higher).

The paper, published in the peer-reviewed *Occupational Medicine* journal, is available to read: Stec et al, Scottish Firefighters Occupational Cancer and Disease Mortality Rates: 2000-2020, *Occup Med (Lond)*. 2023 Jan 10, 138.

C3 DECON MOTION IN SCOTTISH PARLIAMENT

During 2022, FBU officials and academic researchers have briefed politicians on the importance of tackling contaminants, which can lead to firefighters' cancers. Significant progress was made in the Scottish parliament.

On 10 November 2022, a motion was lodged in the Scottish parliament on the FBU's DECON campaign:

That the Parliament commends the Fire Brigades Union (FBU) in Scotland for leading the DECON Campaign, whose aim is to protect the health and save the lives of firefighters by reducing exposure to harmful contaminants that cause cancer and disease; recognises what it sees as the fundamental role that research and data play in fully understanding the risks that firefighters face in their day-to-day working lives; understands that in 2022 the World Health Organization declared occupational exposure experienced by firefighters as carcinogenic, a preventable cause of human cancer; further understands that, in the UK, the FBU, alongside Professor Anna Stec from the University of Central Lancashire, has led research into the links between cancer and firefighting, as well as best practices that can help mitigate potential risks from fire contaminants, including commissioning and working with independent researchers to develop a Firefighters Cancer and Disease Registry; applauds the FBU and its partners for producing best practice guidance and training for firefighters alongside the DECON campaign; understands that DECON is the largest study of its kind in the UK; expresses its solidarity with all involved in the campaign, and wishes them every success in improving the lives of firefighters in the North East Scotland region, more widely across Scotland and throughout the UK.

The region live streamed the Decon event for members.

C4 DECON CAMPAIGN – CASE STUDIES

On 30 March 2022, the FBU wrote to officials regarding new safety procedures promoted by the union to prevent firefighters getting cancer at work.

Using UCLan's research, the FBU offered training and launched a campaign to help firefighters protect themselves and others from harmful contaminants. DECON encourages firefighters to make simple changes at work and at home that can help prevent cancer and other diseases.

To further the union's work on DECON, head office requested case studies and success stories where fire and rescue services or members had adopted the training and supported reps in amplifying the campaign (2022HOC0175RLT).

C5 IARC DECLARES FIREFIGHTING A CARCINOGENIC OCCUPATION

On 1 July 2022, the FBU wrote to members to explain that the International Agency for Research on Cancer (IARC) had declared that occupational exposure as a firefighter has been classified as carcinogenic (a preventable cause of human cancer).

The decision by IARC, a World Health Organization (WHO) body, followed a week-long discussion by 25 leading scientists from eight countries in Lyon, France and came against a background of research around the world proving that there are links between firefighting and cancer.

IARC reports that positive associations were observed for mesothelioma and cancers of the bladder, colon, prostate, and testis, and for melanoma and non-Hodgkin lymphoma. As a result, it was announced on 1 July that occupational exposure as a firefighter was classified as “carcinogenic to humans” on the basis of “sufficient” evidence for cancer in humans (Class 1). This classification applies to all types of firefighters, and also to both men and women.

The IARC categorisation is a significant development for the fire sector in the UK. The FBU has highlighted the risks to employers, chief fire officers, the NFCC and government ministers. The IARC categorisation of firefighting as carcinogenic to humans strengthens the FBU’s call for improved decontamination procedures, regular health screening, recording of exposures and for presumptive legislation (2022HOC0317MW).

C6 ASBESTOS REGISTER UPDATED

On 6 January 2022, the FBU asbestos register page on the union’s website was updated. The FBU, with the assistance of Thompsons Solicitors, maintains a register for all members who believe they have been exposed to asbestos at work.

The database allows the union and Thompsons Solicitors to trace members and witnesses who may be able to support legal claims for other members who have developed an asbestos-related disease. Members can join the register by completing an online questionnaire (2022HOC0007MR).

C7 OTHER WORK-RELATED DISEASES

Further research by UCLan using Scottish data also found that firefighters have higher mortality for other specific diseases: heart attacks (5 times higher), stroke (2.7 times higher), pulmonary (3.0 times higher) and renal (3.3 times higher). See paragraph C2.

C8 BA SAFETY CAMPAIGN

On 10 February 2022, the FBU updated members on the union’s BA safety campaign to defend public and firefighter safety. In 2021, the FBU successfully fought off unsafe working procedures, initially promoted by the London Fire Brigade, which proposed that firefighters be deployed beyond the Entry Control Point not under air.

The FBU had some success in halting identical and similar unsafe procedures, notably in Greater Manchester. However, Hampshire and Isle of Wight Fire Authority continued placing firefighters beyond the entry control point not under air. The union also challenged attempts to impose the unsafe practice in Dorset and Wiltshire, Suffolk, Hertfordshire and Norfolk.

On 27 May, the FBU wrote to the Health and Safety Executive (HSE) about the union’s concerns about unsafe BA procedures and working practices, introduced without consultation and against the best safety legislation and guidance (2022HOC0305RLT). No response to the FBU’s complaint was received during 2022.

On 28 June, the FBU published *High Rise Buildings: Breathing Apparatus Safety Campaign*, a detailed report containing key documents on the BA safety campaign (2022HOC0315RLT).

C9 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

During 2022, the FBU's regional health and safety representatives committee continued to meet online because of the Covid-19 pandemic. The following meetings took place during the year:

- 23 March
- 20 September
- 5 December
- 6 December.

The health and safety meetings discussed important matters such as the DECON project, mental health, breathing apparatus safety, serious accident investigations and other local matters (2022HOC0133RLT, 2022HOC0363RLT).

Members of the committee and other officials organised DECON stalls at the Hazards conference, LGA fire conference, Emergency Services Show and the Northern Ireland wildfire conference.

C10 MEMORIAL DAYS

On 28 April 2022, FBU members across the UK took part in International Workers' Memorial Day, a trade union event that highlights workplace safety under the banner, *Remember the Dead, Fight for the Living*.

On 4 May, FBU members across the UK marked Firefighters Memorial Day. The union encouraged all on duty members to participate in a minute's silence at midday where possible at their workplaces (2022HOC0208TM, 2022HOC0219TM). The day was well observed and had significant media coverage. An Early Day motion garnered 26 signatures at Westminster (2022HOC0272TM).

C11 MENTAL HEALTH

In August 2022, the executive council discussed the FBU's plans for research into firefighters' mental health. Discussions with researchers from Nottingham Trent University (NTU) had paused because of the Covid-19 pandemic. The executive council agreed to restart the union's mental health project, following a review of its objectives and methods.

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

During 2022, the FBU responded robustly to significant attacks on fire and rescue service policy from the Westminster government, notably its White Paper on fire reform. There were continued attacks by its satellites, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and the National Fire Chiefs Council (NFCC).

The FBU members in Greater Manchester and London voted for two breakthrough negotiated agreements over marauding terrorist attack (MTA) response. The union continued to speak for the profession on fire safety and other matters.

D2 FIRE REFORM WHITE PAPER

On 18 May 2022, Lord Greenhalgh, minister for building safety and fire launched the White Paper, *Reforming Our Fire and Rescue Service*. The FBU's initial response explained that at the heart of the White Paper was the threat of an attack on workers' rights by undermining collective bargaining and a proposal to remove frontline firefighters' voices (2022HOC0249MW).

On 19 May, the FBU wrote to Lord Greenhalgh expressing the union's disappointment with the process of releasing the White Paper. The FBU only had sight of it two hours before the launch event, with other fire stakeholders given significantly longer warning and sight of it. The FBU was entirely excluded (2022HOC0250MW).

On 19 July, the FBU made a comprehensive submission to the Home Office consultation on the Westminster government's White Paper. The FBU argued that it was remarkably thin on substance, lacking real ambition and seeks mainly to attack the workforce and the FBU. It was a chief fire officers' wish list.

The FBU highlighted the flaws in the White Paper:

- It contains no provisions to improve the service firefighters provide to our communities
- It promises no new investment in firefighters or equipment needed to improve the service
- It threatens the legal rights of firefighters to collectively bargain with our employers over pay, conditions, safety and other vital contractual matters
- If implemented, it would cut firefighters' pay, increase hours, roles and the intensity of work, introduce unsafe practices and all while stretching the service to breaking point
- It threatens the right of firefighters to take lawful industrial action when we are attacked by employers and governments

- It seeks to give chief fire officers powers to dictate firefighters' pay, conditions, duty systems, safety and other matters – even though they have no knowledge, training or experience of these matters.

The FBU's primary message to ministers was stop and think again: this is not the way to improve our service and profession (2022HOC0344MW).

On 27 July, the FBU took steps to collect and assess other submissions to the Home Office consultation, from the NFCC, fire authorities and other stakeholders (2022HOC0355AD).

D3 HMICFRS ATTACKS ON FIREFIGHTERS

On 17 January 2022, the FBU wrote to Thomas Winsor, chief fire inspector in England, regarding his *State of Fire and Rescue* report. The report, published in December 2021, included attacks on the right of firefighters to bargain over their terms and conditions at work. The chief inspector suggested that the Westminster government should consider removing democratic rights from firefighters, including the right to take strike action (2022HOC0019MW).

D4 FBU SUBMISSION TO HMICFRS CONSULTATION

On 6 June 2022, the FBU made a submission to the HMICFRS consultation, *Proposed fire and rescue services inspection programme and framework 2023/24*, launched on 9 May 2022.

The FBU submission expressed the union's disappointment with the three *State of Fire and Rescue* reports produced by former chief inspector for England, Thomas Winsor. His recommendations attacking the pay and conditions of firefighters and blaming the FBU for every problem within the service were wholly unevicenced, politically motivated and represented a gross insult to the professionalism of FBU members. The FBU challenged the new chief inspector to make the inspectorate an independent body, holding chief fire officers to account (2022HOC0283MW).

D5 HMICFRS INSPECTIONS

On 27 July 2022, HMICFRS published the second tranche of inspection reports of 15 fire and rescue services in England. This was the second of three tranches, which make up HMICFRS's second full round of inspections. The first tranche was reported on in December 2021. The third tranche was underway and was completed by the end of the year (2022HOC0358TM).

D6 NEW CHIEF FIRE INSPECTOR IN ENGLAND

On 1 April 2022, the Westminster government appointed Andy Cooke as HM Chief Inspector of Constabulary and HM Chief Inspector of Fire and Rescue Services in England. Thomas Winsor, the former chief fire inspector in England, retired on 31 March.

Mr Cooke joined Merseyside Police in 1985. He spent 36 years in the police force. He became an inspector at HMICFRS in April 2021.

On 23 March the Home Affairs select committee held a short pre-appointment hearing with Cooke. He said: "Although I know an awful lot more about policing, I have some knowledge of fire – but I need to develop it." He added: "I will be going to the Police Federation, the Police Superintendents Association and the

National Fire Chiefs Council, [and] I will also go to see the Fire Brigades Union to seek their perspective on how the fire service needs to move forward.” (2022HOC0161MW)

D7 MARAUDING TERRORIST ATTACK (MTA)

On 5 January 2022, the FBU wrote to members in Greater Manchester and London regarding balloting arrangements over the negotiated agreements on marauding terrorist attack (MTA) response (2022HOC0004AD, 2022HOC0005AD).

The agreements, negotiated by the FBU on behalf of members, included a pay element of 2% uplift, paid to the entire workforce (rather than to a small team of staff). The offer also made clear that firefighters will not be committed to work in the hot zone and established that the only safe way to protect communities is for all firefighters, not just teams, to be trained for deployment at MTA incidents in the warm zone.

On 25 February, the FBU reported the results of the consultative ballots. London members voted 79% in favour of their agreement and 63% of Greater Manchester members supported their agreement (2022HOC0118AD).

D8 MANCHESTER ARENA INQUIRY

On 3 November 2022, the Manchester Arena Inquiry published *Volume Two: Emergency Response*. The public inquiry was set up in October 2019 to investigate the deaths of the victims of the bomb attack on 22 May 2017 at the Manchester Arena. Volume Two assessed the emergency services’ responses to the incident, including the fire and rescue service. A copy of the report was made available on the inquiry’s website (2022HOC0526AD).

D9 EMERGENCY EVACUATION (EEIS) PROPOSAL

On 27 July 2022, the FBU made a submission to the Home Office consultation on *Emergency Evacuation Information Sharing (EEIS)*, launched on 18 May 2022 alongside the publication of the fire and rescue service White Paper.

The FBU criticised the Home Office for its failure to implement Personal Emergency Evacuation Plans (PEEPs) for vulnerable residents of high rise residential buildings. PEEPs were recommended by the Grenfell Tower Inquiry’s Phase 1 report in 2019 and twice consulted on. The FBU, disability campaigners and many other organisations supported PEEPs.

Instead, the Westminster government’s EEIS proposal waters down the responsibility on tower block landlords and gives the fire and rescue service responsibility for the emergency evacuation of all residents.

The FBU shared the anger of disability rights campaigners when fire minister Lord Greenhalgh excused the government’s backtracking in the House of Lords on 4 April 2022: “On safety, how can you ensure that an evacuation of mobility-impaired people is carried out in a way that does not hinder others in evacuating or the fire service in fighting the fire?”

D10 HIGHER RISK BUILDINGS CONSULTATION

On 20 July 2022, the FBU made a submission to the Department for Levelling Up, Housing and Communities (DLUHC) consultation on *Higher Risk Buildings Regulations*, launched on 9 June 2022. The FBU reiterated concerns raised previously about the Building Safety Act, the need for stricter cladding bans and more regulation to keep the public safe in their homes (2022HOC0350MW).

D11 HOUSE OF LORDS EMERGENCY SERVICES INQUIRY

On 25 October 2022, the FBU made a submission to the House of Lords Public Services Committee inquiry into access to emergency services, which launched on 22 September 2022. The submission acknowledged the pressures faced by the ambulance service and proposed the committee listen to ambulance unions. It warned that ministers and chief fire officers have tried to force firefighters to do emergency medical response (co-responding) work without pay. The FBU submission also rejected the Public Services Committee contention that “the private sector should be recognised as key public services providers, and given appropriate support to deliver services effectively”.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

The Westminster government and the devolved administrations make the major decisions about policy and funding for fire and rescue services across the UK. Therefore the FBU allocates significant resources to political work.

During 2022, the FBU made submissions to governments at Westminster and the devolved administrations, organised lobbies attended by FBU members, held meetings with ministers and civil servants, produced briefings and bulletins, as well as joining wider campaigns.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

During 2022, the Westminster government imploded twice. Boris Johnson was deposed as prime minister in June. Liz Truss was prime minister for 49 days, the shortest duration in UK history. Rishi Sunak then formed a government. The Home Office is responsible for the fire and rescue service in England. Priti Patel MP was home secretary until September 2022. Suella Braverman was home secretary for 13 days, before resigning. She was replaced by Grant Shapps. Braverman resumed the role in Sunak's government.

Lord Greenhalgh was the fire minister until July 2022. Sarah Dines was fire minister until September, when Jeremy Quin held the role. Chris Philp became the fire minister in Sunak's government in October. FBU officials held several meetings with ministers and government officials during the year.

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

The fire and rescue service in Northern Ireland is a devolved matter and the responsibility of the Department of Health. In February 2022, ministers resigned from their roles, following an impasse with the Westminster government.

Robin Swann was minister of health in the Northern Ireland Executive until October. FBU officials held a number of meetings with politicians during the year.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The fire and rescue service in Scotland is a devolved matter and the responsibility of the Scottish Government. During 2022, Keith Brown MSP was cabinet secretary for justice. Until October 2022 Ash Regan MSP was minister for community safety with responsibility for the Scottish fire and rescue service. Since October 2022 the role has been occupied by Elena Witham MSP. FBU officials held meetings with numerous ministers and Members of the Scottish Parliament (MSPs) during the year.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and the responsibility of the Welsh Government. During 2022 Hannah Blythyn MS served as deputy minister for social partnership with responsibility for community safety and fire and rescue services. The general secretary and Wales executive council member attended regular meetings with the deputy minister. FBU officials held meetings with numerous ministers and members of the Senedd and Welsh government fire branch civil service during the year.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

On 4 February 2022, the Ministry for Housing, Communities and Local Government (MHCLG) confirmed its local government settlement, providing figures for the central grant allocated to fire authorities in England.

On 8 February, the new Department for Levelling Up, Housing and Communities confirmed its local government finance settlement for fire authorities in England for the financial year 2022-23. While there is a small one year uplift of 1%, this was still below inflation and was a real terms cut in fire funding. In 2013-14, central funding was £1,240m. By the settlement for 2022-23, this had decreased by 29%.

E7 NORTHERN IRELAND ASSEMBLY

The Northern Ireland Assembly was suspended in February 2022. Elections were held in May 2022 for Members of the Legislative Assembly (MLAs). The impasse was not resolved during the year.

During the year FBU officials and members engaged with politicians from all parties in Northern Ireland: the Democratic Unionist Party (DUP), Sinn Féin, Ulster Unionists, Social Democratic and Labour Party (SDLP) and the Alliance Party. FBU officials also held regular meetings with Northern Ireland Fire and Rescue Service (NIFRS) principal officers.

E8 SCOTTISH GOVERNMENT

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

On 6 July 2022, the FBU made a submission to the SFRS consultation, *Draft Strategic Plan 2022-25*. The FBU raised legitimate concerns about adverse changes to the terms and conditions of firefighters, the role of emergency intervention and the lack of investment in the SFRS.

E9 WELSH GOVERNMENT

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

E10 GRENFELL TOWER INQUIRY: PHASE 2 HEARINGS

During 2022, the hearings for Phase 2 of the Grenfell Tower Inquiry (GTI) came to an end. Phase 2 is intended to examine the causes of the fire, including how Grenfell Tower came to be in a condition which allowed the fire to spread in the way identified by Phase 1 (the night of the fire). The FBU criticised the decision to arrange proceedings in this way.

During the year, Phase 2 covered:

- module 4 aftermath
- module 6 government
- module 7 experts
- module 8 evidence relating to the deceased.

The FBU's written submissions and oral statements are publicly available on the GTI website.

On 11 April 2022, module 4 of the inquiry began. It examined the aftermath of the disaster in terms of how the bereaved, survivors and residents were treated, and particularly the role of authorities. The FBU argued that central and local government failed to provide the support they needed. Many of the problems in the immediate aftermath of the fire were the result of decades of under-resourcing in social housing and local government, with deregulation also being a significant factor.

The union's opening submission to this module also encouraged the inquiry "to investigate why bereaved, survivors and residents were denied a simple lump sum emergency payment of £5,000 and were instead paid an initial instalment of £500".

On 6 June, the FBU made a 50-page written closing submission to module 6 of the inquiry. The submission underlined that privatisation, deregulation and contracting out under all governments since 1979 had weakened the building and fire safety regimes. Austerity since 2010 had savagely cut the workforce by a fifth, while fragmentation under local IRMPs had damaged resilience.

In June, further expert reports were released for module 7. A report written by Professor Luke Bisby, a professor of fire and structures at Edinburgh University, detailed the flaws with the Building Research Establishment (BRE), the government's former safety research and testing body that was privatised in 1997. It was responsible for testing many of the cladding, insulation and other building materials used in the Grenfell refurbishment.

E11 GRENFELL TOWER INQUIRY: FINAL SUBMISSIONS

On 29 September 2022, the FBU made an overall submission, of 50 pages, pulling together a range of issues from Phase 2. These included the principal causes of the disaster and the response of the fire and rescue service.

On 31 October, the FBU made 30 recommendations to the inquiry, as one of the core participants. The union argued that the GTI must recommend the establishment of a statutory advisory body, with the FBU fully represented, to oversee changes within the service arising from the inquiry.

The final hearings took place in the week of 7 November. The FBU's counsel Martin Seaward gave a strong defence of firefighters' intervention on the night and asked the inquiry to revise its Phase 1 findings in light of the evidence in Phase 2. Much of the criticism for the causes of the fire was levelled at the cladding manufacturers, subcontractors who refurbished Grenfell Tower and the council, which owned the building.

The GTI chair, Martin Moore-Bick said work on the final report had already begun. The inquiry intended to publish its report during 2023.

E12 HOME AFFAIRS SELECT COMMITTEE

On 2 March 2022, the Home Affairs Select Committee held an evidence session on the state of the fire and rescue service, as fire comes under the Home Office remit. The panel invited Roy Wilsher and Thomas Winsor, inspector and chief inspector at HMICFRS respectively, and Mark Hardingham, chair of the NFCC, to give evidence. Winsor took the opportunity to repeat unfounded attacks on the FBU. The union wrote to the committee to complain and demanded the right of reply (2022HOC0128MW).

On 9 November, FBU general secretary Matt Wrack gave evidence to the Home Affairs Select Committee, along with Roy Wilsher and Mark Hardingham. Wrack answered questions on many issues including on pay, White Paper, Covid-19, climate change, Grenfell, trade union rights and the Manchester Arena Inquiry. He also corrected the record on Winsor's allegations.

E13 COVID-19 INQUIRY

During 2022, the UK Covid-19 inquiry began its proceedings. This is the Westminster government's independent public inquiry set up to examine the UK's response to and impact of the Covid-19 pandemic, and learn lessons for the future. Baroness Heather Hallett was appointed chair in December 2021. The final terms of reference were received in June 2022.

The TUC is a core participant in the inquiry and with Thompsons solicitors is coordinating the union responses. During 2022, module 1 on preparedness began. The FBU provided the TUC with a briefing note on these matters, including civil contingencies and the union's warnings about resilience and austerity before the pandemic began.

E14 WESTMINSTER POLITICAL ACTION

During 2022, the FBU briefed MPs on important legislation. The FBU produced two issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on the Local Government Settlement and the Grenfell Tower Inquiry (December).

On 6 December, the FBU organised a successful rally and lobby of the Westminster parliament. Around 1,800 firefighters attended from across the regions. The rally included a range of speakers from the FBU, Labour Party MPs and other trade unionists. After the rally, a lobby of Parliament took place, briefings were prepared and circulated to members in preparation for the event and utilised to lobby MPs, including to ascertain signatures for early day motion (EDM) 597.

E15 FBU PARLIAMENTARY GROUP

The FBU organises a parliamentary group to advance firefighters' interests at Westminster, where many key decisions are made that affect the fire and rescue service. The group, drawn exclusively from Labour MPs, was chaired by Zarah Sultana MP.

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

The group normally meets regularly while the House of Commons is sitting, so the union can brief MPs on its current campaigns. The union provides a written report to all group meetings. During the year, a wide range of issues were raised, including firefighters' pay and conditions, the impact of cuts on the service and the Grenfell Tower fire.

Region	Member of Parliament	Constituency
3	Alex Cunningham	Stockton North
	Julie Elliott	Sunderland Central
	Mary Foy	City of Durham
	Mary Glendon	North Tyneside
	Ian Lavery	Wansbeck
	Andy McDonald	Middlesbrough
	Ian Mearns	Gateshead
	Grahame Morris	Easington
	Kate Osborne	Jarrow
	Liz Twist	Blaydon
4	Olivia Blake	Sheffield Hallam
	Richard Burgon	Leeds East
	Gill Furniss	Sheffield Brightside and Hillsborough
	Louise Haigh	Sheffield Heeley
	Imran Hussain	Bradford East
	Rachael Maskell	York Central
	Karl Turner	Hull East
5	Mike Amesbury	Weaver Vale
	Paula Barker	Liverpool Wavertree
	Ian Byrne	Liverpool West Derby
	Dan Carden	Liverpool Walton
	Rosie Cooper	Lancashire West
	Peter Dowd	Bootle
	Kim Johnson	Liverpool Riverside
	Rebecca Long-Bailey	Salford and Eccles
	Conor McGinn	St Helens North
	Jim McMahon	Oldham West and Royton
	Nav Mishra	Stockport
	Angela Rayner	Ashton-under-Lyne

	Cat Smith	Lancaster and Fleetwood
	Mick Whitley	Birkenhead
6	Nadia Whittome	Nottingham East
7	Tahir Ali	Birmingham Hall Green
	Zarah Sultana	Coventry South
8	Nia Griffith	Llanelli
	Jo Stevens	Cardiff Central
	Bethan Winter	Cynon Valley
9	Rachel Hopkins	Luton South
	Clive Lewis	Norwich South
10	Apsana Begum	Poplar and Limehouse
	Jeremy Corbyn	Islington North
	Jon Cruddas	Dagenham and Rainham
	John Cryer	Leyton and Wanstead
	John McDonnell	Hayes and Harlington
	Abena Oppong-Asare	Erith and Thamesmead
	Kate Osamor	Edmonton
	Bell Ribeiro-Addy	Streatham
11	Lloyd Russell-Moyle	Brighton Kemptown
12	Kerry McCarthy	Bristol East

E16 TRADE UNION CO-ORDINATING GROUP (TUCG)

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

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

During 2022, many trade union and labour movement conferences resumed as in-person events for the first time since the Covid-19 pandemic started. There were some significant gatherings, including the TUC and STUC. The FBU participated in campaigns, conferences and within the Labour Party to ensure firefighters' voices were heard. The FBU maintained its affiliations to a wide range of labour movement-backed campaigns.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) took place in Brighton on 18-20 October 2022. It was originally scheduled for 11-14 September 2022, but was postponed following the Queen's death. The FBU's delegation was Matt Wrack, Ian Murray, Ben Selby, Kathryn Duncan, Jamie Newell, Joe Weir and Riccardo la Torre.

The delegation moved two resolutions at the conference, on pay and the cost of living crisis and on the fire White Paper. Both were carried. They also amended motions on employment rights and on the Health and Safety Executive. The FBU supported fringe meetings, speaking at Stand up to Racism, Cuba Solidarity Campaign and Rally of Resistance. Matt Wrack was elected to the TUC general council and executive committee.

F3 TUC WOMEN'S CONFERENCE

TUC women's conference took place in London on 9-10 March 2022. The theme was *Justice, Safety, Equality*. Women debated more than 40 resolutions covering trade unions leading to end gender-based abuse, women's health and safety in the workplace, bargaining for women's rights and representation, and standing in solidarity with our international sisters. The FBU submitted resolutions on consulting women in the workplace and climate change. The FBU delegates were Diane Critchlow, Kathryn Duncan and Rosa Crowley-Bennett.

F4 TUC LGBT+ CONFERENCE

The TUC LGBT+ conference took place at Congress House, London on 30 June – 1 July 2022. The FBU delegates were Maria Buck, Karen McDowell, Nicola Hobbs and Pat Carberry. The FBU submitted a motion to conference calling on the Equality and Human Rights Commission to act with impartiality with regards to trans rights. The FBU motion was composited with a number of other union motions on trans rights. The composited motion passed and was endorsed by the conference to be the motion that would be forwarded to the TUC Congress. Pat Carberry was re-elected to the TUC LGBT+ committee.

F5 TUC BLACK WORKERS' CONFERENCE

TUC black workers' conference took place on 6-8 May 2022. The theme was *Organising for Equality*. The conference featured a panel debate on immigration, asylum and the hostile environment. Delegates took part in workshops that were facilitated by the TUC anti-racism task force and discussed a new manifesto for black workers. The FBU submitted a resolution on FBU firefighter cancer campaign – DECON, moved by Leon Johnson, which was carried. Amit Malde was elected to the TUC race relations committee.

F6 NIC-ICTU BIENNIAL DELEGATE CONFERENCE

The Northern Ireland Committee of the Irish Congress of Trade Unions (NIC-ICTU) held its biennial delegate conference in Enniskillen on 22-23 November 2022. The theme of the conference was *Workers Demand Better*. The FBU delegation comprised Jim Quinn and Tommy McCaul.

F7 STUC CONGRESS

The Scottish Trade Union Congress (STUC) took place in Aberdeen on 25-27 April 2022. The congress discussed wages and the wider cost of living crisis, an economic strategy for a just transition to net zero and the fightback against the actions of P&O Ferries. The FBU delegates were Colin Brown, Seona Hart, Melanie Gibb and Simon Leroux. Colin Brown was elected to the STUC general council.

F8 WALES TUC

The Wales TUC Congress held its biennial congress in Llandudno on 24-26 May 2022. The conference agenda included debates on economy and skills, equality, diversity and fairness, education and health and social care. The FBU delegates were Cerith Griffiths, Duncan Stewart-Ball and Gareth Tovey. Cerith Griffiths was re-elected to the Wales TUC general council.

F9 LABOUR PARTY CONFERENCE

Labour Party conference was held in Liverpool on 25-28 September 2022. The FBU is affiliated to the Labour Party in England and Wales and sent four delegates: Matt Wrack, Ben Selby, Val Hampshire and Steve Wright. The FBU made a successful intervention on public services that addressed the Tory attack on firefighters through their White Paper. The FBU hosted a fringe event in association with Labourlist, *Public ownership and picket lines: which side is Labour on?* FBU delegates spoke at the following events: The World Transformed (TWT) *Labour for Labour*, and *The Working Class Strikes Back!*, CLPD fringe meeting, and *Defending and Extending Trade Union Rights* hosted by TULO.

F10 LABOUR PARTY WOMEN'S CONFERENCE

The Labour Party national annual women's conference took place online on 19-20 March 2022. The FBU delegates were Emily Hollands and Kathryn Duncan. The FBU submitted a resolution on women's equality after Covid-19.

F11 LABOUR PARTY LEADERSHIP

During 2022, the FBU maintained strong links with the Labour Party leadership at various levels. FBU officials had regular communication with shadow home secretary Yvette Cooper and shadow fire minister Sarah Jones. In addition, officials briefed MPs in the FBU parliamentary group at Westminster.

FBU officials participated in meetings of the Trade Union and Labour Party Liaison Organisation (TULO), alongside the 11 other trade unions affiliated to the party. Ian Murray was elected to serve on the Labour Party's National Executive Committee (NEC).

F12 LABOUR LEFT

The FBU has longstanding affiliations with organisations within the Labour Party, in order to ensure that firefighters' interests and the union's policies are discussed widely from Constituency Labour Parties (CLPs) up to annual conference. During 2022, senior FBU officials worked with Labour left organisations such as Momentum and the Campaign for Labour Party Democracy (CLPD) on campaigns and initiatives.

In 2022, the FBU affiliated to Enough is Enough and has a seat on its steering committee. The campaign was set up to fight the cost of living crisis. It was founded by trade unions and community organisations determined to push back against the misery forced on millions by rising bills, low wages, food poverty, shoddy housing – and a society run only for a wealthy elite. The five demands of the campaign are: a real pay rise, slash energy bills, end food poverty, decent homes for all and tax the rich. It has held rallies across Britain, formed community groups and organised picket line solidarity.

F13 PARTY CONFERENCES

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

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

FBU officials also engaged with the Scottish Labour Party, Scottish National Party (SNP) and Scottish Green Party conferences to lobby politicians about matters concerning the Scottish Government.

F14 INTERNATIONAL SOLIDARITY

The FBU has a longstanding tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns. The FBU has regular correspondence with firefighter unions around the world. The union's international committee oversees these relations. The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which includes most firefighter unions across Europe.

F15 AFFILIATIONS

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

LABOUR MOVEMENT ORGANISATIONS

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

FIRE ORGANISATIONS

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

NATIONAL CAMPAIGNS

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

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	International Centre for Trade Union Rights (ICTUR)
Amnesty International	Justice for Colombia
Burma Campaign UK	Nicaragua Solidarity Campaign
Campaign for Human Rights in the Philippines	Palestine Solidarity Campaign
Committee for the Defence of Iranian People's Rights (CODIR)	Trade Unions for Energy Democracy (TUED)
Cuba Solidarity Campaign	Trade Union Friends of Bhopal
Greece Solidarity Campaign	Venezuela Solidarity Campaign
Hands off Venezuela	War on Want

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of trade union education and in 2022 supported a cautious return to residential education following the constraints of the pandemic.

62 FBU TRADE UNION EDUCATION STRATEGY AND PROGRAMME

The ambition of the FBU trade union education programme was to enable every official at all levels to:

- develop the strength and capacity of the FBU to make a difference to the lived reality of members
- support the union's work in the context of the wider trade union movement and in defence of the fire and rescue service.

During 2022 the trade union education programme was again reviewed. All courses were revisited and refreshed in preparation for return to in-person classroom learning. The FBU pathway approach to learning continued, featuring the introductory offer, the progression programme, and health, safety and welfare education. A total of 407 places were filled on the trade union education programme across 29 different courses, excluding equality section schools. This was made up of 282 different members/officials, of which 16% were women and 45% were aged under 40.

63 RETURN TO IN-PERSON EDUCATION

The executive council's education sub-committee met on 27 January 2022 and all members were in attendance. The sub-committee recommended that the union's trade union education programme should make a gradual and cautious return to in-person residential education events from March onwards. The discussion noted both the ongoing pandemic and the societal transition to a 'new normal'. The well-being of members, staff and others involved in delivering the trade union education programme continued to be paramount. The 2022 residential education programme was subject to ongoing review of Covid-19 restrictions and guidance in all areas of the UK and to the following considerations:

- Participants were asked to undertake a lateral flow test immediately prior to departure for the event
- Venues were booked with either bigger meeting rooms, smaller groups of participants, or both
- Use of familiar venues where possible
- Maximum ventilation in the meeting rooms and in transport to off-site learning locations
- Restaurant arrangements for FBU groups to be kept separate from others in the venue

- Participants reminded of Covid-safe good practice in relation to social time while on the course
- Hand sanitiser available in meeting rooms
- Lateral flow tests available at course locations with protocols in place for participants developing symptoms
- Other arrangements specific to event or venue.

As the year continued, the catastrophic effects of the pandemic eased and normal workplace routines were resumed, these arrangements were applied more flexibly and as good practice.

64 EDUCATION ADMINISTRATION, LOGISTICS AND SUPPORT

To accompany the switch away from online learning, the first quarter of 2022 also saw a number of changes in relation to education administration, logistics and support. Charlie Batchelor joined FBU Education to provide increased capacity and reach, which has improved processes and been very successful.

To coincide with this, education administration was migrated onto the Phoenix membership system. This change has improved data protection practice, as members' details are all in one integrated, confidential system. Officials with access to the system can see, on each member's record, the courses that that member has completed in 2022 and also any upcoming event they are registered on. This transition to administration on Phoenix continues and other benefits will come with greater integration.

Regular flyers were produced with details of the education offer, promoting FBU residential schools and courses, as well as opportunities for longer TUC courses and online opportunities. These were intended to be easily shared on social media as well as workplace noticeboards. This year the FBU Education programme was supported by TUC tutors Helen Nolan, Mike Kidd, Dave Smith and Steve White.

65 INTRODUCTORY OFFER FOR BRANCH, SECTION AND NEW BRIGADE OFFICIALS

The *Introductory Branch Officials* course ran seven times in the year and was well attended throughout by a total of 126 participants. The course was offered in Eastbourne, Leicestershire, Glasgow, and Bristol, with a further two courses taking place at Wortley Hall in order to support this venue in its recovery from loss of income during pandemic restrictions.

Branch and section officials welcomed the return to residential education and it was clear that, while the option to do the course from home suited many participants in 2021, many other FBU reps had waited for in-person learning to resume before undertaking a course. Despite this, maximum numbers were limited initially in accordance with pandemic good practice.

Some elements of the *Introductory* course as it had run online were retained, including the opportunity for participants to meet a senior official. This 'course meeting' enables grassroots leaders of the union to hear from and ask questions of a national official or executive council member in a small group environment, promoting democratic principles. This was particularly welcome as the pay dispute escalated later in the year. Participants continued to report significant improvement in their confidence in role, as well as increased knowledge and skills.

The *Representing Members* course, developed during the online learning period, continued and further fairness at work education in the introductory pathway will be added in 2023.

66 HEALTH, SAFETY AND WELFARE EDUCATION

Four *Introduction to Health, Safety and Welfare at Work* and a *Mental Health for Trade Unionists* courses took place during the year. The first of the *Introduction* courses was delivered in partnership with BALPA, the airline pilots' union. As well as foundation learning for safety reps, this particular course offered the opportunity to consider and compare safety issues in two risk-critical sectors.

The *Health, Safety and Welfare Development* course had launched during online learning as a progression opportunity for those safety reps and other branch and brigade officials who had completed the *Introduction to Health, Safety and Welfare at Work* course. The content focused on participants gaining a deeper understanding of health and safety regulations, powers and processes. Sessions explored negotiating around health and safety, maximising member participation in health and safety activities, and risk assessment processes. Early in 2022 this was redeveloped and delivered for the first time as an in-person residential learning opportunity.

A further module was added to the health, safety and welfare pathway as a progression from the *Introduction* course. *Health, Safety and Welfare – Accident Investigation* was designed to focus on both the immediate implications of an accident, incident, or near hit, but also the longer-term health effects of a firefighting career. This education supported safety reps and other officials, both with the implications of the pandemic and the DECON initiative.

67 PROGRESSION EDUCATION FOR BRIGADE, AREA, SECTION AND REGIONAL OFFICIALS

Progression education was offered through FBU courses and longer courses offered by the TUC. The *Conference Matters* course returned to the programme in 2022 and the new *Collective Bargaining and Negotiation* course was delivered for the first time, having been originally developed in the early part of 2020 and then cancelled due to the pandemic. These were unsuitable for online learning due to the highly participative and interactive nature of sessions.

The *All Different All Equal* course was revisited and updated for the return to classroom education. The course encourages participants to be champions of the policy and equality and fairness at work more generally. The revision of the content added better exploration of issues such as harassment and positive action, and an additional requirement that participants prepare an investigation report as a supplementary individual task, instead of as a group task during the residential programme. The course ran successfully three times in the year. This was complemented by one-day online awareness sessions run for equality sections and for the wider membership.

A new *Pensions – Supporting Members with Ill-Health Retirement* course was launched as an updated version of the IQMP course, complementing the pensions webinars that took place in 2021. This was welcomed as an opportunity for officials to be more confident in supporting members in interactions with the independent qualified medical practitioner and handling appeals to the board of medical referees.

68 NATIONAL SCHOOL

National School took place in November with a cohort of 25 activists from across the regions and sections of the union. Attendance was affected by the organising demands on officials arising from the escalating pay dispute. Programme highlights were:

- A solidarity rally with speakers from trade unions representing train drivers, nurses, workers delivering public services, and university and college workers, as well as community organisers and the general secretary

- A session on the application of mobilisation theory with Gregor Gall
- Matthew Collins talked about his experiences within and against the UK far right, the true story behind the television series *The Walk In*, and was joined on the panel by national officer Riccardo la Torre, who described the election of the current far right government in Italy
- A discussion about the media and trade unions with investigative journalist Phil Chamberlain
- A spoken word workshop with poet Janine Booth
- A panel with Zarah Sultana MP and Jon Hegerty from UCU discussed 'why trade unions are involved in politics'.

These plenary sessions were intertwined with Strike School sessions to support the pay dispute including:

- Getting the vote out
- Strike day organising
- A solidarity visit to UCU and CWU picket lines in Sheffield
- Working with the media in a dispute
- Leverage and industrial organising.

National School remains the key development opportunity for reps and activists in the union. It is the main focus of the education calendar and again will be rewritten for 2023 to address the contemporary industrial and political context.

69 EQUALITY SECTION SCHOOLS

FBU Education supported the planning, design and delivery of annual schools for all three equality sections. Each school was well-attended, had a varied programme, and was welcomed by members of the section.

610 OTHER EDUCATION SUPPORT

In addition to the particular events and activities described above and the ongoing maintenance of the FBU trade union education programme, education support has also been provided to the anti-sexual harassment working group, the DECON initiative, the wider development of the Phoenix system, the thru-text organising initiative, women's committee training, and regional secretaries' meetings.

611 DYSLEXIA AND NEURODIVERSITY

The education programme continued to offer knowledge and skills development opportunities for members and officials interested and engaged in issues related to dyslexia and neurodiversity. This comprised two webinar sessions led by the British Dyslexia Association, attended by 18 members, which focused on developing understanding of neurological conditions and how they interact with the way people work.

Work to support FBU learners with additional needs also continued. Education materials have been updated according to dyslexia-friendly guidelines in order to improve the learning experience for those with visual perception impairments such as dyslexia.

The union continued to administer and provide guidance on the QuickScan screening tool, which remains available to all members, and to offer advice on reasonable adjustments in work via the website and through bespoke support.

612 REGIONAL EDUCATION AND LEARNING ORGANISERS (RELOS)

Once again the national team of RELOs has been key to the success of the FBU trade union education programme. These officials supported members and officials to make the return to classroom residential education as positive as possible. They managed the reduced availability of places to ensure that individuals and the homes and workplaces they returned to were as safe as possible. They have sought to ensure that the programme meets the needs of the union as a whole and have made suggestions and contributions that have improved the programme.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

FBU equality sections and officials took on a significant caseload to combat discrimination, harassment and other unacceptable behaviour. They also took part in wider labour movement and other campaigns to fight for equality.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The National Joint Council (NJC) formed the Inclusive Fire Service Group (IFSG) to coordinate activities on equalities across the fire and rescue service. The IFSG includes the FBU, fire employers and chief fire officers. It has conducted surveys and scoped a range of issues in recent years. The IFSG did not make significant progress during 2022.

H3 B&EMM SECTION REPORT

The FBU's black and ethnic minority members' (B&EMM) section appointed several new regional committee members, replacing outgoing reps or taking vacant seats, increasing officials in areas classically under-represented by the section due to geographical distribution of members. B&EMM continued to forge connections with regional and brigade officials and with other equality section reps, working together on common issues.

B&EMM representatives attended a Black History Month event hosted by the RMT and an event at New Scotland Yard hosted by the Metropolitan Police's Black Police Association. Several officials and members joined other FBU reps in supporting the Truth About Zane campaign in delivering its petition to parliament.

In October, after a three year hiatus caused by the pandemic, B&EMM school returned once again to Wortley Hall. Over subscribed, the weekend saw members from around the country gather for sessions on a range of subjects including the mechanics of the pay dispute, race relations in wider society and within the service and a memorial in remembrance of BEMM regional rep Leila Asoko, who sadly passed away on 30 November 2021.

Reps around the country marked Black History Month in their brigades and communities. In London, every station had a unique poster celebrating an esteemed black British individual. The posters developed by

Karen Bell were also displayed in libraries across the borough of Southwark, a number of London schools and used by the Jamaican High Commission.

The B&EMM committee met on four occasions during the year:

- 31 March
- 22 June
- 14 December including AGM.

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

H4 LGBT+ SECTION REPORT

The FBU's LGBT+ committee was able to return to normal functioning in 2022 as Covid-19 restrictions were eased and removed. The committee sent a delegation to the TUC LGBT+ conference and was also able to attend a number of Pride events.

The FBU's LGBT+ committee held a number of meetings online and in person:

- 28 February – online
- 25 March – in person at head office
- 1 July – in person in London
- 5 August – in person in Brighton
- 28 September – in person at head office
- 8 December – in person at Wortley Hall
- 9 December – AGM in person at Wortley Hall.

For the first time in nearly four years, an FBU LGBT+ school was held in Brighton, on 19-21 October.

A list of LGBT+ regional reps is found in Section L.

H5 WOMEN'S SECTION REPORT

The FBU National Women's Committee (NWC) continued to represent women members during the year. Officials have given advice and support to several women members on issues such as bullying and harassment, maternity issues, menopause, serious sexual assault, domestic abuse, sexual harassment, post-traumatic stress disorder and effects from the recent cultural review. The NWC continues to work with head office to build a campaign for improved maternity provisions in the UK fire and rescue service. NWC officials participated in the anti-sexual harassment working group.

In 2022, there were many changes to the NWC, with Kathryn Duncan, Rachel Rogers and Rosa Crowley-Bennett resigning from their executive positions. They were thanked for their work. The annual National Women's School was held in April at Wortley Hall, which was a huge success and we look forward to running again in 2023.

The NWC met on four occasions during the year:

- 19 January
- 16 June
- 23 September
- 2 December.

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

H6 ANTI-SEXUAL HARASSMENT WORKING GROUP

In March 2022, the executive council established an anti-sexual harassment working group following reports into other unions and concerns raised about the issue with the fire and rescue service (2022HOC0132MW). FBU conference passed an executive council policy statement on sexual harassment. In October 2022, the FBU circulated the *TUC Sexual Harassment Report*, the result of a working group that included the FBU's general secretary (2022HOC0518RLT).

H7 LFB INDEPENDENT CULTURE REVIEW

On 28 November 2022, the *Independent Culture Review of London Fire Brigade* was published. The report, written by Nazir Afzal, catalogued a range of discrimination, harassment and bullying. It concluded that LFB was institutionally misogynist and racist and made 23 recommendations. The FBU responded to the report, stating that "there is no place for such behaviour or attitudes within the fire and rescue service or within our trade union". The union held high-level meetings with London and equality section officials to formulate an initial assessment (2022HOC603MW). The FBU also corrected statements made by some politicians conflating the union with the LFB senior management failures.

H8 ADAE REPRESENTATION REQUESTS

These tables show the number of ADAE requests for representation received by regional secretaries.

2022	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld	Appeals Upheld
Region 1	3	2					1
Region 2	1	1					
Region 3	3	2	1				
Region 4	4	4					
Region 5	9*	1					4
Region 6	11	10					1
Region 7	2**						
Region 8	2***						
Region 9	2	1	1				
Region 10	8						8
Region 11	3	1					2
Region 12	2		2				
Region 13	3	1	2				

* 4 ADAEs were dropped due to either no further action or member resigned.

** Requests not completed due to proceedings concluding before ADAE concluded.

*** Both cases left the service before discipline proceedings started properly, so an all different all equal process/investigation didn't materialise.

SECTION I

ACCIDENT AND INJURY FUND (AIF)

11 INTRODUCTION

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

In 2022, executive council members on the committee were:

Ben Selby

Val Hampshire

David Shek

Tony Curry

Mark Rowe was secretary.

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

Officials at brigade and branch level should also ensure that members adhere to the rules of the fund, with particular attention to the time limits required for submitting claims.

Accident and injury fund								
Summary for the year ended 31 December 2022								
Region	Temporary disablement on duty		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount
	On duty	Off duty						
1	No. of payments	1	1			1	12	£215,545.48
	Amount paid	£9,422.54	£503.50	£199,170.76		£6,448.68		
2	No. of payments	51	9			4	64	£113,324.22
	Amount paid	£69,536.00	£17,993.50			£25,794.72		
3	No. of payments						0	
	Amount paid							
4	No. of payments	3	2	2		1	8	£50,502.56
	Amount paid	£3,339.00	£3,342.08	£37,372.80		£6,448.68		
5	No. of payments	3		2			5	£35,476.38
	Amount paid	£3,233.00		£32,243.38				
6	No. of payments	5		4		5	14	£103,053.60
	Amount paid	£7,738.00		£63,387.38		£31,928.22		
7	No. of payments	48		7			55	£156,061.65
	Amount paid	£36,304.73		£119,756.92				
8	No. of payments	29	20	1		1	51	£54,908.68
	Amount paid	£25,519.50	£17,940.50	£5,000.00		£6,448.68		
9	No. of payments	13	10	3		0	26	£43,224.02
	Amount paid	£21,731.52	£6,492.50	£15,000.00				
10	No. of payments	20	1	3		1	27	£124,503.85
	Amount paid	£25,625.50	£5,387.63	£55,140.74		£6,106.60		
11	No. of payments	8	2		1	2	13	£59,875.24
	Amount paid	£7,234.50	£32,243.38	£7,500.00		£12,897.36		
12	No. of payments	11		1			12	£18,144.00
	Amount paid	£13,144.00		£5,000.00				
13	No. of payments	6	9	1			16	£53,380.37
	Amount paid	£12,718.81	£6,969.50	£33,692.06				
TOTAL NO. OF PAYMENTS		198	52	33	1	15	303	
Total amount		£235,547.10	£58,629.21	£565,764.04	£7,500.00	£96,072.94		£1,028,000.05

SECTION J

LEGAL REPORT

J1 INTRODUCTION

The FBU legal scheme and Thompsons Solicitors continued to provide workplace and personal injury legal support to FBU members and their families in a year in which trade unions and workers' rights came under relentless attack by the Conservative government.

In 2022, 152 FBU members and their family members were awarded a total of nearly £2.5 million in compensation. Some of the key cases have been highlighted below.

J2 GRENFELL TOWER INQUIRY

Thompsons continued to represent the FBU in the Grenfell Tower Public Inquiry before Sir Martin Moore-Bick. In November 2022, the inquiry concluded its evidence gathering for Phase 2 and has now begun drafting the final report and recommendations.

Thompsons worked with the FBU to set out arguments to the inquiry that the roots of the Grenfell disaster lie in a decades-long pursuit of a neoliberal ideology which encouraged deregulation, privatisation, austerity and fragmentation of the fire and rescue service. The FBU's recommendations sought to reverse the harm that has been done and to make fire safety fit for the 21st century for the benefit of all, but especially for high-rise tenants and firefighters.

J3 BREATHING APPARATUS PROCEDURES

Thompsons continued to work with FBU officials to challenge employers wherever and whenever they seek to introduce practices which would undermine safety for firefighters attending high-rise incidents. Judicial review proceedings against Hampshire and Isle of Wight Fire and Rescue Service were brought. However the court considered that the issues complained of should first be considered by the Health and Safety Executive (HSE). Thompsons therefore assisted with the drafting of a letter challenging the HSE to investigate the FBU's complaints and to take the necessary action to ensure these unsafe practices are not introduced in the UK fire and rescue service.

J4 MANCHESTER ARENA PUBLIC INQUIRY

Thompsons continued to assist the FBU's participation in the Manchester Arena Public Inquiry. This included attendance at the publication of Volume 2 of the Manchester Arena Public Inquiry's report, which made recommendations and findings appearing to take account of the FBU position on the actions of individual firefighters on the night of the incident and of the need for greater and more consistent national training in relation to such events.

J5 EMPLOYMENT RIGHTS

MEMBER AWARDED COMPENSATION AFTER ACCUSATION OF FRAUDULENT PAYMENT CLAIM

The member was employed as a watch manager in retained and wholetime roles. He was accused of falsifying records to dishonestly and fraudulently claim an attendance payment in his retained role and, following a hearing, his employer considered alternatives to dismissal and demoted him, without his agreement, to the role of firefighter in his retained and wholetime roles. The member subsequently resigned from his retained role.

The member successfully brought claims for unfair dismissal, wrongful dismissal, breach of contract and unauthorised deduction from wages. As part of the settlement, the member was reinstated to his role of watch manager and received back pay of £24,285 up until the date of reinstatement to his wholetime role and back pay of £23,000 up until the date he had resigned from his retained role, plus CPD payments of £1,005 in respect of both roles.

TRAINER SUBJECTED TO DISCRIMINATION AND UNLAWFUL DEDUCTION FROM WAGES

A member employed by Staffordshire Fire and Rescue Service was suffering from post-traumatic stress disorder, depression, anxiety and work-related stress. He took a period of disability-related sickness leave and, against a backdrop of deteriorating mental health, was suspended by his employer pending an investigation. The member received a final written warning and was removed from his role as a trainer to an operational position as a firefighter. The member claimed he was demoted because of his disability or because of something arising from it.

He was later informed by his employer that his pay was being reduced to 50%, counting the periods the member spent working while on modified duties as identical to sick leave. The member was eventually found not fit to work at all, but the employer did not accept the member's medical conditions were work-related and denied all claims relating to ill-health and unlawful deduction of wages. After an initial offer of £10,000 was rejected, both parties agreed a settlement of £23,000 in a joint settlement meeting.

RETAINED FIREFIGHTER SECURES COMPENSATION FOR UNFAIR DISMISSAL

The member was employed as a retained firefighter from 2005 until March 2020, when he was dismissed due to sickness absence. The member alleged that he injured his neck in work in January 2019 and was permanently unfit to work as a retained firefighter as a result. He brought claims for unfair dismissal and disability discrimination alleging that the neck injury was a disability. The tribunal, at a preliminary hearing determined the member was not disabled and dismissed his claim for disability discrimination. He was advised that, as a result of the tribunal finding, his unfair dismissal claim no longer had reasonable prospects of success and agreed to a settlement of £3,000.

J6 INJURIES AT WORK

MEMBER INJURED DURING TRAINING DRILL

The member was injured when taking part in a road traffic collision drill exercise at his home station along with three other colleagues. The watch manager was acting as the instructor. The exercise involved the demonstration of a people carrier vehicle on its side. The group used some spreaders to lift the vehicle up so far but had to manually lift the vehicle from its partially elevated position. Normally the vehicle would have inflated tyres but in a previous exercise the tyres had been deflated. As a result, they had to attempt to push the car onto its side with flat tyres.

The member was positioned behind the front wheel and in line with the engine. As they lifted the vehicle, the wheels started slipping on the tarmac and the back of the vehicle was moving outwards. The member was in a squat position when the car fell onto him causing serious lower leg fractures.

The defendants failed to concede liability and, while an HSE investigation was ongoing, medical evidence was obtained on the member's behalf to secure funding for rehabilitation. Despite the lack of admission, the defendants entered into negotiations and made an offer of £353,105. An increased offer of £490,000 was negotiated and accepted by the member.

DISINTEGRATION OF HOSE COUPLING CAUSES INJURY

A member, who was struck by a hose after a hose coupling disintegrated at high pressure, sustained injuries to his left hand and left groin. Although his left hand injury settled completely within two weeks of the incident, his left groin injury remained symptomatic. The defendant made a settlement offer of £150,000 which was accepted by the member.

MEMBER INJURED AT WORK FOLLOWING NEGLIGENCE OF EMPLOYER

A firefighter suffered severe pain in his right shoulder after the rope he was holding, which was attached to a pump, suddenly jerked upwards when a winch cable snapped. An MRI scan revealed a partial thickness tear to the articular surface of the distal supraspinatus tendon, following which he underwent a series of injections which did not resolve his pain. He later underwent an arthroscopy, during which he had a bursectomy, a subacromial decompression and a rotator cuff repair. He continued to complain of symptoms and a further ultrasound scan revealed subacromial subdeltoid bursitis, impingement and degeneration of the acromioclavicular joint. He was diagnosed as suffering from an adjustment disorder with anxiety and depressed mood. The employer admitted liability. An initial offer of £30,000 was rejected and a final settlement of £45,000 was agreed by way of a joint settlement meeting two weeks prior to trial.

MEMBER SUFFERS HEAD INJURY AT WORK

The member was climbing a ladder to open a loft hatch, which was jammed and difficult to open. The member tried to open the hatch with more force when the hatch bounced back at him and struck him on the head. The member suffered a minor head injury which resulted in a permanent bilateral tinnitus and whiplash injury. The claim was settled for £20,000.

SMOKE INHALATION CAUSES CHEST CONDITION

The member attended a fire at Winter Hill, leaving him with a chest condition due to smoke inhalation, as well as mental upset as a result of the incident and the lack of support he received afterwards. Liability was denied, but an initial offer of £7,500 was put forward. This was rejected and a settlement of £10,000 was agreed.

J7 MEDICAL NEGLIGENCE

RETIRED MEMBER LEFT WITH DETACHED TENDON FOLLOWING SPORTING INJURY

A settlement of £20,000 (following an initial offer of £10,000) was secured for a retired member who injured his arm during a football match in December 2018. The member experienced deformity and weakness at the top of his left arm and visited his GP in January 2019 following the Christmas break. The nurse practitioner failed to examine him properly and informed the member he had pulled a muscle and that it would heal over time. He returned to his GP in March 2019 after there was no improvement to his injury and he was sent to a physiotherapist. The physiotherapist informed the member he had a detached tendon, and it was likely too late for it to be reattached. The member underwent an X-ray and a further appointment with a consultant where it was confirmed that the tendon could not be reattached as too much time had passed.

J8 PERSONAL INJURIES AWAY FROM WORK

PEDESTRIAN RECEIVES COMPENSATION IN PRE-COURT SETTLEMENT

The member became trapped against a parked vehicle after a farm vehicle reversed into him. The accident caused him to suffer a fractured pelvis, extensive soft tissue injury and haematoma of the lower abdomen, pelvis and genitalia, urological injury and psychiatric injury. Following detailed negotiations with the other side's insurers, a settlement of £22,000 was negotiated for the member.

J9 ROAD TRAFFIC ACCIDENTS

FAMILY MEMBER INJURED BY OUT-OF-CONTROL VEHICLE

A firefighter's family member had parked her vehicle and stepped out in order to let her son out. The defendant lost control of his vehicle and hit the claimant's vehicle, knocking her over and causing her to sustain serious injuries. The main injuries suffered were concussion and swelling on the brain, lacerations and puncture wounds on the legs, pain in the right knee, left shoulder and left foot injuries. In addition, she suffered shock and psychological symptoms. She also experienced on-going cognitive difficulties, fatigue and dizziness. The case was settled for £175,000.

MEMBER UNDERGOES SURGERY AFTER ACCIDENT WHILE JOGGING

A firefighter suffered multiple injuries after being run over while out jogging. He suffered a head injury, shoulder injury and injury to his leg, and had to undergo surgery as a result of the accident. The member tried returning to work but found it difficult to continue and ultimately retired through ill-health. The driver denied liability. Nevertheless, a settlement of £100,000 was secured.

CYCLIST INJURED IN ACCIDENT WITH MOTOR VEHICLE

A member was awarded £33,490 in a pre-court settlement after suffering injuries while cycling along a main road. The member was overtaken by a driver who then immediately turned left, cutting across the member's path and causing the collision. The member sustained a dislocation to his acromioclavicular joint, a strain injury to his left thumb, multiple lacerations, an adjustment disorder and a head injury. He was off work

intermittently after the accident, but recovered from the majority of his injuries 16 months post-accident. Compensation was sought for cycle repairs, helmet, travel, lost income, subrogated loss of income, care and CBT (totalling around £17,500), and general damages.

MEMBER INJURED IN REAR-END SHUNT

The member was travelling in his car when he was shunted from behind by another driver. He sustained soft tissue injuries to his back and suffered from psychological symptoms. A settlement of £7,750 was secured for the member.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

During 2022, firefighters' pay and the cost of living crisis dominated the FBU's organising and membership agenda. The union held a number of consultative and industrial action ballots. The FBU's trade sections continued to raise the pressing matters affecting key sections of the membership, in control, retained and officers.

K2 INDUSTRIAL DISPUTES

MERSEYSIDE

On 18 October 2022, the FBU balloted Merseyside members for Action Short of Strike (ASOS) consisting of not undertaking pre-arranged overtime. The ballot concluded on 11 November 2022 (2022HOC0513MW).

The ballot concerned several local matters, which included:

- A longstanding dispute, initially registered 4 August 2016, in relation to the Day Crewing Whole Time Retained Duty Shift System (DCWTR) and Hybrid Duty Shift System
- A longstanding dispute, initially registered 21 December 2017, in relation to the non-agreed expansion of the firefighter role at paragraph 3.4 of a number of contracts of employment which was not agreed with the union
- The imposed reduction of night-time staffing numbers in fire control from six to five, initial dispute registered 16 March 2022 and the subsequent refusal by Merseyside Fire and Rescue Authority to seek external assistance from the NJC
- The requirement placed upon Apprentice Firefighters to attend the workplace for reasons which include, but not limited to; Support Days, on point assessment and end point assessment without recompense. The FBU has sought to address this issue through the demand that agreement is reached with the FBU for a set number of days per year in which apprentices are entitled to undertake "off-the-job" training.

Following repeated unsuccessful attempts to resolve the issues, the union registered a trade dispute with the Merseyside Fire and Rescue Authority on Friday 30 September 2022, giving them seven days' notice of the intention to ballot members for action short of strike, consisting of not undertaking pre-arranged overtime, should Merseyside Fire and Rescue Service not address the concerns.

On 11 November 2022, the FBU announced the Merseyside ballot results (2022HOC0539MR). The percentage of those voting who voted YES was 88% on an 82% turnout.

PAY

On 5 December 2022, the FBU commenced a national ballot for strike action of Grey Book FBU members and North West Fire Control FBU members, which concluded on 30 January 2023 (2022HOC0606MW).

The question put to members was: *Are you prepared to take part in industrial action consisting of strike action?* The executive council recommended members vote 'Yes' to the question on the ballot paper.

On 30 January 2023, the FBU announced the ballot results (2023HOC060MW).

- For members in England, Scotland and Wales, 88% voted Yes on a 73% turnout
- In Northern Ireland, 94% of members voted in favour of action on a 68% turnout
- In North West Fire Control, 80% voted Yes on a 64% turnout.

K3 CONSULTATIVE BALLOTS

GREATER MANCHESTER

On 14 January 2022, the FBU balloted Greater Manchester members on the employers' offer on marauding terrorist attacks (MTA). The ballot concluded on 7 February 2022 (2022HOC0004AD).

On 25 February 2022, the FBU announced the Greater Manchester ballot results (2022HOC0118AD). The percentage of those voting who voted Yes was 63% on a 52% turnout.

LONDON

On 14 January 2022, the FBU balloted London members on the employers' offer on marauding terrorist attacks (MTA). The ballot concluded on 7 February 2022 (2022HOC0005AD).

On 25 February 2022, the FBU announced the London ballot results (2022HOC0118AD). The percentage of those voting who voted Yes was 79% on a 49% turnout.

PAY

On 31 October 2022, the FBU balloted members on the employers' proposal for a 5% increase in pay. The ballot concluded on 14 November 2022. The executive council recommended that members reject the offer (2022HOC0415MW).

On 16 November 2022, the FBU announced the pay ballot results (2022HOC0564MW). The percentage of those voting who voted Yes was 79% on a 78% turnout.

K4 CSNC SECTION REPORT

During 2022, the FBU's Control Staff National Committee (CSNC) continued to hold online meetings, due to the difficulties reps had getting trade union time off, given staffing levels in many control rooms.

The CSNC continued to support members involved in discipline cases and provide information for brigade reps regarding mobilising system issues. The CSNC held meetings with branch members to ensure they had all information required for the pay dispute. CSNC officials sought advice where required from national officers and executive council members regarding non-FBU members and how this could affect the effectiveness of industrial action.

The CSNC held five meetings in 2022:

- 22 February – online
- 18 March – online
- 26 July – online
- 15 September – online
- 22 November – online meeting.

A list of CSNC regional reps is found in Section L.

K5 RETAINED SECTION REPORT

During 2022, the FBU's National Retained Committee (NRC) discussed a wider range of issues affecting retained members, especially the decline in calls, take home pay and job satisfaction, resulting in an increasing number of retained firefighters quitting the service. Retained units are understaffed with fire and rescue authorities failing to spend money on recruitment, leading to more pressure on members to keep the pump on the run. The dangerous practice of the officer in charge required to drive the appliance and of pumps turning out with three or even two crew members continues. Frontline fire engines have been downgraded to vans, further reducing the morale of retained firefighters.

The FBU was successful in challenging the Westminster government on pensions. Retained members who were denied access to a pension scheme should soon be able to partake in a second options exercise, which will enable them to buy back pension from the start of their employment.

The NRC held its delayed 2022 AGM and first business meeting of the new year. The meeting discussed Matzak, minimum wage, working time, broadening the role and pensions. The committee raised concerns about dwindling retained membership and the lack of a dedicated recruitment officer, the underpayment of CPD and lack of retained reps. The committee agreed to hold its business meetings regionally around the UK, to improve engagement with the retained membership and assist with recruitment. Although attendance at NRC business meetings was good throughout the year, the committee did not have a representative from every region.

During 2022, the NRC held four meetings:

- 25 February 2023 in Birmingham
- 25-26 March in Derby
- 2-3 September in Chester
- 25-26 November in Durham (including AGM).

At annual conference, three NRC resolutions were carried on CPD, the retaining fee and dangerous crewing levels. Throughout the year, NRC reps provided content for *Firefighter* magazine, including "Meet the Rep" and an article on the difficulties encountered by members in rural locations. NRC officials attended national health and safety meetings and the final appeals committee.

In May, the committee was saddened to hear of the sudden passing of Tam Mitchell, who held many positions within the union and the NRC spanning three decades.

A list of the NRC Officials and Regional Reps for 2022 is found in Section L.

K6 OFFICERS' SECTION REPORT

During 2022, the Officers' National Committee (ONC) worked within its strategic plan, focusing on officer welfare and specifically taking up duty systems, DECON, additional duties, such as hazmat, fire investigation and response vehicle schemes.

The ONC provided valuable advice to inform the structures of the union, primarily the executive council. Two significant outcomes were achieved through ONC advice during the year. Both interventions meant an unjust proposal was rescinded to the benefit of officer members. These were on industrial action training for officers and an attempt not to negotiate and reach agreement on a flexible duty system.

Head office supported the ONC with the production of the officer/manager-specific "Vote Yes" leaflet as part of the FBU pay campaign. The leaflet was successful in promoting the all-member nature of the union's campaign for fair pay, while also raising the profile of the ONC itself. The ONC was particularly pleased about the engagement of officer members with the pay campaign, including visible attendance at a range of demonstrations and similar events and participation in a number of the FBU's education courses.

Our succession planning indicates that we will, once again, need to work closely with our regional officials in 2023 with the likely retirement of at least six ONC members.

On 5 July, the ONC agreed a temporary arrangement for the positions of secretary, chair and vice-chair, approved by the executive council. During the year, new regional officer representatives were recruited in regions, 4, 5, 6, 8 and 11 – with help from regional secretaries.

During 2022, the ONC held a further six meetings:

- 2 August – online
- 5 September – online
- 3 October at head office
- 4 October – online
- 1 November – online
- 12-13 December in York (including AGM).

The ONC attended the MMNB/NJC on 1 June and 4 October.

A list of officers' regional representatives can be found in Section L.

K7 MEMBERSHIP SERVICES

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

- legal protection from Thompsons Solicitors
- home, travel, car and pet insurance from UIA Mutual
- cycle insurance 15% discount from Velosure
- a health cash plan from BHSF
- up to 30% off brand new cars
- union Prepaid Plus card
- unionRewards.com for online shopping
- financial planning advice from Lighthouse
- 15% off Brook Hotels room bookings
- discounts on entertainment and more from Rewards for Rescue.

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

K8 NEW MEMBERSHIP ENGAGEMENT SYSTEM

During 2022, there was a key focus on the development of the Phoenix membership system to assist with organising during the *Fair Pay or Fire Strike* campaign and ensure delivery of legally compliant strike ballot matrices. This work was led by a development group, including brigade organisers, who met weekly and delivered through a series of online and physical seminars. The union produced 140 matrices via Phoenix during the course of the strike ballot period and there were no legal challenges from any fire and rescue employer.

The development of Phoenix as a membership communication tool achieved significant success and produced savings which were redistributed towards campaign materials. A concerted campaign of encouraging members to provide communication details led to the collation of 28,689 members with email addresses and 29,672 members with mobile numbers registered within Phoenix. This achieved 792,955 emails sent direct to members via Phoenix in 2022. Prior to Phoenix all these communications would have been sent hard copy at a significant financial and environmental cost.

The continued development of the online joining system, combined with the *Safer, Stronger, Together* presentation assisted in record numbers of new members across the period, with 4,631 new joiners in 2022.

K9 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2022

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Gender unknown	Other	Total
Head office	National official	3	–	–	–	3	3	–	–	3	3	–	3	3	–	–	–	3
Total		3	–	–	–	3	3	–	–	3	3	–	3	3	–	–	–	3
1	Scottish	3,122	1,040	131	3	4,296	2,809	327	1,160	4,296	3,953	343	4,296	3,829	362	105	–	4,296
Total		3,122	1,040	131	3	4,296	2,809	327	1,160	4,296	3,953	343	4,296	3,829	362	105	–	4,296
2	Northern Ireland	792	701	49	–	1,542	206	721	615	1,542	1,525	17	1,542	1,363	119	60	–	1,542
Total		792	701	49	–	1,542	206	721	615	1,542	1,525	17	1,542	1,363	119	60	–	1,542
3	Cleveland	298	50	9	5	362	99	188	75	362	327	35	362	326	35	1	–	362
3	Durham	276	66	19	2	363	154	118	91	363	298	65	363	315	48	–	–	363
3	Northumberland	126	69	12	2	209	80	110	19	209	199	10	209	176	33	–	–	209
3	Tyne and Wear	530	8	19	9	566	164	256	146	566	534	32	566	505	61	–	–	566
Total		1,230	193	59	18	1,500	497	672	331	1,500	1,358	142	1,500	1,322	177	1	–	1,500
4	Humberside	410	121	28	11	570	306	171	93	570	508	62	570	503	66	1	–	570
4	North Yorkshire	256	89	4	11	360	149	73	138	360	312	48	360	318	42	–	–	360
4	South Yorkshire	548	53	21	7	629	131	339	159	629	578	51	629	558	65	6	–	629
4	West Yorkshire	826	26	30	10	892	263	258	371	892	791	101	892	801	87	4	–	892
Total		2,040	289	83	39	2,451	849	841	761	2,451	2,189	262	2,451	2,180	260	11	–	2,451
5	Cheshire	407	89	39	15	550	386	51	113	550	503	47	550	439	90	21	–	550
5	Cumbria	198	124	–	–	322	154	71	97	322	283	39	322	279	42	–	1	322
5	Greater Manchester	1,326	–	–	10	1,336	820	356	160	1,336	1,275	61	1,336	1,230	101	5	–	1,336
5	Isle of Man	27	68	2	–	97	40	3	54	97	82	15	97	88	6	3	–	97
5	Lancashire	598	184	–	3	785	392	213	180	785	718	67	785	714	70	1	–	785
5	Merseyside	509	–	24	32	565	315	163	87	565	494	71	565	463	92	10	–	565
Total		3,065	465	65	60	3,655	2,107	857	691	3,655	3,355	300	3,655	3,213	401	40	1	3,655
6	Derbyshire	342	208	32	7	589	272	185	132	589	551	38	589	490	98	–	1	589
6	Leicestershire	301	73	15	3	392	186	108	98	392	366	26	392	355	37	–	–	392
6	Lincolnshire	163	237	13	5	418	262	92	64	418	399	19	418	372	46	–	–	418
6	Northamptonshire	235	72	7	1	315	76	151	88	315	298	17	315	273	41	1	–	315
6	Nottinghamshire	381	128	–	21	530	176	247	107	530	510	20	530	479	49	2	–	530
Total		1,422	718	67	37	2,244	972	783	489	2,244	2,124	120	2,244	1,969	271	3	1	2,244
7	Hereford and Worcester	187	80	20	2	289	156	51	82	289	265	24	289	252	37	–	–	289
7	Shropshire	156	65	6	4	231	87	62	82	231	199	32	231	204	23	4	–	231
7	Staffordshire	251	140	–	6	397	169	144	84	397	368	29	397	354	40	3	–	397
7	Warwickshire	210	21	12	2	245	64	59	122	245	217	28	245	208	35	2	–	245
7	West Midlands	1,154	–	52	10	1,216	480	433	303	1,216	1,065	151	1,216	1,013	186	17	–	1,216
Total		1,958	306	90	24	2,378	956	749	673	2,378	2,114	264	2,378	2,031	321	26	–	2,378
8	Mid and West Wales	401	180	28	3	612	275	230	107	612	582	30	612	548	63	1	–	612
8	North Wales	258	300	21	5	584	295	173	116	584	563	21	584	500	83	1	–	584
8	South Wales	790	316	33	–	1,139	516	393	230	1,139	1,056	83	1,139	1,054	83	2	–	1,139
Total		1,449	796	82	8	2,335	1,086	796	453	2,335	2,201	134	2,335	2,102	229	4	–	2,335
9	Bedfordshire	238	53	18	4	313	140	107	66	313	287	26	313	270	42	1	–	313
9	Cambridgeshire	228	56	18	–	302	137	60	105	302	276	26	302	260	38	4	–	302
9	Essex	580	177	23	–	780	381	222	177	780	719	61	780	705	69	6	–	780
9	Hertfordshire	398	59	14	5	476	205	158	113	476	417	59	476	414	43	19	–	476
9	Norfolk	238	117	8	1	364	178	138	48	364	349	15	364	335	27	2	–	364
9	Suffolk	171	95	–	–	266	142	81	43	266	243	23	266	237	20	9	–	266
Total		1,853	557	81	10	2,501	1,183	766	552	2,501	2,291	210	2,501	2,221	239	41	–	2,501
10	London	4,460	–	22	2	4,484	2,527	1,490	467	4,484	4,223	261	4,484	4,012	466	5	1	4,484
Total		4,460	–	22	2	4,484	2,527	1,490	467	4,484	4,223	261	4,484	4,012	466	5	1	4,484

STATISTICS AS AT 31 DECEMBER 2022

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Gender unknown	Other	Total
11	East Sussex	314	66	1	8	389	126	66	197	389	350	39	389	347	37	5	–	389
11	Kent	654	168	14	10	846	343	183	320	846	816	30	846	764	64	18	–	846
11	Surrey	407	17	34	1	459	245	103	111	459	424	35	459	412	44	3	–	459
11	West Sussex	295	96	–	7	398	203	70	125	398	369	29	398	365	32	1	–	398
Total		1,670	347	49	26	2,092	917	422	753	2,092	1,959	133	2,092	1,888	177	27	–	2,092
12	Berkshire	331	23	33	9	396	212	102	82	396	373	23	396	341	53	2	–	396
12	Buckinghamshire	233	35	–	2	270	145	26	99	270	247	23	270	254	15	–	1	270
12	Hampshire and Isle of Wight	515	116	30	2	663	203	199	261	663	598	65	663	589	68	6	–	663
12	Oxfordshire	200	188	–	4	392	209	65	118	392	359	33	392	350	40	2	–	392
Total		1,279	362	63	17	1,721	769	392	560	1,721	1,577	144	1,721	1,534	176	10	1	1,721
13	Avon	438	84	39	2	563	216	217	130	563	487	76	563	488	70	5	–	563
13	Cornwall	176	168	14	–	358	123	120	115	358	333	25	358	321	29	7	1	358
13	Devon and Somerset	503	306	19	–	828	297	156	375	828	729	99	828	747	71	10	–	828
13	Dorset and Wiltshire	371	225	17	2	615	220	228	167	615	566	49	615	566	48	1	–	615
13	Gloucestershire	132	41	4	–	177	66	45	66	177	166	11	177	130	40	7	–	177
Total		1,620	824	93	4	2,541	922	766	853	2,541	2,281	260	2,541	2,252	258	30	1	2,541
Grand Total		25,963	6,598	934	248	33,743	15,803	9,582	8,358	33,743	31,153	2,590	33,743	29,919	3,456	363	5	33,743

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

During 2022, the FBU held a significant number of elections. The executive council recorded its thanks to those who have served, and welcomed those elected to represent our members.

The executive council met 51 times during the year. The finance and administration committee (FAC) monitored the union’s finances.

L2 EXECUTIVE COUNCIL MEETINGS

10 January	21 April	26 May	5 October
21 January	26 April	1 June	6 October
1 February	26 April	9 June	6 October
9 February	26 April	15 June	18 October
10 February	27 April	16 June	11 November
22 February	6 May	27 June	14 November
2 March	9 May	6 July	15 November
21 March	9 May	18 July	24 November
30 March	10 May	29 July	1 December
30 March	11 May	2 September	7 December
30 March	12 May	15 September	8 December
7 April	13 May	22 September	21 December
7 April	25 May	4 October	

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Ian Murray (President)	51	51	
Matt Wrack (General secretary)	51	50	1 – Sick Leave
Andy Dark (Assistant general secretary)	51	46	4 – Annual Leave 1 – Excused Attendance
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	1	0	1 – Suspended
Seona Hart (Acting)	5	5	
Colin Brown	44	38	4 – Annual Leave 2 – Not required
Jim Quinn	51	44	1 – Other Union Business 1 – Travel Difficulties 3 – Annual Leave 2 – Sick Leave
Tony Curry	51	48	1 – Other Union Business 2 – Annual Leave
Pete Smith	51	48	1 – Other Union Business 1 – Annual Leave 1 – Sick Leave
Les Skarratts	51	48	3 – Annual Leave
Ben Selby	51	47	2 – Other Union Business 2 – Excused Attendance
Matt Lamb	18	18	
Andrew Scattergood	33	31	2 – Annual Leave
Cerith Griffiths	51	51	
Brian Hooper	25	23	2 – Sick Leave
Jamie Newell	26	25	1 – Other Union Business
David Shek	51	33	1 – Other Union Business 1 – Annual Leave 3 – Compassionate Leave 1 – Family Leave 12 – Sick Leave
Richard Jones	11	0	11 – Sick Leave
Joe Weir (Acting)	11	11	
Joe Weir	40	37	1 – Annual Leave 1 – Compassionate Leave 1 – Family Leave
Steve Wright	51	49	2 – Annual Leave
Val Hampshire	51	50	1 – Annual Leave
NATIONAL OFFICERS			
Riccardo la Torre	51	44	4 – Other Union Business 3 – Annual Leave
Tam McFarlane	51	45	2 – Other Union Business 4 – Annual Leave
Mark Rowe	51	49	2 – Annual Leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

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

In 2022, the FAC met on the following occasions:

28 February	30 May	27 July
17 March	7 June	15 September
21 April	6 July	23 November

Membership of the FAC comprised the following officials in 2022:

Matt Wrack	Jim Quinn
Andy Dark	Les Skarratts
Ian Murray	Cerith Griffiths
Ben Selby	Tam McFarlane

L5 ELECTIONS

ELECTION OF PRESIDENT

Ian Murray re-elected to office 14 February 2022

Term of office commenced 14 February 2022

ELECTION OF ASSISTANT GENERAL SECRETARY (ELECT)

Ben Selby elected to office 11 October 2022

Term of office to commence 24 April 2023

ELECTION OF NATIONAL TREASURER

Jim Quinn re-elected to office 5 May 2022

Term of office commenced 5 May 2022

ELECTIONS OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member Scotland (region 1)

Colin Brown elected to office 11 March 2022

Term of office commenced 11 March 2022

Election of executive council member Yorkshire and Humberside (region 4)

Pete Smith re-elected to office 10 March 2022

Term of office commenced 20 April 2022

Election of executive council member (elect) East Midlands (region 6)

Adam Taylor elected to office 19 December 2022

Term of office to commence 24 April 2023

Election of executive council member West Midlands (region 7)

Andrew Scattergood elected to office 10 March 2022

Term of office commenced 6 May 2022

Election of executive council member Eastern (region 9)

Jamie Newell elected to office 10 March 2022

Term of office commenced 26 May 2022

ELECTIONS OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary Scotland (region 1)

John McKenzie elected to office 5 May 2022

Term of office commenced 5 May 2022

Election of regional secretary West Midlands (region 7)

Number of voting papers returned636

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

Trevor Connolly141

Billy Holland495

Certified by Popularis Ltd 7 July 2022

Billy Holland elected to office 7 July 2022

Term of office commenced 7 July 2022

Election of regional secretary Wales (region 8)

Duncan Stewart-Ball elected to office 19 December 2022

Term of office commenced 19 December 2022

Election of regional secretary Eastern (region 9)

Rebecca Lewington elected to office 19 December 2022

Term of office commenced 19 December 2022

Election of regional secretary South East (region 11)

Andy Petch elected to office 10 March 2022

Term of office commenced 4 April 2022

Election of LGBT+ national sectional secretary

Pat Carberry elected to office 10 March 2022

Term of office commenced 29 April 2022

Election of ONC national sectional secretary

Pete Trayner elected to office 19 December 2022

Term of office commenced 19 December 2022

Election of B&EMM national sectional secretary

Amit Malde elected to office 19 December 2022

Term of office commenced 19 December 2022

ELECTIONS OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair Scotland (region 1)

Angus Sproul elected to office 19 December 2022

Term of office commenced 19 December 2022

Election of regional chair North East (region 3)

Karl Wager elected to office 18 January 2022

Term of office commenced 18 January 2022

Election of regional chair Yorkshire and Humberside (region 4)

Steve Howley elected to office 5 May 2022

Term of office commenced 5 May 2022

Election of regional chair East Midlands (region 6)

Mark Stilwell elected to office 4 January 2022

Term of office commenced 4 January 2022

Election of regional chair West Midlands (region 7)

Steve Price-Hunt elected to office 19 December 2022

Term of office commenced 19 December 2022

Election of regional chair South East (region 11)

Tim Green elected to office 5 May 2022

Term of office commenced 5 May 2022

Election of regional chair Southern (region 12)

Greg O'Neill elected to office 19 December 2022

Term of office commenced 19 December 2022

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer East Midlands (region 6)

Number of voting papers returned542

Number of voting papers found to be invalid (blank/spoilt)4

Dan Carter.....176

Clare Hudson362

Certified by Popularis Ltd 7 July 2022

Clare Hudson re-elected to office 7 July 2022

Term of office commenced 7 July 2022

Election of regional treasurer Southern (region 12)

Robyn Richardson elected to office 10 March 2022

Term of office commenced 10 March 2022

L6 REGIONAL OFFICES AND OFFICIALS

REGION 1 – SCOTLAND

FBU Regional Office

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
0141 221 2309

Executive council member

Chris McGlone
Colin Brown

Regional secretary

Ian Sim
John McKenzie

Regional chair

John Malcolm
Angus Sproul

Regional treasurer

Seona Hart

REGION 2 – NORTHERN IRELAND

FBU Regional Office

14 Bachelors Walk
Lisburn
County Antrim
BT28 1XJ
028 9266 4622

Executive council member

Jim Quinn

Regional secretary

Phil Millar

Regional chair

Dermot Rooney

Regional treasurer

Chris Blayney

REGION 3 – NORTH EAST

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
0191 487 4142

Executive council member

Tony Curry

Regional secretary

Brian Harris

Regional chair

Karl Wager

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham
Northumberland

Brigade secretary

Dave Howe
Andy Murray
Guy Tiffin

Brigade chair

Karl Wager
Dave Welsh
Steve Walker
Mark Dowthwaite
Ash Fox
Chris Cook

Tyne and Wear

Mark Dowthwaite
Wayne Anderson

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
0113 288 7000

Executive council member

Pete Smith

Regional secretary

Dave Williams

Regional chair

Neil Carbutt

Steve Howley

Regional treasurer

Gavin Marshall

Brigades

Humberside

North Yorkshire
South Yorkshire

West Yorkshire

Brigade secretary

Gavin Marshall

Steve Howley

Neil Carbutt

Matt Nicholls

Martyn Bairstow

Brigade chair

Rob Vaux

Sam Miller-Hodges

Paul James

Matt Nicholls

Stuart Smith

Mathew Herrin

REGION 5 – NORTH WEST

FBU Regional Office

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

Executive council member

Les Skarratts

Regional secretary

Edward Burrows

Regional chair

Daniel Giblin

Regional treasurer

Andrew Fox-Hewitt

Brigades

Cheshire

Cumbria
Greater Manchester

Isle of Man

Lancashire
Merseyside

Brigade secretary

Andrew Fox-Hewitt

Oliver Burrow

Steve Wiswell

David Pike

Peter Cain

Nicholas Hays

Kevin Wilkie

Mark Dunne

Ian Hibbert

Brigade chair

John West

Jack Fellows

Hal Fell

Ross Strother

Ian Alder

Luke O'Reilly

Blake Kelly

Tom Cogley

Ian Hibbert

Lee Hunter

REGION 6 – EAST MIDLANDS

FBU Regional Office

The Waterside Offices
Pavilion Road
West Bridgford
Nottingham
NG2 5FA

Executive council member

Ben Selby

Regional secretary

Adam Taylor

Regional chair

Mark Stilwell

Regional treasurer

Clare Hudson

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Brigade secretary

Chris Tapp
Mark Drinkwater
Richard Wright
Chris Kemp
Mark Stilwell

Brigade chair

Tony Dempsey
Daniel Fathers
Simon Thomas
John Wadsworth
Stephen Tucker

REGION 7 – WEST MIDLANDS

FBU Regional Office

195-197 Halesowen Road
Old Hill
West Midlands
B64 6HE
0138 441 3633

Executive council member

Matt Lamb

Andrew Scattergood

Regional secretary

Andrew Scattergood

Billy Holland

Regional chair

Richard Williams

Steve Price-Hunt

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire

Staffordshire

Warwickshire
West Midlands

Brigade secretary

Neil Bevan
Kent Hallihan
Simon Morris
Chris Craddock
Martin Starkey
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Simon Morris
Rob Cartwright
Martin Starkey
Jack Lee
Neil Stuart
Billy Holland
Sasha Hitchins

REGION 8 – WALES

FBU Regional Office

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

Executive council member

Cerith Griffiths

Regional secretary

Arwel Roberts
Duncan Stewart-Ball

Regional chair

Steve Saunders

Regional treasurer

Blythe Roberts

Brigades

Mid and West Wales
North Wales

South Wales

Brigade secretary

Dan Bartley
Duncan Stewart-Ball

Mike Alexander

Brigade chair

Deiniol Lloyd
Tim Lloyd
Stuart Stanley
Gareth Tovey

REGION 9 – EASTERN

FBU Regional Office

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

Executive council member

Brian Hooper
Jamie Newell

Regional secretary

Jamie Newell
Rebecca Lewington

Regional chair

Rebecca Lewington

Regional treasurer

Harry Powell

Brigades

Bedfordshire
Cambridgeshire

Essex

Hertfordshire

Norfolk
Suffolk

Brigade secretary

Craig Carter
George White
Mark Harriss
Andy Knowles

Darren Scotchford

Rob Fortune
Ryan Hastings
Kevin Driver

Brigade chair

Mark Cook
Vacant

Dave Hellon
Martyn Wager
Tony Smith

Kevin Game
Phil Johnston

REGION 10 – LONDON

FBU Regional Office

Alpha House
100 Borough High Street
London
SE1 1LB

Executive council member

David Shek

Regional secretary

Jon Lambe

Regional chair

Gareth Beeton

Regional treasurer

Jason Hunter

REGION 11 – SOUTH EAST

FBU Regional Office

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

Executive council member

Richard Jones
Joe Weir

Regional secretary

Joe Weir
Andy Petch

Regional chair

Tim Green

Regional treasurer

Andy Petch

Brigades

East Sussex
Kent
Surrey

West Sussex

Brigade secretary

Simon Herbert
Danny Barrett
Tristan Orr Berwick
Karl Jones
Antony Walker

Brigade chair

Ben Ashton
Rob Parkin
Simon Harris
Graham Kitchen
Edward Fox

REGION 12 – SOUTHERN

Executive council member

Steve Wright

Regional secretary

Mark Chapman

Regional chair

James Wolfenden
Greg O'Neill

Regional treasurer

Robyn Richardson

Brigades

Berkshire
Buckinghamshire

Hampshire and Isle of Wight
Oxfordshire

Brigade secretary

Steve Collins
Greg O'Neill
Chris Wycherley
Jamie Kelly
Nick Bourke

Brigade chair

Paul Mortimer
Chris Wycherley
Tony Brandon
Dave Hunt
Jonathan Shuker

REGION 13 – SOUTH WEST

FBU Regional Office

158 Muller Road
Horfield
Bristol
BS7 9RE
0117 935 5132

Executive council member

Val Hampshire

Regional secretary

Guy Herrington

Regional chair

Scott Young

Regional treasurer

Amanda Mills

Brigades

Avon
Cornwall

Devon and Somerset
Dorset and Wiltshire

Gloucestershire

Brigade secretary

Amanda Mills

Stuart Pulley

Gary Cotton

James Leslie

Karen Adams

Andy Corben

Ben Gwyer

Brigade chair

Steve McGreavy

Nick Harvey

Martin Murt

Dan Gillard

Kate Scott

Richard Champ

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT+	NWC
Secretary	Amit Malde	Pat Carberry	Kathryn Duncan
Chair	Tariq Khan Karen Bell	Maria Buck	Rachel Rogers
Region 1	Vacant	Neil Pearson	Rachel Rogers
Region 2	Joe Docherty	Karen McDowell	Jess Doran
Region 3	Dean Pounder	Linzi Blake	Rosa Crowley-Bennett
Region 4	Vacant	Rebecca Savin	Rachael Harrison
Region 5	Robert Lewis	Vacant	Maccyla Turner
Region 6	Kasey LeGall	Nicole Marvin	Georgina Fielding
Region 7	Leon Johnson	Stephen Riddell	Vacant
Region 8	Alex Szekely	Vacant	Becci Newton
Region 9	Tariq Khan	Vacant	Vacant
Region 10	Karen Bell	Maria Buck	Katie Holloway
Region 11	Vacant	Jake Kaye	Vikki Mayne
Region 12	Storms Menri	Vacant	Robyn Richardson
Region 13	Lionel McCrea	Nicola Hobbs	Diane Critchlow Kate Yhnell

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Lynda Rowan-O'Neill	Shaun Pickles	Phil McDonald Pete Trayner
Chair	Caroline Saunderson	Paul Revill	Gareth Cook Greg Ashman
Region 1	Donna Donachie	Ian Aitkin Gordon Nimmo	Vacant
Region 2	Lynda Rowan-O'Neill	Seamus McMahon	Rod O'Hare
Region 3	Caroline Saunderson	Mark Thexton	Brian Waugh
Region 4	Fiona Bayes	Mike Catley	Dave Collingwood
Region 5	Sherri Kitson	Paul Farman	Dave Topping
Region 6	Emma Wilkinson	Philip Williams	Gary Bellfield
Region 7	Jane Gummery	Darren Thompson	Bill Atwell
Region 8	Gemma Thomas	Vacant	Vacant
Region 9	Rebecca Lewington	Vacant	Ritchie Green
Region 10	Stephanie Winter	n/a	Greg Ashman
Region 11	Melissa Anderson	Rob Hewitt	Danny Barrett
Region 12	Jenna Shergold	Vacant	Nick Bourke
Region 13	Kate Scott	Darren Halpin	Guy Herrington

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Kim Ferguson	Melanie Gibb	Barry Johnstone
Region 2	Barry Mitchell	Rod O'Hare	Conor Hauhian
Region 3	Dave Welch Andy Murray	Brian Harris Dean Pounder	Karl Wager
Region 4	Rebecca Savin	Vacant	Greg Tucker
Region 5	Stuart Guy James Collier	Steve Wiswell Emily Hollands	Michael Alston Samuel Merriott
Region 6	Stephen Tucker	Sarah Turner	Dan Cresswell
Region 7	Jane Gummery	Vacant	Louise Fletcher
Region 8	Hannah Lodder	Vacant	Richard Davies
Region 9	Lee Pickett	Vacant	Jamie Newell
Region 10	Jason Hunter Gareth Cook	Greg Edwards Chris Cheeseman	Gareth Beeton
Region 11	Dave Turner	Sam Sellick	Simon Herbert
Region 12	Stuart Eade	Spencer Cave	Matt Nind
Region 13	Guy Herrington	Guy Herrington	Dave Roberts
B&EMM	Tariq Khan	Vacant	Vacant
CSNC	Lynda Rowan O'Neill	Vacant	Lynda Rowan-O'Neill
LGBT+	Vacant	Vacant	Pat Carberry
NRC	Vacant	Vacant	Sean Pickles
NWC	Diane Critchlow	Vacant	Kathryn Duncan Jess Doran
ONC	Vacant	Vacant	Vacant

L7 RETIRED OFFICIALS

Matt Lamb	Executive council member region 7
Brian Hooper	Executive council member region 9
Richard Jones	Executive council member region 11
Arwel Roberts	Regional secretary region 8
Neil Carbutt	Regional chair region 4
Seamus McMahon	NRC section region 2
Diane Critchlow	NWC section region 13
Karen Adams	Brigade secretary region 13
Tim Lloyd	Brigade chair region 8
Paul Reames	Standing orders committee

L8 FINAL APPEALS COMMITTEE

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

L9 UNION TRUSTEES

The executive council wishes to place on record its appreciation to Alan McLean and Keith Handscomb for serving as trustees of the union in accordance with the provision of the rule book.

L10 POLITICAL FUND

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

L11 COMMUNICATIONS REPORT

The communications department is responsible for all external communications and campaigning. We run the national communications channels of the FBU, including the website, social media, *Firefighter* magazine, media relations and campaign resources.

The FBU's pay campaign – *Fair Pay or Fire Strike* – dominated the activity of the communications department, delivering a campaigns and communications strategy to match the union's objectives at each stage. Working with an external creative agency, we put together a raft of digital and offline content. In December, we assisted with the mass lobby and march on parliament, with firefighters taking over Westminster and the surrounding area.

Our communications were more internally focused than many other unions, as they were often aimed at building turnout in ballots. Nonetheless, we have had a substantial amount of media attention. Of the 10 strongest months of performance for press coverage so far this decade, nine have taken place over the course of this pay campaign. Much of this coverage was linked to events (our media profile peaked in January 2023 with the announcement of our strike ballot results) but a lot of it was also the result of proactive work; for instance, our research into chief fire officer pay which landed in late December.

The FBU's response to the publication of the government's White Paper in spring 2022 involved coordinated media intervention and member mobilisation. The role of the NJC in resolving the pay dispute gave the union a powerful tool in arguing for the continuation of collective bargaining.

The DECON campaign has been prominent this year, and won the 'best membership communication' category at the TUC Communications Awards by simplifying the complex science behind the campaign to show that simple actions ("scrub before grub") can make a difference. The communications department produced a large variety of campaign materials, and took the campaign into a number of sector forums and conferences. Staff engaged heavily with members and activists, and focused on getting changes implemented locally through health and safety reps. This work laid the ground for high-profile media work around the release of new research with the University of Central Lancashire.

The department has also been responsible for a number of reactive campaigns and initiatives in support of the wider labour movement. The FBU mobilised for national demonstrations on the cost of living and public services. Record temperatures and wildfires over the summer of 2022 created a crisis in the fire service and exposed a lack of resourcing, with substantial media and campaigns work carried out. FBU members showed their solidarity on picket lines as strikes spread across the economy.

Firefighter magazine remains a cornerstone of our work. Following research into members' views on the magazine, it underwent a redesign in April 2022. The content of the magazine reflected our campaigns around pay and decontamination, but has also been varied, with special focuses on equalities, control and retained, solidarity with Ukraine and justice for Grenfell. Our social media reach has also grown substantially in the past year.

L12 RESEARCH REPORT

The research and policy department works to the priorities of annual conference and the executive council, under the direction of the general secretary and national officers.

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

A major part of the department's work involves drafting submissions to Westminster government consultations and Westminster legislation, including those on the White Paper on fire reform, building safety consultations, Home Affairs Select Committee, Covid-19 Inquiry, HMICFRS and other submissions (see Section D). The department also assisted FBU officials with submissions to devolved administrations (see Section E).

Research and policy staff assisted elected officials with the pay campaign. This included providing updated figures on pay trends, inflation and other variables. The department looked at other sectors and the history of the pay formula. Lessons were drawn from past FBU national disputes, to assist the executive council and elected national officials with their strategy discussions.

The department assisted national and sectional officials with a range of equalities matters, including conferences, schools, the London Culture Review and the anti-sexual harassment working group. Staff also helped with the DECON campaign, evaluating new research and assisting with the next phases of the work.

During 2022, the Grenfell Tower Inquiry (GTI) made huge demands on the union and its senior representatives. The department assisted the general secretary and national officers with the FBU's submissions to the remaining GTI's phase 2 modules, monitoring phase 2 of the inquiry, coordination with the FBU's legal team and assistance with briefing MPs (see Section E).

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

L13 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 Lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery company, Gatherwell Ltd, to independently manage the sales of tickets, weekly draws and paying out prizes. Each lottery ticket has remained at £1, with at least 50% going to support good causes, 20% for the weekly prize draw winner, 2% for second prize and a further 7% used to distribute multiple winners of £5. This year the lottery once again maintained more than 5,000 average weekly ticket sales.

In 2022 the Lottery Distribution Panel agreed the following payments in accordance with the good causes criteria of the Lottery Fund.

Red Plaques and events (Good Cause Number 2)

Development, casting and delivery of Red Plaques: £7,496.96

Support for Red Plaque unveiling events: £9,787.82

Red Plaque website hosting: £2,400.00

Direct financial support (Good Cause Number 1)

Donation to support childcare of fallen firefighter: £10,530.00

Research (Good Cause Number 4)

Grenfell firefighters: contaminants project: £55,000.00

Firefighters and cancers – Time for a Change Project: £50,000.00

Grenfell research: £13,875.00

DECON materials: £4,500.00

DECON interviews: £720.00

Total 2022: £154,309.78

L14 RED PLAQUE SCHEME

The second good cause of the Firefighters100 lottery states:

“Memorials and remembrance: to support, establish and maintain memorials and/or memorial events in remembrance of firefighters killed in the line of duty.”

To achieve this, the FBU initiated the Red Plaque scheme, which aims to place a unique plaque near the scene of an incident where a firefighter lost their life. Begun in 2017, each plaque bears a similar inscription which honours “the bravery and sacrifice” of the firefighter whose name appears on the plaque.

The Red Plaque scheme is funded entirely by the proceeds from the Firefighters100 lottery. Fifteen Red Plaques were unveiled in 2022. These were:

- Adrian McGill, Scottish
- Anthony Jackson, Humberside
- Edwin Booth, West Midlands
- John Johnson Hunt, Greater Manchester
- Lexie Wylie, Northern Ireland
- Alexander Drummond, Scottish
- Leonard McCartney, Northern Ireland
- Frederick Willoughby, London Fire Brigade
- Kilbirnie Street firefighters, Scottish
- Eddie Goodman, North Wales
- David Barnes and Neil Goldsmith, Berkshire
- John Ogden, Scottish
- Anthony Marshall, London Fire Brigade
- William Fraser, Scottish
- Malcolm Kirton, Lincolnshire.

To date, 47 Red Plaques commemorating 89 named firefighters and a generic plaque to Northern Ireland firefighters have been laid.

There are 30 Red Plaques which have been formally commissioned, but not yet laid. These commemorate the names of 87 firefighters (48 of whom are named on a single plaque covering the Plymouth blitz). There are a number of applications currently under consideration but not yet commissioned. These will continue to be processed in accordance with the first good cause of the lottery.

The Red Plaque website has become the primary source for applications and storing information on plaques. This can be found at www.redplaque.org.uk

L15 FBU ONLINE SHOP

The FBU's official shop is available online at <https://shop.fbu.org.uk>

The stated aim of the shop is "to make available high-quality value for money official FBU merchandise to our members and supporters all year round".

The official FBU shop is run by ex-firefighter and FBU member Kym Napier and overseen by head office. The FBU shop has proved successful with an increase in sales of around 610% between 2017 and 2022.

During 2022, the shop continued to grow from strength to strength, highlighted by the following figures registered in the 12 months from Jan-Dec 2022:

- online store sessions: 29,515
- total sales: £35,092.05
- FBU profit: £6,325.10 (after taking away postage costs)

All FBU profit goes to the good causes fund supported by the Firefighters100 fund.

L16 FBU-RECOGNISED SOCIAL MEDIA PAGES

To ensure that all users of social media, especially FBU members and supporters, are able to identify formal FBU accounts, the executive council agreed in February 2021:

- A list of all formally recognised FBU social media accounts held at a brigade/regional/sectional level, together with a named official with responsibility for each account, be gathered by regional/sectional secretaries
- Regional/sectional secretaries are to report the details above to the national officer responsible for data protection at head office annually, who in turn will report to the executive council annually
- That only recognised accounts be allowed to use the FBU name and/or badge.

To achieve the 2022 return, regional and sectional secretaries were contacted in May 2022 informing them that the process would commence (2022HOC0236TM). A list of previously collated sites was then distributed, and confirmation sought regarding any amendments and/or additions.

A new webpage has been added to the FBU website which sets out the formal FBU accounts registered to date. It is available here: <https://www.fbu.org.uk/regional-social-media-accounts>

The FBU badge has now been made the subject of an enhanced copyright to prevent unauthorised use of the badge by any unauthorised social media account. Members and officials are encouraged to report any concerns regarding potential unauthorised use or misuse of the FBU badge through the structures of the union.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2022 ACCOUNTS

OBJECTIVES AND ACTIVITIES

We aim to:

- Provide the leading, democratic voice of fire & rescue professionals that protects FBU members, enhances safety and improves fire and rescue services
- Ensure the expertise, experience and views of FBU members are heard locally, nationally, and internationally within government and beyond
- Protect the safety and interests of the public and our members, enabling them to enjoy a good quality of life, including by preventing cuts or damaging changes to fire and rescue services
- Improve the pay and working conditions of our members and protect them from discrimination and unfair or illegal treatment by representing them in the workplace
- Help our members develop professionally by developing their new and existing skills

COVID-19 IMPACT

We reprioritised work to direct our own resources towards work that would have the greatest impact in defending our members. We invested in new technology and systems which provided effective teamwork through video conferencing and the ability to continue our democratic decision making. We provided staff with the ability to work from home and, where necessary, ensured that limited office working could continue with safety provisions provided to protect staff. We provided national briefings to officials throughout local areas through the use of video technology and invested in new technology in order to run a remote delegates conference. This work meant additional cost in I.T. systems and the development of new ways of working which had previously been unfamiliar to staff and officials. During 2022, however we were able to host our annual conference, the first in three years. We were also able to re-commence our physical education programmes. That said, the legacy of having to work on a virtual basis has allowed the union to extend its member representation and save costs as, for example, we preserved certain meetings to occur online which not only reduces our costs but is also an efficient way to arrange necessary meetings at short notice.

Since the government restrictions have been lifted, we have been able to return to more normal working arrangements, such as hosting conference and running our education programme. Staff are now back working in the office, although some discretionary hybrid working is permitted. Similarly regional officials

and staff are now back working at their respective regional offices. As mentioned above, the learning from the government restrictions has allowed the union to be more resilient in its operations and we now can choose to arrange meetings physically or online, depending on the appropriate circumstances, which is more a more efficient way of working and also reduces costs.

TOTAL FUNDS

The union's total funds as at 31 December 2022 were £12.48m (2021 – £11.31m). This represents a significant increase of £1.17m. The main factor in the increase of our funds was a £1.42m increase in general reserves, owing to a positive re-valuation of our pension schemes.

As at 31 December 2022 the Accident and Injury Fund was £5.29m (2021 – £5.58m), Political Fund was £0.81m (2021 – £0.76m) and Lottery Fund was £0.15m (2021 – £0.16m).

The Accident and Injury Fund is held in a mixture of cash and investments and is a restricted fund which can only be used for claims as set out in the FBU Rule Book. The Political Fund and Lottery Fund are managed to ensure that there is always a small operating surplus to cover forthcoming demands and annual rates of inflation.

GENERAL FUND

At 31 December 2022, the General Fund before the defined benefit pension liability was £6.5m (2021 – £8.76m). This decrease of £2.26m is due to a deficit in the year (excluding pension movements).

The pension fund liability at 31 December 2022 stood at £271k (2021 – £3.94m). This decrease of £3.67m is largely due to the increase in the discount rate which has reduced the future pension liabilities as a result.

The General Fund at 31 December 2022 was £6.23m (2021 – £4.81m). This means that after providing for the future obligations of our pension scheme, we hold general reserves in excess of £6.2m.

There has been a 6% decrease in the value of investments, from £7.27m to £6.84m. The decrease in the valuation of investments has occurred due to globally factors which led to market volatility and uncertainty, such as the impact of the war in Ukraine, the raising of interest rates and the consequential slowdown of the US and European economy in general.

RESERVES POLICY

The executive council is keenly aware of the need to secure the union's future beyond the immediate day-to-day requirements. To continue to honour our commitments to our members the union needs to have sufficient funds to be able to absorb periodic setbacks in our ability to raise funds and to take advantage of opportunities as situations arise. It is prudent that reserves should be maintained to finance working capital requirements.

The union has also looked at timing the cash outflows to match the timing of cash inflows. Where this is not possible, reserves needed to fund expenditure in advance of income receipts, or expenditure delayed, are estimated.

FUTURE PLANS AND KEY PRIORITIES

In 2022 the union operated two defined benefit pension schemes and recognised that there would be significant savings by merging the two. The merger process started in the final months of 2022 and eventually took place on 24th March 2023.

The FBU holds property assets with a net book value of £1.9m as at 31 December 2022 (2021 – £1.9m). An assessment regarding rebuild valuation costs was completed for the union's insurers in 2018 with a rebuild value of £7.4m, covering the full union property portfolio.

FINANCIAL REVIEW OF 2022

The key theme of this year's financials has been the restoration of our physical activities which have been absent in the last two years. In previous years our costs have reduced due to the impact of the government restrictions, but in 2022 we resumed all our physical activities such as our annual conference and educational activities. In addition, our support to our members during the year increased via our legal representation and Accident and Injury Claims. As a result, our expenditure increased from £8.9 million to £13 million. Also of note is the significant movement in the valuation of our pension schemes. Given that the Bank of England base rates have dramatically increased in 2022, this has meant that the actuarial estimation of the future pension liabilities have reduced, to the extent that in 2022 there was a gain of £3.5 million within our two pension schemes. In March 2023 our two pension schemes merged, which will make significant savings in monthly pension contributions and associated professional fees.

In 2022 our total income was £10.65m (2021 – £10.93m) and our total expenditure £13.01m (2021 – £8.9m). This gave us an operating deficit of £2.36m (2021 – surplus £2.04m) before actuarial pension adjustments. The surplus after actuarial pension adjustments was £1.16m (2021 – £3.08m) and our general fund surplus has increased to £6.23m (2021 – £4.81m).

Positive pension scheme actuarial adjustments of £3.52m (2021 – £1.05m) further contributed to the surplus for the year. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2022 our ordinary membership levels rose by 195, 0.60% (2021 – fell 144, 0.44%) to 32,696 (2021 – 32,501). Membership income from contributions decreased to £10.2m (2021 – £10.3m).

Our expenditure increased by £4.11m (2021 – £10k) during 2022, predominantly as a result of the restoration of our physical activities and also a £639k decrease (2021 – increase £624k) in the value of investments.

During the year, the union and its representatives resumed their travel engagements which created an increase in travel related costs by £517k in 2022 when compared to the previous year.

The Annual Conference took place in May 2022 and total costs of running conferences amounted to £471k in 2022 as compared to £51k in the previous year.

Our education programme re-commenced in 2022, which meant that costs increased from £19k in 2021 to £311k in 2022.

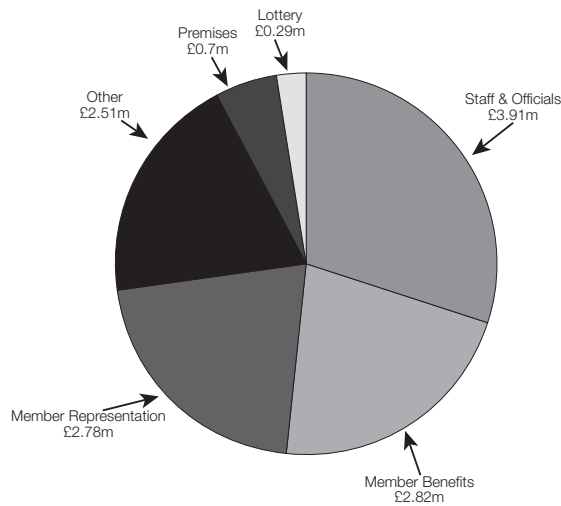
During 2022 the union balloted for strike action, which meant that there were necessary costs associated with this, not only in the last quarter of 2022, but also in 2023. In 2022, balloting costs increased to £128k when in 2021 it was £36k.

During the year there was one property refurbishment that took place which occurred at our new Nottingham office for Region 6. The work was completed in April 2022.

There were no voluntary payments made into the pension scheme this year, however we expect the amount of funds required to service the union's pension provision to significantly decrease since the merger took place in March 2023.

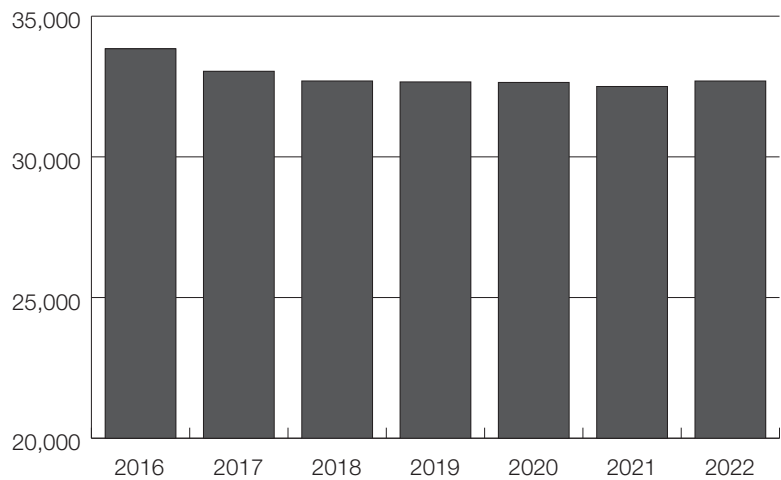
Set out below is a chart which shows a breakdown of our expenditure for 2022. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

Expenditure £13.01m

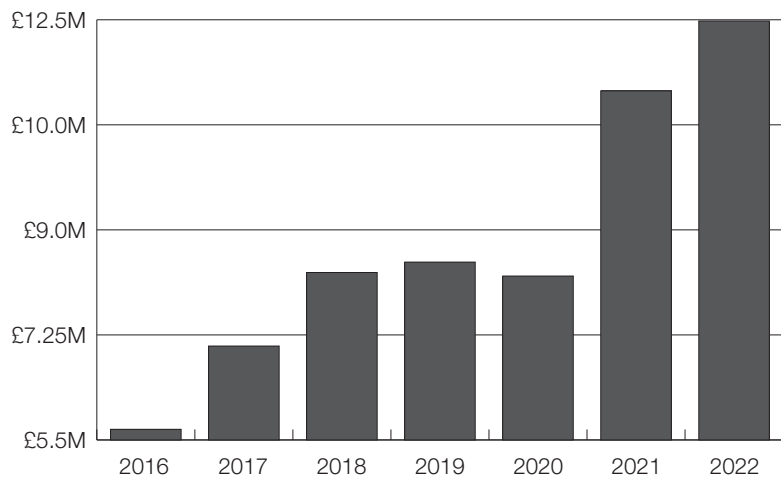


As a result of the overall surplus of £1.16m for 2022, our funds have now increased from £11.31m to £12.48m. This is made up of the accident and injury fund £5.29m, political fund £808k, general fund £6.23m and the lottery fund £146k.

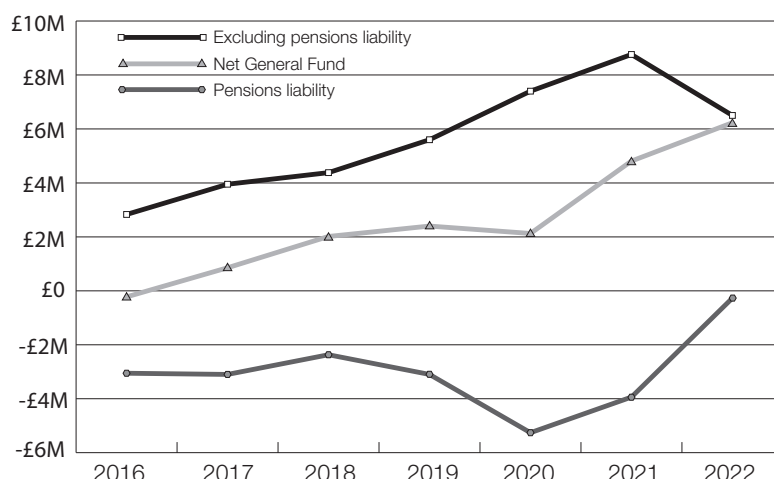
Number of members



Total funds



General Fund



GENERAL FUND BUDGET 2023

We have taken a prudent approach to the preparation of the 2023 budget by producing a break-even budget with a small surplus of £11K. Whilst our membership income will increase as a result of the recent agreement of the pay offer of 7% in 2022 and 5% in 2023, the union will still have to fund the additional costs of serving our members, in particular with legal representation, the hosting of meetings and our conference in Blackpool in May 2023.

The budget for 2023 is summarised below:

	£'000
Income	
Contributions	8,838
Other	238
Total	9,076

Expenditure	
Members benefits and associated (note 1)	840
Staff and officials	3,735
Member representation (note 2)	3,407
Premises (note 3)	691
Other (note 4)	392
Total	9,065

Operating surplus	11
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CONCLUSION

The 2023 budget represents a 'business as usual' model with no significant reductions in expenditure arising from the Covid-19 pandemic, but as mentioned previously the union will nevertheless strive to learn the lessons from the government restrictions in order to reduce costs wherever possible.

The senior management team of the union have been tasked with ensuring that the key areas of need and risk are appropriately managed and funded. Recently membership levels have increased as a result of more firefighters wanting union representation during a period of pay disputes with the Fire and Rescue Service's. This has allowed the union to re-embark on a "business as usual" budget and still provide the union with a budgeted general fund surplus of £11,000, thus ensuring that the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing the financial statements.

Summary of financial results of the last 5 years

	2022	2021	2020	2019	2018
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	10,151	10,301	10,210	9,762	9,540
ULF grants	19	198	526	728	978
Other	482	434	415	437	430
	10,652	10,933	11,151	10,927	10,948
Expenditure					
Members benefits (note 1)	2,821	1,844	1,924	1,764	1,569
Staff and officials	3,912	3,719	3,956	3,747	4,295
Member representation (note 2)	2,779	1,538	1,404	2,668	2,846
Premises	696	624	601	588	622
Lottery (note 3)	287	210	322	238	267
Other (note 4)	2,517	962	680	1,045	868
	13,012	8,897	8,887	10,050	10,467
Operating (deficit)/surplus	(2,360)	2,036	2,264	877	481
Pension adjustments	3,524	1,048	(2,496)	(704)	744
Overall result	1,164	3,084	(232)	173	1,225
General fund	6,230	4,815	2,126	2,448	2,014
Accident & injury fund	5,295	5,581	5,332	5,282	5,504
Political fund	808	761	681	581	659
Lottery	146	158	92	152	113
Total funds	12,479	11,315	8,231	8,463	8,290

Notes:

- 1 Includes legal fees, education and accident and Injury costs
- 2 Costs include affiliations, travel, mileage, hotels & subsistence, communications, print, ballots, donations, campaign costs and advertising
- 3 Lottery fund costs include the cost of prizes and external associated administration costs plus grants for good causes
- 4 Includes audit and professional fees, bank charges, depreciation, investment gains/(losses), conference and the cost of 'Firefighter'.

On behalf of the executive council the General Secretary and National Treasurer approve their report.



Matt Wrack
General Secretary



Les Skarratts
Acting National Treasurer

Date: 28 March 2023

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

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

The requirement to prepare financial statements that give a true and fair view is the responsibility of the executive council. The executive council is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. In doing so, the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

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

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

INDEPENDENT AUDITOR'S REPORT TO THE FIRE BRIGADES UNION

OPINION

We have audited the financial statements of the Fire Brigades Union for the year ended 31 December 2022 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's

responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

OTHER INFORMATION

The executive council are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters in relation to which the regulations require us to report to you if, in our opinion:

- proper accounting records have not been maintained by the union; or
- a satisfactory system of financial control has not been maintained by union; or
- the union's financial statements are not in agreement with the accounting records and returns.

RESPECTIVE RESPONSIBILITIES OF THE UNION'S EXECUTIVE COUNCIL AND AUDITORS

As described on page 101 the executive council are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standard for Auditors.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

Based on our understanding of the union and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Trade Union legislation, data protection regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Trade Union and Labour Relations (Consolidation) Act 1992 and corporation tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inappropriate journal entries in respect of revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

USE OF OUR REPORT

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



Haysmacintyre LLP

Chartered Accountants

Registered Auditors

10 Queen Street Place, London EC4R 1AG

Date: 14 April 2023

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2022

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2022 £	2021 £
Income								
Contributions	1(f)	8,630,634	1,300,431	220,234	-	-	10,151,299	10,301,377
Investment Income		170,022	-	-	-	-	170,022	123,388
Grants		-	-	-	-	18,687	18,687	198,443
Other Income	18	12,000	-	-	274,522	-	286,522	287,516
Commission received		13,926	-	-	-	-	13,926	14,511
VAT recoverable		11,824	-	-	-	-	11,824	8,118
		<u>8,838,406</u>	<u>1,300,431</u>	<u>220,234</u>	<u>274,522</u>	<u>18,687</u>	<u>10,652,280</u>	<u>10,933,353</u>
Expenditure								
Benefits	2	1,476,160	1,345,228	-	-	-	2,821,388	1,843,560
Conferences		407,927	-	63,407	-	-	471,334	50,963
Affiliations		164,025	-	50,423	-	-	214,448	202,902
'Firefighter'		216,765	-	-	-	-	216,765	213,548
Commissions		1,789	1,789	895	-	-	4,473	30,864
Union learning costs		-	-	-	-	8,060	8,060	166,789
Staff and officials	3	3,616,060	240,000	45,686	-	10,627	3,912,373	3,718,540
Member representation	4	2,767,454	-	11,745	-	-	2,779,199	1,537,890
Premises	5	696,158	-	-	-	-	696,158	623,561
Other expenditure	6	603,896	-	372	-	-	604,268	696,167
Depreciation	1(c)	288,934	-	-	-	-	288,934	199,208
Lottery good causes and prizes	18	-	-	-	286,772	-	286,772	209,723
Surplus on disposal of fixed assets		-	-	-	-	-	-	(9,500)
Deficit/(Surplus) on disposal of investments	9a	2,403	-	-	-	-	2,403	(29,867)
Deficit/(Surplus) on revaluation of quoted investments	9a	772,827	-	-	-	-	772,827	(508,620)
Surplus on revaluation of unquoted investments	9b	(134,235)	-	-	-	-	(134,235)	(115,395)
Defined benefit net interest cost	13	67,000	-	-	-	-	67,000	67,000
		<u>10,947,163</u>	<u>1,587,017</u>	<u>172,528</u>	<u>286,772</u>	<u>18,687</u>	<u>13,012,167</u>	<u>8,897,333</u>
Operating (deficit)/surplus for the year before taxation		(2,108,757)	(286,586)	47,706	(12,250)	-	(2,359,887)	2,036,020
Operating (deficit)/surplus for the year after taxation		(2,108,757)	(286,586)	47,706	(12,250)	-	(2,359,887)	2,036,020
Other comprehensive income/(expense)								
Actuarial gains on post employment benefit obligations		8,827,000	-	-	-	-	8,827,000	848,000
(Loss)/Return on assets (excluding interest income)		(5,408,000)	-	-	-	-	(5,408,000)	130,000
Experience gains		105,000	-	-	-	-	105,000	70,000
Total other comprehensive income/(expense)	13	3,524,000	-	-	-	-	3,524,000	1,048,000
Total comprehensive income/(expense) for the year		1,415,243	(286,586)	47,706	(12,250)	-	1,164,113	3,084,020

The notes on pages 108 to 122 form part of these financial statements

STATEMENT OF FINANCIAL POSITION

As at 31 December 2022

	Note	2022 £	2021 £
Fixed Assets	8	2,404,442	2,431,594
Investments	9	6,840,630	7,271,543
Long term loans	11	–	–
		9,245,072	9,703,137
Current assets			
Debtors	12	971,057	1,030,865
Cash at bank		5,678,693	6,802,724
Total current assets		6,649,750	7,833,589
Current liabilities	13	(3,144,726)	(2,278,743)
Net current assets		3,505,024	5,554,846
Total assets before pension liability		12,750,096	15,257,983
Defined benefit pension schemes			
The Fire Brigades Union pension scheme		(306,000)	(3,688,000)
The Fire Brigades Union retirement and death benefits scheme		35,000	(255,000)
Net defined benefit pension liability	13	(271,000)	(3,943,000)
Total assets after pension liability		12,479,096	11,314,983
Represented by:			
General fund (excluding defined benefit pension schemes)		6,501,168	8,757,925
Defined benefit pension liability		(271,000)	(3,943,000)
General fund		6,230,168	4,814,925
Accident and injury fund		5,294,799	5,581,385
Political fund		808,475	760,769
Lottery	18	145,654	157,904
Total funds		12,479,096	11,314,983

Movement in the union's funds are shown on page 106.

The Executive Council approved these financial statements on 28 March 2023.



M. Wrack – General Secretary



I. Murray – President

The notes on pages 108 to 122 form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2022

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2020	2,125,546	5,332,358	680,948	92,111	8,230,963
Operating surplus for the year	1,641,379	249,027	79,821	65,793	2,036,020
Other comprehensive income for the year					
Actuarial losses on post-employment benefit obligations	848,000	–	–	–	848,000
Return on assets less net interest	130,000	–	–	–	130,000
Experience gains	70,000	–	–	–	70,000
	1,048,000	–	–	–	1,048,000
At 31 December 2021	4,814,925	5,581,385	760,769	157,904	11,314,983
Operating (deficit)/surplus for the year	(2,108,757)	(286,586)	47,706	(12,250)	(2,359,887)
Other comprehensive income/(expense) for the year					
Actuarial gains on post-employment benefit obligations	8,827,000	–	–	–	8,827,000
(Loss)/Return on assets less net interest	(5,408,000)	–	–	–	(5,408,000)
Experience gains	105,000	–	–	–	105,000
	3,524,000	–	–	–	3,524,000
At 31 December 2022	6,230,168	5,294,799	808,475	145,654	12,479,096

The notes on pages 108 to 122 form part of these financial statements

STATEMENT OF CASH FLOWS

For the year ended 31 December 2022

	2022 £	2021 £
Cash flows arising from operating activities		
Total (deficit)/surplus on ordinary activities for the year	(2,359,887)	2,036,020
Depreciation	288,934	199,208
Deficit/(Surplus) on disposal of fixed assets	–	(9,500)
Deficit/(Surplus) on disposal of investments	2,403	(29,867)
Deficit/(Surplus) on revaluation of quoted investments	772,827	(508,620)
Surplus on revaluation of unquoted investments	(134,235)	(115,395)
Change in debtors	59,808	(494,184)
Change in creditors	865,983	233,057
Non-cash long-term loan movement	–	23,035
Non-cash pension adjustment	(148,000)	(270,000)
Cash (outflow)/inflow arising from operating activities	(652,167)	1,063,754
Cash flows from investment activities		
Purchase of fixed assets	(261,782)	(783,931)
Proceeds from the sale of fixed assets	–	9,500
Purchase of investments	(1,471,282)	(597,717)
Sale of investments	1,261,200	646,533
Net cash used in investment activities	(471,864)	(725,615)
Net (decrease)/increase in cash and cash equivalents	(1,124,031)	338,139
Cash and cash equivalents at the beginning of the year	6,802,724	6,464,585
Cash and cash equivalents at the end of the year	5,678,693	6,802,724

The notes on pages 108 to 122 form part of these financial statements

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

1 Accounting Policies

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

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

The union is a public benefit entity.

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

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

The union operates in a sector whose members are employees of public body funded organisations and, as such, membership levels were not affected by the pandemic. In 2022, the union was able to return to resume all its activities that they were able to conduct pre pandemic, and therefore was able to support its members throughout 2022, in particular during the pay dispute which led to an increase in union membership in the final quarter of the year. The executive council therefore believe that the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing these accounts.

- (c) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Buildings	2.50%
Computer equipment	25%
Fixtures or fittings	10% or 20%
Motor vehicles	25%

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

- (d) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (e) Investments are stated in the balance sheet on the following basis:
- Quoted investments - at fair value, which is determined by reference to the quoted market price at the year end date.
 - Unquoted investments – at original cost or current value as determined by, either an independent third party or the latest external transaction price as approved by the board of the bank (Unity Trust Bank).

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the Statement of Comprehensive Income.

- (f) Contributions include those amounts receivable from members in respect of the year. Amounts due to be received at the balance sheet date, either by direct debit or from fire brigades who offer a payroll deduction scheme on behalf of the union, are included within trade debtors.

- (g) Members can elect to become a member of the accident and injury fund (AIF). AIF contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the financial statements when there is certainty that a future payment will be made as at the balance sheet date.
- (h) All union learning fund grant income is recognised as and when the union has entitled to the monies as specified through our grant contracts.
- (i) Lottery income and expenditure are recognised on an accrual basis and the funds carried forward will be spent on good causes as determined by the lottery distribution panel.
- (j) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases. Provision is made for outstanding legal costs not invoiced and for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (k) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (l) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid.
- (m) Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.
- (n) Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

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

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

Where the proceeds are not fully invested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

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

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

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

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

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

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

(s) The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are as follows:

- Investments – quoted investments are disclosed at market value at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or current value as determined by, either an independent third party or the latest external transaction price as approved by the board of the bank (Unity Trust Bank).
- Defined benefit pension scheme - the cost of each of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates. Further details are given in note 13.

Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. In preparing these financial statements, the union has made the following judgements:

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

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

	2022 £	2021 £
2 Benefits		
Legal fees	1,164,729	907,549
Education	311,431	18,557
Accident and injury claims	1,345,228	917,454
	2,821,388	1,843,560
3 Costs of staff and lay officials		
Salaries and national insurance contributions	1,586,334	1,604,242
Pension contributions	876,105	953,116
FRS102 pension scheme adjustment (note 13)	(215,000)	(337,000)
Officials' allowance	581,853	563,904
PAYE agreement	4,944	6,892
Trade union leave	1,078,137	927,386
	3,912,373	3,718,540
4 Member representation		
Travel	226,651	39,999
Mileage	183,240	118,457
Hotels	218,896	52,409
Subsistence and evening meals	208,871	112,470
Motor expenses	6,782	4,001
Other organising expenses	11,438	9,429
Reports, journals and subscriptions	84,849	78,719
Ballot expenses	127,932	35,874
Donations	60,939	86,617
Goods for presentations and campaigning	172,602	81,927
Communications	597,435	409,491
Computer support	689,146	363,817
Printing and stationery	180,383	138,619
Advertising	10,035	6,061
	2,779,199	1,537,890
5 Premises		
Repairs and renewals	76,315	36,029
Office expenses	583,212	552,717
Insurance	36,631	34,815
	696,158	623,561
6 Other expenditure		
Bank charges and interest payable	2,629	14,084
Audit, pension audit and accountancy	96,820	59,400
Professional fees	504,819	622,683
	604,268	696,167

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

7 Taxation

Current Tax

The union is subject to UK corporation tax on its results. In the year to 31 December 2022, there were sufficient provident benefits available to reduce the annual charge to £nil (2021: £nil).

Deferred tax

The union is also aware that additional corporation tax could be due if it were to dispose of all of the assets in its investment portfolio in any one particular year. However, as at 31 December 2022 there were sufficient provident benefits available to mitigate any potential tax due, hence no provision has been made in the year to 31 December 2022 for deferred tax.

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
8 Fixed assets				
Cost				
1 January 2022	3,201,523	1,299,939	182,772	4,684,234
Additions	128,293	133,489	–	261,782
Disposals	–	–	(19,700)	(19,700)
31 December 2022	3,329,816	1,433,428	163,072	4,926,316
Depreciation				
1 January 2022	1,338,225	783,468	130,947	2,252,640
Charge for the year	69,391	193,114	26,429	288,934
Disposals	–	–	(19,700)	(19,700)
31 December 2022	1,407,616	976,582	137,676	2,521,874
Net book value				
31 December 2022	1,922,200	456,846	25,396	2,404,442
Net book value				
31 December 2021	1,863,298	516,471	51,825	2,431,594

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

	2022 £	2021 £
9 Investments		
Quoted investments and unit trusts (note 9a)	5,799,190	6,364,338
Unquoted equities (note 9b)	1,041,440	907,205
Fair value of total investments	<u>6,840,630</u>	<u>7,271,543</u>

a) Quoted equities and unit trusts	2022 £	2021 £
Market value at 1 January 2022	6,364,338	5,874,667
Additions	1,471,282	597,717
Disposal proceeds	(1,261,200)	(646,533)
Change in fair value of investments		
Realised (deficit)/surplus on sale of investments	(2,403)	29,867
(Deficit)/Surplus on revaluation of financial assets to fair value	(772,827)	508,620
Market value at 31 December 2022	<u>5,799,190</u>	<u>6,364,338</u>
Historical cost at 31 December 2022	<u>5,007,775</u>	<u>4,977,706</u>

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

b) Unquoted equities	2022 £	2021 £
Market value at 1 January 2022	907,205	791,810
Surplus on revaluation of financial assets to fair value	134,235	115,395
Market value at 31 December 2022	<u>1,041,440</u>	<u>907,205</u>
Historical cost at 31 December 2022	<u>240,530</u>	<u>240,530</u>

Unquoted shares held by the union at the year end are broken down as follows:
 240,000 Unity Trust plc "A" ordinary shares
 530 Labour Education, Rec. and Holiday Homes Ltd shares held at cost of £1/share
 No provision for permanent impairment in value of investments is considered necessary.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

	2022 £	2021 £
10 Long-term loans		
Loans – co-op societies		
CRS London Ltd	35	35
People's Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
Provision	(23,035)	(23,035)
	<u>–</u>	<u>–</u>
	2022 £	2021 £
11 Debtors		
Membership debtors	659,433	710,289
Other debtors	8,893	3,239
Prepayments	302,731	317,337
	<u>971,057</u>	<u>1,030,865</u>
	2022 £	2021 £
12 Current liabilities		
Trade creditors	839,041	783,877
Other creditors	94,424	64,951
Accruals	2,211,261	1,429,915
	<u>3,144,726</u>	<u>2,278,743</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

13 Defined benefit pension fund

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

1. FBU Pension Scheme.
2. The Fire Brigades Union Retirement and Death Benefits Scheme.

	2022 £'000	2021 £'000
1. FBU Pension Scheme		
Opening balance	(3,688)	(4,936)
Current service cost	(351)	(461)
Administration expenses	(154)	(87)
Contributions by the union	422	1,038
Total service cost	(83)	490
Net interest cost	(67)	(61)
Actuarial gain	3,532	819
Closing balance	(306)	(3,688)

2. The Fire Brigades Union Retirement and Death Benefits Scheme

Opening balance	(255)	(325)
Current service cost	(115)	(138)
Administration expenses	(15)	(15)
Contributions by the union	430	–
Total service cost	300	(153)
Net interest credit	(2)	(6)
Actuarial (loss)/gain	(8)	229
Closing balance	35	(255)

Both schemes

Opening balance	(3,943)	(5,261)
Current service cost	(466)	(599)
Administration expenses	(169)	(102)
Contributions by the union	852	1,038
Total service cost	217	337
Net interest cost	(69)	(67)
Actuarial gain	3,524	1,048
Closing balance	(271)	(3,943)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

13 Defined benefit pension fund (continued)

1. FBU Pension Scheme

The major assumptions used by the actuary for the FBU Pension Scheme.

		At 31.12.2022	At 31.12.2021
Rate of increase in salaries		2.8%	2.9%
Rate of increase for deferred pensioners		2.8%/2.5%	2.9%/2.5%
Discount rate		4.7%	1.8%
Rate of increase of pensions in payment	RPI increasing	3.2% max 5%	3.3% max 5%
	CPI increasing	2.8%	2.9%

The mortality assumptions are in accordance with the S3PA CMI 2021 (1.25%).

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

	% of total Scheme assets	Value at 31.12.2022 £'000	% of total Scheme assets	Value at 31.12.2021 £'000
Cash	1%	51	3%	248
Annuities	33%	2,511	37%	3,377
Cash accumulation policy	10%	774	8%	752
Funds	56%	4,307	52%	4,721
Total market value of assets		<u>7,643</u>		<u>9,098</u>

2. The Fire Brigades Union Retirement and Death Benefit Scheme

The major assumptions used by the actuary for The Fire Brigades Union Retirement and Death Benefits Scheme.

	At 31.12.2022	At 31.12.2021
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.7%	2.7%
Allowance for pension in payment increases of RPI or 5% if less	3.3%	3.3%
Allowance for pension in payment increases of CPI or 5% if less	2.6%	2.6%
Discount rate	5.0%	1.8%
Inflation rate (RPI)	3.3%	3.5%
Inflation rate (CPI)	2.5%	2.7%

The mortality assumptions are in accordance with S2PA CMI 2021 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union Retirement and Death Benefits Scheme.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

13 Defined benefit pension fund (continued)

	% of total Scheme assets	Value at 31.12.2022 £'000	% of total Scheme assets	Value at 31.12.2021 £'000
With profits fund	88%	5,848	52%	5,204
Secured annuities	52%	3,424	48%	4,713
less: changes in asset ceiling	-40%	(2,658)	–	–
Total market value of assets		<u>6,614</u>		<u>9,917</u>

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

	2022 FBU pension scheme £'000	2022 FBU RDB scheme* £'000	2022 Total £'000	2021 FBU pension scheme £'000	2021 FBU RDB scheme* £'000	2021 Total £'000
Present value of defined benefit obligation	(7,949)	(6,579)	(14,528)	(12,786)	(10,172)	(22,958)
Fair value of scheme assets	7,643	6,614	14,257	9,098	9,917	19,015
Net (liability)/asset recognised	<u>(306)</u>	<u>35</u>	<u>(271)</u>	<u>(3,688)</u>	<u>(255)</u>	<u>(3,943)</u>

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

Service costs	351	115	466	461	138	599
Administration expenses	154	15	169	87	15	102
Net interest charge	67	2	69	61	6	67
Total recognised	<u>572</u>	<u>132</u>	<u>704</u>	<u>609</u>	<u>159</u>	<u>768</u>
Actual (loss)/return on scheme assets	(1,567)	(3,496)	(5,063)	303	76	379

The amounts recognised in other comprehensive income:

Actuarial gains	5,264	3,563	8,827	625	223	848
Return on (loss)/assets (excluding net interest income)	(1,732)	(3,676)	(5,408)	194	(64)	130
Experience gains arising on the plan liabilities	–	105	105	–	70	70
Total recognised	<u>3,532</u>	<u>(8)</u>	<u>3,524</u>	<u>819</u>	<u>229</u>	<u>1,048</u>

* The Fire Brigades Union Retirement and Death Benefits Scheme

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

13 Defined benefit pension fund (continued)

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

	2022 FBU pension scheme £'000	2022 FBU RDB scheme* £'000	2022 Total £'000	2021 FBU pension scheme £'000	2021 FBU RDB scheme* £'000	2021 Total £'000
Scheme liabilities at 1 January	12,786	10,172	22,958	12,972	10,487	23,459
Current service cost	351	115	466	461	138	599
Interest cost	232	182	414	170	146	316
Contributions by scheme participants	37	23	60	43	–	43
Actuarial gain	(5,264)	(3,668)	(8,932)	(625)	(293)	(918)
Benefits paid	(193)	(245)	(438)	(235)	(306)	(541)
Scheme liabilities at 31 December	7,949	6,579	14,528	12,786	10,172	22,958

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

Fair value of scheme assets at 1 January	9,098	9,917	19,015	8,036	10,162	18,198
Interest income	165	180	345	109	140	249
Expenses	(154)	(15)	(169)	(87)	(15)	(102)
Actuarial (loss)/gain	(1,732)	(3,676)	(5,408)	194	(64)	130
Contributions by employer	422	430	852	1,038	–	1,038
Contributions by scheme participants	37	23	60	43	–	43
Benefits paid	(193)	(245)	(438)	(235)	(306)	(541)
Scheme assets at 31 December	7,643	6,614	14,257	9,098	9,917	19,015

* The Fire Brigades Union Retirement and Death Benefits Scheme

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

13 Defined benefit pension fund (continued)

FBU Pension Scheme

The most recently completed actuarial valuation of the scheme as at 30 June 2019 showed a scheme funding deficit of £1,842,000. The union agreed to pay annual contributions of 23.1% of members' pensionable salaries, less the amount contributed by active members of the scheme each year. In respect of the deficit in the Scheme as at 30 June 2019, the union has agreed to pay £128,000 a year for 16 years and 9 months. In addition, the union will pay £114,000 per annum to cover administration expenses and premiums for death in service lump sums associated with the Scheme. This excludes the levies payable to the Pension Protection Fund (PPF) which the union pays directly. The union expects to pay around £492,000 to the Scheme during the accounting year beginning 1 January 2023.

The Fire Brigades Union Retirement and Death Benefits Scheme

The most recently completed actuarial valuation as at 31 October 2020 showed a scheme funding deficit of £787,000 and the union had agreed with the trustees that it will pay 77.8% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the union paid amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. Given that this scheme has merged with the FBU Pension Scheme on 24th March 2023, the scheme funding deficit will be addressed within the merged scheme and no further payments are being made to this scheme. The member contributions were payable in addition at a rate of 15% of pensionable salary.

14 Taxation

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

15 Capital commitments

As at 31 December 2022 the union capital commitments totalling £Nil (2021 - £118,569) in relation to office refit costs.

16 Operating leases

As at 31 December 2022 the union has future commitments under non-cancellable operational leases as follows:

Operating leases relating to land and buildings amounted to £69,120 (2021 - £Nil) and operating leases relating to other activities amounted to £416,195 (2021 - £355,113).

	2022	2021
	£	£
Within one year	199,678	207,054
Between two and five years	285,637	148,059
Total	485,315	355,113

17 Key management personnel

Key management and personnel compensation of £426,059 (2021 - £527,531) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions, employer pension contributions and allowances. See analysis of officials' salaries and benefits for a further breakdown of key management personnel compensation.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

18 Lottery

	2022 £	2021 £
Income	274,522	275,516
Expenditure		
Prizes and administration	133,085	134,422
Good causes	153,687	75,301
	286,772	209,723
(Deficit)/Surplus for the year	(12,250)	65,793
Funds at beginning of the year	157,904	92,111
Funds at the end of the year	145,654	157,904

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

Good causes

University of Central Lancashire	Research - Grenfell Firefighters: Contaminants Project	55,000
University of Central Lancashire	Research Firefighters and Cancers – Time for a Change	50,000
Consultancy fees	Research - Grenfell	14,475
DECON Materials and Interviews	Research	5,220
Donation	Widow	10,530
Donation	Memorial Garden - Kensington - Josep Talens-Garcia	400
Red plaque	Development of Website	3,414
Photography	Firefighters Memorial Service 4th September 2022 Church of Holy Sepulchre, London	324
Printing	Making a Difference Leaflet	180
Red plaque	Repairs to Existing Plaques	284
Mini red plaque	Stephen Maynard and Sptephen Neil	64
Red plaque	Frederick Willoughby	547
Red plaque	John Ogden	779
Mini red plaque	Alan Bannon and James Shears	58
Mini red plaque	Jeff Naylor	132
Red plaque	Eddie Goodman	547
Red plaque	John Johnson Hunt	777
Red plaque	Anthony Jackson	547
Red plaque	Leonard McCartney and Lexi Wylie	576
Red plaque	Joseph Calderwood and Stanley McIntosh	622
Mini red plaque	John Noble	25
Mini red plaque	Ewan Williamson	25
Mini red plaque	James Mair	25
Red plaque	Colin Townsley	941
Red plaque	Malcolm Kirton	860

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

18 Lottery (continued)

Red plaque	William Fraser	1,432
Red plaque	Anthony Marshall	435
Donation	David Barnes and Neil Goldsmith	1,368
Red plaque	Brian Henry Douglas	274
Red plaque	Frederick Willoughby	288
Red plaque	Kilbirnie Street Firefighters	1,488
Red plaque	Edwin Booth	232
Red plaque	Alexander Drummond	1,005
Red plaque	Adrian McGill	813
		153,687

NOTES TO THE ACCOUNTS

For the year ended 31 December 2022

19 Statement of Comprehensive Income – 2021

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2021 £
Income							
Contributions	1(f)	8,721,779	1,343,827	235,771	–	–	10,301,377
Investment Income		123,388	–	–	–	–	123,388
Grants		–	–	–	–	198,443	198,443
Other Income	18	12,000	–	–	275,516	–	287,516
Commission received		14,511	–	–	–	–	14,511
VAT recoverable		8,118	–	–	–	–	8,118
		8,879,796	1,343,827	235,771	275,516	198,443	10,933,353
Expenditure							
Benefits	2	926,106	917,454	–	–	–	1,843,560
Conferences		16,498	–	34,465	–	–	50,963
Affiliations		126,634	–	76,268	–	–	202,902
'Firefighter'		213,548	–	–	–	–	213,548
Commissions		12,345	12,346	6,173	–	–	30,864
Union learning costs		–	–	–	–	166,789	166,789
Staff and officials	3	3,506,935	165,000	14,951	–	31,654	3,718,540
Member representation	4	1,521,570	–	16,320	–	–	1,537,890
Premises	5	623,561	–	–	–	–	623,561
Other expenditure	6	688,394	–	7,773	–	–	696,167
Depreciation	1(c)	199,208	–	–	–	–	199,208
Lottery good causes and prizes	18	–	–	–	209,723	–	209,723
Surplus on disposal of fixed assets		(9,500)	–	–	–	–	(9,500)
Surplus on disposal of investments	9a	(29,867)	–	–	–	–	(29,867)
Surplus on revaluation of quoted investments	9a	(508,620)	–	–	–	–	(508,620)
Surplus on revaluation of unquoted investments	9b	(115,395)	–	–	–	–	(115,395)
Defined benefit net interest cost	13	67,000	–	–	–	–	67,000
		7,238,417	1,094,800	155,950	209,723	198,443	8,897,333
Operating surplus for the year before taxation		1,641,379	249,027	79,821	65,793	–	2,036,020
Operating surplus for the year after taxation		1,641,379	249,027	79,821	65,793	–	2,036,020
Other comprehensive income/(expense)							
Actuarial gains/(losses) on post employment benefit obligations		848,000	–	–	–	–	848,000
Return on assets less net interest)		130,000	–	–	–	–	130,000
Experience gains		70,000	–	–	–	–	70,000
Total other comprehensive income	13	1,048,000	–	–	–	–	1,048,000
Total comprehensive income for the year		2,689,379	249,027	79,821	65,793	–	3,084,020

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2022

Salaries

Name	Office held	Gross salary £	Other Payment £	Total £	Equivalent rank	
Matt Wrack	General secretary	78,648	–	78,648	Area manager	Competent “B”
Andy Dark	Assistant general secretary	74,808	6,980	81,788	Area manager	Competent “A”
Riccardo la Torre	National officer	69,723	–	69,723	Group manager	Competent “B”

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

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	10,145	15,264	7,576
Andy Dark	Assistant general secretary	10,633	14,405	8,683
Riccardo la Torre	National officer	8,835	9,692	5,188

Full-time officials pay 9% of pensionable salary in employee pension contributions.

Allowances

Name	Office held	Allowances £	Equivalent rank	
Tam McFarlane	National officer	51,415	Group manager	Competent “B”
Mark Rowe	National officer	54,064	Group manager	Competent “B”

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2022

Benefits

Name	Office held	Officials' allowance rate per annum £	Benefits in kind £
I. Murray	President	13,157	4,985
B. Selby	Executive council and vice-president	8,333	–
J. Quinn	Executive council and national treasurer	8,333	–

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

C. Brown (from 11 March 2022)
T. Curry
C. Griffiths
V. Hampshire
B. Hooper (to 15 May 2022)
R. Jones (to 4 April 2022)
M. Lamb (to 5 May 2022)
C. McGlone (to 31 January 2022)
J. Newell (from 15 May 2022)
A. Scattergood (from 5 May 2022)
D. Shek
L. Skarratts
P. Smith
J. Weir (from 4 April 2022)
S. Wright

The Union made reimbursement to local authorities of £1,078,137 (2021 – £927,386) in respect of trade union leave in connection with trade union duties by executive council members and regional officials..

OTHER OFFICIAL ALLOWANCES

For the year ended 31 December 2022

The FBU pays an allowance at the rate of £5,344 per annum to regional officials and to secretaries of national sections. For the year 2022 this included the officials listed below. Individuals may not have received the full annual allowance depending upon whether they took up office, transferred office, resigned, or retired during the year.

G. Beeton	B. Harris	G. Marshall	R. Richardson	A. Taylor
C. Blayney	S. Hart	T. McCaul	D. Roberts	K. Wager
M. Buck	G. Herrington	P. McDonald	B. Roberts	J. Weir
E. Burrows	S. Hitchins	J. Mendy	R. Rogers	R. Williams
N. Carbutt	D. Howe	P. Millar	F. Rooney	D. Williams
M. Chapman	C. Hudson	A. Mills	L. Rowan-O'Neill	J. Wolfenden
G. Cook	J. Hunter	G. O'Neill	S. Saunders	S. Young
K. Duncan	J. Lambe	J. Newell	C. Saunderson	
A. Fox-Hewitt	M. Langdon	A. Petch	A. Scattergood	
D. Giblin	R. Lewington	S. Pickles	I. Sim	
T. Green	J. Malcolm	P. Revill	M. Stilwell	

The FBU pays an allowance at the rate of £1,500 per annum to brigade officials and to chairs of national sections. For the year 2022 this included the officials listed below. Individuals may not have received the full annual allowance depending upon whether they took up office, transferred office, resigned, or retired during the year.

K. Adams	C. Craddock	D. Hellon	M. McKnight	D. Strachan
L. Akers	R. Cullen	A. Hemmings	R. McLaren	R. Strother
I. Alder	A. Davidson	S. Herbert	K. McMahon	N. Stuart
M. Alexander	A. Dempsey	M. Herrin	S. Miller-Hodges	C. Tapp
W. Anderson	M. Dowthwaite	I. Hibbert	S. Morris	S. Thomas
B. Ashton	M. Drinkwater	A. Hills	P. Mortimer	G. Thomas
M. Bairstow	J. Drinkwater	C. Hodgkin	A. Muir	K. Thomas
D. Barrett	K. Driver	B. Holland	L. Munslow	M. Thompson
D. Bartley	E. Duncan	S. Howley	C. Murphy	G. Tiffin
R. Bateman	M. Dunne	D. Hunt	A. Murray	G. Tovey
N. Bevan	S. Eade	J. Hunt	L. Newport	S. Tucker
V. Bhasin	C. Edgely	L. Hunter	M. Nicholls	R. Tully
R. Binks	G. Edwards	P. James	D. O'Brien	D. Turner
S. Blandford	M. Edwards	P. Johnston	L. O'Reilly	J. Tuttle
N. Bourke	D. Evans	B. Jones	T. Orr-Berwick	R. Vaux
A. Bowen	A. Faizey	K. Jones	D. Page	G. Vaux
T. Brandon	C. Fargher	J. Kaye	R. Parkin	J. Wadsworth
H. Brant	D. Fathers	J. Kearns	KL. Parry	M. Wager
A. Brine	H. Fell	J. Kelly	D. Pike	S. Walker
C. Brown	J. Fellows	B. Kelly	R. Pollock	A. Walker
M. Buchanan	B. Flanagan	C. Kemp	H. Powell	S. Weir
O. Burrow	A. Fletcher	K. Keuneke	S. Price-Hunt	D. Welsh
W. Burt	J. Foot	T. Khan	S. Pulley	J. West
P. Cain	R. Fortune	G. Kitchen	P. Reames	J. Wharnsby
N. Cane	E. Fox	A. Knowles	P. Reed	G. White
A. Carridge	M. Fryer	P. Kosla	S. Rule	S. White
C. Carter	A. Fulton	D. Lawrie	D. Scotchford	A. Whitehead
D. Carter	K. Game	A. Lee	K. Scott	K. Wilkie
R. Cartwright	D. Gillard	J. Lee	A. Shaw	J. Williams
R. Champ	S. Guy	S. Leroux	J. Shuker	J. Wilson
T. Cogley	B. Gwyer	J. Leslie	G. Sinclair	JA. Wilson
P. Cole	K. Hallihan	D. Lloyd	S. Smith	S. Wiswell
S. Collins	N. Hardy	T. Lloyd	P. Smith	R. Wright
T. Connolly	S. Harris	D. Lock	A. Smith	C. Wycherley
M. Cook	M. Harriss	S. MacRory	A. Sproul	
C. Cook	N. Harvey	J. McCallum	S. Stanley	
A. Corben	R. Hastings	S. McGreavy	M. Starkey	
G. Cotton	N. Hays	J. McKenzie	D. Stewart-Ball	

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2022:

Name	Region	Brigade
Gordon Maxwell	1	Scotland
Thomas Mitchell	1	Scotland
Gordon Samson	1	Scotland
David Wilson	1	Scotland
Nigel Baynes	3	Northumberland
Darren Abrams	4	West Yorkshire
Michael Old	4	West Yorkshire
Ryan Johnson	5	Cumbria
Daniel Lee	5	Greater Manchester
Andrew Watt	6	Leicestershire
Simon Gibbs	6	Lincolnshire
Matthew Lee	7	Hereford and Worcester
Richard Pryce	7	Shropshire
David Hill	7	Staffordshire
Daniel Kidner	7	West Midlands
Michelle Corbett-Jones	8	North Wales
James Rush	8	North Wales
David Lambert	9	Hertfordshire
Carl Mills	9	Norfolk
Gary Palmer	9	Norfolk
David Pickwell	9	Norfolk
Darren Boltwood	10	London
Brendan Nelson	10	London
Justin Swain	10	London
Adrian Johnson	12	Hampshire and Isle of Wight



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