

EXECUTIVE COUNCIL'S REPORT 2026

97th CONFERENCE
13 – 15 MAY 2026



CREDIT: HANNAH TYLER



Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT

TO THE

97th CONFERENCE

2026

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PRESIDENT'S INTRODUCTION

Last year was a tremendous year of tumult for both the UK and for the FBU.

At Westminster, we saw the first year of the Labour government. On the plus side, they introduced free breakfasts for primary school children and eventually lifted the two-child cap, reversed the decision on winter fuel allowance. After a lot of hard work with the unions, managed to get through the Employment Rights Act, the most important piece of legislation for workers in a generation. It will take away some of the anti-union laws, while giving new rights to organise unions and push back employers.

There is no doubt this Labour government relieved the pressure on our necks from 14 years of Tory rule. But the Labour government has not changed things far enough or fast enough. The cost of living remains a pressing issue for workers, including our members. While public services have not faced the level of cuts from the austerity years, this Westminster government has not put in place the kind of investment needed to undo the damage to our service and put it on a sustainable footing for the future.

The FBU kept a relentless focus on pay and conditions at the National Joint Council, taking important steps forward since the 2004 national pay dispute on a redesigned pay structure to allow for more progression within the job. A pay structure that is consistent across the whole of the UK for the agreed work that is carried out by firefighters.

It is the first time in all of my years involved national pay discussions that all four of the key players, the FBU, the national employers, the NFCC and importantly the government ministers have the desire to achieve the same outcomes, an enhanced professional fire service with enhanced reward for our members funded by enhanced investment. This year the union will flesh out the details through negotiations with the employers and ultimately, members will decide if the outcome of those discussions is acceptable.

The FBU's health and safety agenda was brought into sharp focus by two firefighter fatalities in Oxfordshire in May. The union rightly marked the deaths of members with respect and dignity. We launched a serious accident investigation into the incident and a renewed focus on firefighter safety at the heart of our work.

The FBU continued to make progress with firefighter pensions, putting right the losses our members suffered due to the Westminster government's failed changes. Our legal case and the remedies will continue to occupy head office officials and staff in the coming year.

FBU officials engaged with politicians at Westminster and in the devolved administrations. Firefighters lobbied parliaments, fire authorities and boards, both for the sake of profession and for the service we hold so dear. FBU officials have used all available channels to speak to ministers, demand funding and improve the situation for our members.

Members should be in no doubt that the year ahead will be tough. The threat posed by Farage and Reform UK is already being felt: attacks on our pensions, collective bargaining, budgets and our wider rights as trade unionists to organise. The political situation is highly volatile and unstable. The job of the Fire Brigades Union is to fight for the changes our members want, to find the best levers in the current situation to advance our members' interests. Members are the union and we must never forget it.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

During 2025, the FBU continued to engage robustly with collective bargaining on firefighters' pay and conditions. The FBU negotiates on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB).

The FBU negotiated a pay settlement for an increase of 3.2% on all NJC rates of pay and continuous professional development (CPD), scrapping trainee rates and changing notice periods. Fire employers also agreed to intensive negotiations with the FBU on an improved pay progression structure.

In January 2025, Ron Barclay-Smith became the independent chair of 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 2024-25

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC LAFRS), including the Middle Managers Negotiating Body (MMNB), is the body responsible for agreeing all matters affecting the conditions of service of operational employees (excluding 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 of the NJC 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 employers' side of the NJC is made up of representatives from the Local Government Association (for England), the Welsh Local Government Association, the Scottish Fire and Rescue Service Board and the Northern Ireland Fire and Rescue Service Board. The employees' side is made up of representatives from 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.

This year Ian Murray served as Vice Chair of the MMNB and Cllr Nick Chard served as Vice Chair of the NJC until he stepped down in May 2025. Dr Kirsty Darwent has acted as Vice Chair since May 2025.

The Independent Chair works closely with the joint secretariat, which is currently provided by the Local Government Association (for the employers' side) and the Fire Brigades Union (for the employees' side).

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2024-25 is attached to this report.

Introduction

- 1. This Annual Report covers the period from 1 October 2024 to 30 September 2025.*
- 2. It has been another busy year for the members and joint secretaries of the NJC, with a number of key pieces of work completed. Details of that work are contained within this Annual Report, alongside all the main issues of the year.*

What do we do?

- 3. 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 2024 – 2025

- 4. The National Joint Council met on three occasions: 22 October 2024, 11 February 2025 and 5 June 2025. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2024 was approved at the meeting on 22 October 2024.*

Key issues under consideration during 2024 – 2025

- 5. 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

6. *Pay negotiations for 2025 took place during the spring and concluded in April. The National Employers were able to make the following offer, which later formed the basis of agreement with the employees' side:*
 - *A 3.20 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2025*
 - *Removal of the 'trainee' rate of pay from the existing pay structure*
 - *A minimum notice period of four weeks for both employee and employers (after 3 months continuous employment)*
 - *There was also a commitment to discussions around pay structure reform.*

Publication of the 7th edition of the Grey Book:

7. *Following on from the work undertaken in 2024 to carry out a technical update of the Grey Book, the 7th edition of the NJC for LAFRS Scheme of Conditions of Service (the Grey Book) was published in April 2025.*
8. *The Grey Book itself had not been updated with agreed circulars etc since 2004, so this was the first update in over 20 years. This 'technical update' achieved the following aims:*
 - *Incorporated all relevant joint circulars issued since 2004*
 - *Updated and modernised some of the language used (for example removing gender pronouns)*
 - *Updated/removed any inaccuracies, for example where legislation had changed.*

Pay structure reform

9. *The 2025 pay claim letter submitted by the employee's side included the following statement 'The FBU wants to negotiate a new pay progression system through the NJC, to resolve issues of risks and skills payments, which the current 'flat' pay structure does not account for'. The National Employers responded by affirming their commitment to detailed discussions around pay reform, stating 'The National Employers remain clear that the national pay and grading structure should reflect the demand and role of Fire and Rescue Services in 2025, that the Grey Book pay and grading structure should underscore firefighting as a highly skilled occupation, rewarding skills and knowledge (not simply time served in role), driving professionalised leadership and management at all levels'.*
10. *As such, both the employers' and employees' sides have committed to building upon the good work already undertaken by the joint working group in 2023/2024.*
11. *Regular constructive talks between the employers' and employees' side secretariats have taken place since July 2025 to plan and shape the process needed to undertake this work.*
12. *Both the employers' and the employees' sides have begun consultation across the sector to ensure there is a wider, shared understanding about what pay structure reform means and could achieve.*
13. *Conversations have also taken place with the fire support unit in the Ministry for Housing, Communities and Local Government (MHCLG) regarding the role of a firefighter, the role and future role of Fire and Rescue Services, and how these discussions fit into the wider government agenda.*

Driving Licence Requirements

14. *The NJC discussed this issue which was raised by the Employees' side in October 2024. No further action was taken.*

Employers' self-led review

15. *The National Employers undertook a self-led review (exploring their own side of the NJC) during 2024 and provided updates to the NJC that this work was underway. The results of this can be found on the LGA website.*

Ministerial Advisory Group

16. *The (now former) Fire Minister Dame Diana Johnson established a Ministerial Advisory Group (MAG) this year, where both sides of the NJC have representation. The first meeting of the MAG was 4th December 2024. The second MAG took place on 18 March and was jointly chaired by Dame Diana Johnson MP and the (then) incoming Fire Minister Alex Norris MP (following the move of the Fire and Rescue Service from the Home Office to the Ministry of Housing, Communities and Local government*

(MHCLG). The third MAG took place on 25th June 2025. These meetings were all held in confidence, but general updates including discussion around improving culture and integrity and the College of Fire and Rescue Services were discussed at the NJC.

Appointment of the NJC Independent Chair

17. The October 2024 AGM was the last meeting to be chaired by Professor Lynette Harris as her second time in the role of Independent Chair came to an end. Both sides of the NJC paid tribute to her work over the last 6 years. The Joint Secretaries undertook a recruitment process to find a new Independent Chair, appointing Mr Ron Barclay-Smith in January 2025.

Inclusive Fire Service Group (IFSG)

18. The Inclusive Fire Service Group met three times throughout 2024/2025, bringing together the National Employers, the Fire Brigades Union, the Fire Officers Association, the Fire and Rescue Services Association and the National Fire Chiefs Council.

19. This year the IFSG has considered and discussed the following issues:

- The Equalities and Human Rights Commission's Uniformed Services Project
- Fire service culture reports
- The NFCC Independent Challenge and Support Panel Closing Report
- A culture monitoring survey created by Dr Tom Simcock from the University of Huddersfield
- The NFCC People, Culture & Leadership strategic plan.

Joint secretariat activity

20. The joint secretariat is made up of the following roles:

- Employees' side secretary – Steve Wright (FBU)
- Assistant employees' side secretary – Ben Selby (FBU)
- Employers' side secretary – Sarah Ward (LGA)
- Assistant employers' side secretary – Sarah Feeley (LGA).

21. The joint secretariat usually meets every four to six weeks to exchange information and 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. The joint secretaries have met significantly more frequently over the summer of 2025 to discuss pay structure reform.

22. The work of the joint secretariat includes:

- Progressing issues under negotiation within the NJC, acting within the remit of its respective sides.
- Leading discussions in any National Joint Council working groups which informs negotiations and respective side positions, as appropriate.
- Leading discussions in any sub-committees on changes to role maps and national occupational standards.
- Providing a joint interpretation or clarification of the Scheme of Conditions of Service (the Grey Book) issues.
- Providing formal conciliation, when requested by both parties, at local level to assist in the resolution of local disagreements.
- When jointly requested to do so, working 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.

Joint secretariat assistance in resolving local issues

23. 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.

Local Conciliation

24. Where there is a failure to agree on an issue locally, the joint secretariat can, when requested by both parties, provide a confidential conciliation process to assist the parties in identifying a mutually agreeable outcome.

25. Over this past year the joint secretaries have assisted one service. Both the FRS management and the union side representatives fully committed to the process, giving 2 days of dedicated time and consideration to a long-standing issue. The Joint Secretaries noted a shared commitment from both sides to work together to improve community and firefighter safety, alongside ensuring employee wellbeing is a centre piece.
26. 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.

Resolution Advisory Panel (RAP)

27. The NJC's Resolution Advisory Panel has a remit 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 they believe can form the basis of an agreement. The Independent Chair to the RAP is Mr Stephen Penford.
28. The NJC's Resolution Advisory Panel, did not receive any requests for assistance during 2024/25 and therefore did not meet.

Technical Advisory Panel (TAP)

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. As with RAP, Stephen Penford is the Independent Chair.
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 they believe may form the basis of an agreement.
31. The NJC's Technical Advisory Panel, did not receive any requests for assistance during 2024/25 and therefore did not meet.

Circulars

32. The following circulars have been issued since the last report of the Independent Chair:
- NJC 1/25 – Appointment of the Independent Chair of the National Joint Council and Middle Managers Negotiating Body
 - NJC/2/25 – Publication of the NJC for LAFRS Scheme of Conditions of Service (Grey Book) Seventh Edition
 - NJC/3/25 – Pay Award 2025
 - NJC/4/25 – Continual Professional Development Payments: 2025 Rates
 - NJC/5/25 – NJC Firefighters' Workforce Survey 2025.

Conclusion

33. There are several aspects to the role of Independent Chair of the NJC. In the past year it has involved:
- Chairing of NJC and MMNB meetings.
 - Consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings.
 - Ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided.
 - Raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate.
 - Provision of this annual report.
34. This year a pay award was agreed well in advance of the 1 July 2025 pay award date and it is encouraging to note the commitment of both sides to working together on pay structure reform.
35. The IFSG continues to meet and discuss a range of important issues. A defining characteristic and benefit of the IFSG is the breadth of its membership. This is intended to provide a wide range of contributions and perspectives.

36. *As highlighted in previous annual reports, it is recognised that a great deal of unseen work is undertaken by the joint secretariat, members of joint working groups and other colleagues and my thanks to everyone involved for their efforts and contributions during past twelve months.*

Mr Ron Barclay-Smith, Independent Chair

A3 PAY RATES AND CPD PAYMENTS 2025-26

New pay rates were published in the FBU's all members circular (2025HOC0172SW) and are included in this report for the record (circular NJC/3/25).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2025

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Development	30,384	13.87	20.81
Competent	38,881	17.75	26.63
Crew Manager			
Development	41,322	18.87	28.31
Competent	43,104	19.68	29.52
Watch Manager			
Development	44,038	20.11	30.17
Competent A	45,260	20.67	31.01
Competent B	48,202	22.01	33.02
Station Manager			
Development	50,135	22.89	34.34
Competent A	51,642	23.58	35.37
Competent B	55,301	25.25	37.88
Group Manager			
Development	57,743	26.37	Not applicable
Competent A	59,476	27.16	Not applicable
Competent B	64,013	29.23	Not applicable
Area Manager			
Development	67,792	30.96	Not applicable
Competent A	69,823	31.88	Not applicable
Competent B	74,360	33.95	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2025 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Development	4,558	1,519	13.87	5.12
Competent	5,832	1,944	17.75	5.12
Crew Manager				
Development	6,198	2,066	18.87	5.12
Competent	6,466	2,155	19.68	5.12
Watch Manager				
Development	6,606	2,202	20.11	5.12
Competent A	6,789	2,263	20.67	5.12
Competent B	7,230	2,410	22.01	5.12
Station Manager				
Development	7,520	2,507	22.89	5.12
Competent A	7,746	2,582	23.58	5.12
Competent B	8,295	2,765	25.25	5.12
Group Manager				
Development	8,662	2,887	26.37	5.12
Competent A	8,921	2,974	27.16	5.12
Competent B	9,602	3,201	29.23	5.12
Area Manager				
Development	10,169	3,390	30.96	5.12
Competent A	10,473	3,491	31.88	5.12
Competent B	11,154	3,718	33.95	5.12

Column 1 shows the full annual retainer (15% of the full-time basic annual salary).

Column 2 shows the annual 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 activity.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2025

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Development	28,865	13.18	19.77
Competent	36,937	16.87	25.31
Crew Manager (Control)			
Development	39,256	17.93	26.90
Competent	40,949	18.70	28.05
Watch Manager (Control)			
Development	41,836	19.10	28.65
Competent A	42,997	19.63	29.45
Competent B	45,792	20.91	31.37
Station Manager (Control)			
Development	47,628	21.75	32.63
Competent A	49,060	22.40	33.60
Competent B	52,536	23.99	35.99
Group Manager (Control)			
Development	54,856	25.05	Not applicable
Competent A	56,502	25.80	Not applicable
Competent B	60,812	27.77	Not applicable

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

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2025

	£ per annum	
Fire Control Operator equivalent		
During first six months	26,740	*Uprated due to NLW
After six months and during 2nd year	26,740	*Uprated due to NLW
During 3rd year	27,177	
During 4th year	28,513	
During 5th year	31,056	
Leading Fire Control Operator equivalent	33,259	
Senior Fire Control Operator equivalent		
During 1st year in rank	34,109	
During 2nd year in rank	35,403	

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2025

	£ per annum	
Aged 16	16,535	*Uprated due to NLW
Aged 17	16,535	*Uprated due to NLW
Aged 18	29,169	

NOTICE OF TERMINATION OF EMPLOYMENT

Should an employee wish to resign from their employment they are required to give a minimum amount of notice to their employer. The minimum amount of notice they are required to give depends on their length of service and, unless a local contractual agreement for longer notice periods is in place, is outlined in the following table:

Length of employment	Minimum requirement to give notice (local contracts may state longer periods)
Up to one month	Notice is in line with the Employment Rights Act 1996.
After one month up to three months	One week's written notice
After three months onwards	Four weeks' written notice

Employees are entitled to receive the following minimum notice from their employer*:

Length of employment	Minimum entitlement to receive notice (local contracts may state longer periods)
Up to one month	Notice is in line with the Employment Rights Act 1996.
After one month up to three months	One week's written notice
After three months up to 4 years	Four weeks' written notice
5 years onwards	One week of notice for each complete year of employment up to a maximum of 12 weeks.

*These minimum notice periods may be supplemented or enhanced by local agreement.

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2025

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	950	London	1,181
Bedfordshire	837	Merseyside	900
Buckinghamshire	724	Mid and West Wales	793
Cambridgeshire	742	Norfolk	781
Cheshire	960	Northern Ireland	810
Cleveland	1,223	Northamptonshire	849
Cornwall	385	Northumberland	1,037
Cumbria	667	North Wales	801
Derbyshire	990	North Yorkshire	589
Devon and Somerset	705	Nottinghamshire	1,186
Dorset and Wiltshire	892	Oxfordshire	881
Durham and Darlington	1,081	Royal Berkshire	884
East Sussex	700	Scotland	1,032
Essex	762	Shropshire	873
Gloucestershire	735	South Wales	831
Greater Manchester	1,159	South Yorkshire	1,297
Hampshire and Isle of Wight	827	Staffordshire	893
Hereford and Worcester	869	Suffolk	508
Hertfordshire	925	Surrey	914
Humberside	906	Tyne and Wear	1,250
Kent	813	Warwickshire	747
Lancashire	907	West Midlands	1,206
Leicestershire	846	West Sussex	659
Lincolnshire	495	West Yorkshire	1,102

CPD payments were published in circular NJC/4/25 and in the FBU's all members circular (2025HOC0172SW), after negotiations at the NJC.

A4 FIRE EMPLOYERS' PAY OFFER

On 23 April 2025, fire employers wrote to the FBU with their pay offer. The key elements of the proposals were:

- A 3.20% increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2025
- To address the issue of trainee rates of pay, by removing that rate from all NJC pay scales from 1 July 2025
- A very clear commitment to an ongoing dialogue around Grey Book pay reform
- To improve the Grey Book provision around 'notice periods'.

The executive council assessed the offer and unanimously agreed to recommend that members should vote to accept the offer (2025HOC0140SW).

A5 PAY BALLOT

On 28 April, the FBU commenced a consultative ballot of members on the employers' pay offer.

On 19 May, the FBU announced the pay ballot result. More than four in five members (82%) voted to accept the offer, after a 59% turnout (2025HOC0166SW).

On 30 May, the FBU published the pay settlement 2025, along with the relevant NJC circulars (2025HOC0172SW).

A6 PAY REFORM AND PROGRESSION STRUCTURE

On 17 June, the FBU announced that work had begun on pay reform and progression structure across the fire and rescue service (2025HOC0214SW).

This followed from an emergency resolution on pay carried at FBU conference in May. This instructed the executive council to:

- Begin intensive negotiations on pay structure reform following the close of Conference 2025
- Ensure this work is the main negotiating priority over the coming year
- Report progress to members following each NJC/MMNB meeting — in June, October and February
- Progress wider outstanding issues including retained pay, control pay, CPD, maternity/paternity provisions, officer pay and apprenticeships
- Ensure any final proposals on the pay structure or national role maps are put to members for agreement
- Demand that the pay uplift for 2025 be implemented in full by all fire and rescue services from 1 July 2025.

A7 PAY BRIEFINGS

The FBU organised pay meetings to ensure officials were fully briefed on pay developments.

On 20 August, a brigade secretaries pay briefing was held in Birmingham.

On 25 September, a regional and sectional secretaries pay briefing meeting was held in London.

On 10 October, a progress update on pay reform and progression structure was circulated to all members (2025HOC0348SW).

A8 GREY BOOK

In April 2025, the National Joint Council published an updated edition of the seventh edition of the Scheme of Conditions of Service, known as the Grey Book. This was the first updated edition for twenty years and involved an enormous amount of work by FBU officials and fire employers to ensure the language and content reflected every circular and relevant improvement over that period (2025HOC0144BS).

A9 ISLE OF MAN FIREFIGHTERS' PAY

On 6 November, the Department of Home Affairs in the Isle of Man wrote to the FBU with a formal offer of a consolidated uplift to pay of 3.25% for all firefighters. The department also agreed to work together with the FBU to explore pay modernisation/progression for firefighters in the Isle of Man.

On 19 December, the FBU confirmed that following a ballot of members the offer was accepted.

A10 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
Fire Brigades Union		Local Government Association	
Colin Brown	David Shek	Jeanie Bell	Roger Hirst
Val Hampshire	Pete Smith	Greg Brackenridge	Carolyn Lambert
Ian Murray	Gareth Tovey	Frank Biederman	James Lewis
Jim Quinn	Pete Trayner	Nick Chard	Ben Nutland
Paul Revill	Joe Weir	Nikki Hennessy	Roger Phillips
Ben Selby	Matt Wrack		
Caroline Saunderson	Steve Wright	Scottish FRS	Welsh LGA
		Kirsty Darwent	Jane Gebbie
		Paul Stollard	
		Northern Ireland FRS	
		Jay Colville	

A11 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association</i>	
Nick Bourke	Caroline Saunderson	Jeanie Bell	Roger Hirst
Colin Brown	Ben Selby	Greg Brackenridge	Carolyn Lambert
Chris Evans	Gareth Tovey	Frank Biederman	James Lewis
Val Hampshire	Pete Trayner	Nick Chard	Ben Nutland
Peter Johnson	Tony Walker	Nikki Hennessy	Roger Phillips
Ian Murray	Matt Wrack		
Jim Quinn	Steve Wright	<i>Scottish FRS</i>	<i>Welsh LGA</i>
		Kirsty Darwent	Jane Gebbie
		Paul Stollard	
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Ade Robinson		Jay Colville	

SECTION B

PENSIONS

B1 INTRODUCTION

During 2025, the FBU continued the fight to defend firefighters' pensions and obtain compensation for members. This year, key pensions matters included: injury to feelings claims in England, Wales, Scotland and Northern Ireland, retained firefighters' pensions, provision of remediable service statements and payment of arrears of contributions and interest.

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 these pension schemes, with local variations.

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).

FBU representatives sit on the Scheme Advisory Boards or equivalents in England, Northern Ireland, Scotland and Wales.

B2 INJURY TO FEELINGS

The FBU is acting for 9,000 members in the employment tribunal, who claim that the transitional arrangements introduced to implement the 2015 pension reforms in the fire and rescue service were discriminatory on the basis of age. Members claim this caused an injury to their feelings, entitling them to compensation.

In February, May, August and November 2025, the FBU provided detailed updates on progress to resolve these cases (2025HOC0086MR, 2025HOC0159MR, 2025HOC0246MR, 2025HOC0403MR). During the year, the transfer of these cases from Walkers Solicitors to Thompsons Solicitors was concluded.

At the beginning of 2025, 3,000 first wave claims had been settled. Between May and November 2025, a further one thousand cases were resolved. The remaining one thousand first wave cases are subject to a Westminster government verification process, which is a prerequisite to resolve claims. The FBU and Thompsons are not responsible for the delays with verification.

The other claims – known as the tapered wave, second wave and third wave – remain stayed for much of the year. The FBU sought to reach agreement on all cases in the later waves as part of one overarching

agreement. In November 2025, the FBU reported that a resolution had been reached with regard to these claims. Thompsons will write to members individually to update them on their specific case.

B3 INJURY TO FEELINGS: SCOTLAND

During 2025, FBU members in Scotland with injury to feelings claims saw Thompsons Solicitors formally take over legal representation from Walkers. Thompsons requested a preliminary hearing of the employment tribunal to arrange further procedure in the case. There were two meetings with the Scottish government's lawyers. They agreed in principle that the Scottish cases can and should be settled on the same basis as the cases in England and Wales. However, the UK government will provide the funding to the Scottish government to allow it to pay the compensation. The Scottish government has contacted Westminster's Government Legal Department (GLD) to ask it to make these payments, but has not had any success in gaining a commitment from the department on timescales.

B4 INJURY TO FEELINGS: NORTHERN IRELAND

During 2025, the FBU received an offer of settlement for members in Northern Ireland on injury to feelings claims. Members in Northern Ireland will be offered the same settlement figure achieved in the England and Wales settlement. The FBU assessed the offer and found it to be fair. The FBU believes that it adequately reflects the potential value of each of our members' claims in Northern Ireland and encouraged members in Northern Ireland to accept it.

If this offer is accepted by members, then the FBU can communicate with the Labour Relations Agency to get matters resolved as soon as possible.

B5 JURISDICTION OF THE PENSIONS OMBUDSMAN: JUDICIAL REVIEW

During 2025, the FBU was contacted by a ROOT member who had a complaint lodged with the Pensions Ombudsman in relation to a fire and rescue decision regarding the application of the Firefighter Compensation Scheme (FCS). The Pensions Ombudsman, after a lengthy delay, had discontinued their investigation into our member's complaint on the basis that they did not have jurisdiction to investigate complaints about the FCS.

The Pensions Ombudsman had reached this decision because of the decision in *Clark v The Chief Constable of Derbyshire and others* [2024] EWCA Civ 676. In that case, the Court of Appeal decided that regulation 12 of the Police (Injury Benefit) Regulations 2006 was not a pension scheme for the purposes of the Pension Schemes Act 1993.

The FBU challenged the Pensions Ombudsman's decision, arguing that they do have jurisdiction to consider complaints in relation to the FCS. The FBU issued a claim for Judicial Review.

There are broad benefits to the FBU and our members should the claim succeed. At present, no complaints in relation to the FSC will be considered by the Pensions Ombudsman. It is in the interests of our members to have any complaints about the application of the FCS considered in the cost-neutral forum of the Pensions Ombudsman, rather than risk members being required to challenge adverse decisions in the civil courts with consequential costs and cost risks.

B6 RETAINED PENSIONS: EMPLOYMENT TRIBUNAL CLAIMS

In July 2025, the FBU provided a very detailed update for members with retained duty system pensions employment tribunal claims (2025HOC0245MR).

These claims arose out of the denial of access of retained members to membership of the Firefighters Pension Scheme 1992. The FBU originally brought approximately 11,500 claims on behalf of retained members in 2000.

There was an interim settlement of the pensions aspects in 2015 in the ‘first options exercise’. There was a further settlement of pensions aspects provided for in the Memorandum of Understanding between the Home Office, the LGA and the FBU of 9 March 2022, which gave rise to the ‘second options exercise’.

On 8 July 2025, the GLD issued a position statement. The FBU and Thompsons challenged aspects of the statement and persuaded the government to reconsider its position.

The stay in the original claims and the new (aggregation) claims in England and Wales were due to expire on 14 January 2025. On the FBU’s instructions, Thompsons resisted the GLD’s request for a further stay for four months. The employment tribunal held a case management hearing on 11 July 2025 for claims in England and Wales. The claims in Scotland and Northern Ireland were stayed.

B7 RETAINED PENSIONS: DEATH GRANT DEADLINES

In February 2025, the FBU updated members on retained firefighters’ pensions death grant deadlines (2025HOC0023MR). The circular provided information for surviving family members of deceased retained firefighters on upcoming deadlines to apply for death grants and additional grants.

B8 PROVISION OF REMEDIABLE SERVICE STATEMENTS

All members who were moved onto the 2015 Firefighters Pension Scheme between 1 April 2015 and 31 March 2022 (the ‘remedy period’) were due to receive a Remediable Service Statement (RSS) by 31 March 2025, explaining their right to choose to return to their legacy scheme for the remedy period and what this would mean in regard to their pension entitlement as compared to remaining in their current scheme for this period.

The FBU raised concerns over the delays to this process with the deputy prime minister, relevant ministers in the devolved administrations and at Scheme Advisory Board meetings (2025HOC0121MR).

B9 PAYMENT OF ARREARS OF CONTRIBUTIONS AND INTEREST

In January 2025, the FBU provided information to members about the payment of arrears of contributions and interest under the McCloud/Sargeant remedy (2025HOC0022MR).

The FBU took legal advice and concluded that arrears have to be paid or refunded with interest. The legal advice is that the interest rates chosen seem to be realistic and that the Government Actuary’s Department consider them to be reasonable.

B10 SCHEME ADVISORY BOARD REPRESENTATIVES

The FBU was represented on the following boards:

Firefighters' Pensions Scheme Advisory Board (SAB) England: Mark Rowe, Tony Curry, Andrew Fox-Hewitt, Mark Stilwell and Adam Taylor.

Firefighters' Pensions Scheme Advisory Board (SAB) Wales: Mark Rowe, Gareth Tovey.

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

During 2025, the FBU continued to campaign for members' health and safety. The FBU's decontamination (DECON) project, based on independent commissioned research by the University of Central Lancashire (UCLan), published further original research on firefighters who attended the Grenfell Tower fire.

The FBU continued to engage critically with the National Fire Chiefs Council (NFCC) and the Health and Safety Executive (HSE) on health and safety matters. The FBU health and safety committee monitored campaigns and initiatives. FBU safety reps continued to represent members.

C2 DECON BEST PRACTICE REPORT

In April 2025, the FBU published *Minimising Firefighters' Exposure to Toxic Fire Effluents*, the best practice report, by Anna Stec at the University of Central Lancashire (UCLan). The work was commissioned by the FBU and replaced the interim best practice report published in 2020.

The best practice report offers a guide to the risks of toxic fire effluents, suggests preventative measures for minimising exposure to them and gives best practice for the decontamination of fire and rescue service personnel and firefighting equipment. It provides background information, statistics, resources and actions vital for improving firefighters' health and wellbeing, aiming to prevent the contamination that otherwise could lead to serious health conditions.

C3 DECON ENGAGEMENT WITH MINISTERS

In January 2025, the FBU wrote to Andrew Gwynne MP, parliamentary under-secretary of state for public health and prevention, asking for urgent talks with ministers about regular health checks for firefighters. The FBU argued that the Westminster government must make a firm commitment to deliver health screening for firefighters in light of the DECON research on firefighter exposure to contaminants.

In September 2025, the FBU wrote to Wes Streeting, secretary of state for health and social care, explaining the FBU's DECON campaign and reiterating its demands:

- prevention measures to remove contamination at source
- regular health monitoring so lives can be saved

- enforcement of decontamination policies
- national records for firefighter cancer incidences
- presumptive legislation for the cancers higher in firefighters than in the general population.

FBU officials secured meetings with ministers to make the union's case.

C4 DECON RESEARCH RETRACTED

In October 2025, the editors of the *Occupational Medicine* journal retracted the paper:

Stec et al, Scottish Firefighters Occupational Cancer and Disease Mortality Rates: 2000-2020, *Occupational Medicine*, Volume 73, Issue 1, January 2023, Pages 42-48.

The editors challenged the methodology and demanded the authors to amend their paper in relation to relative risks. The authors proposed new text clarifying their approach, which did not change their conclusions. The editors did not accept the revised paper and retracted the original. The authors disagreed with this decision and their paper's retraction.

The FBU wrote to the editors to complain about the process and their decision. This does not affect other UCLan papers published as part of the DECON work.

C5 HSE PFAS CONSULTATION

In August, HSE announced a six-month consultation on the market and use of 'per- and polyfluoroalkyl substances' (PFAS) as a constituent in firefighting foams. PFAS, sometimes known as 'forever chemicals', are hazardous substances with a range of adverse effects. HSE was prompted by concerns raised by the UK REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), the chemical regulation system for England, Scotland and Wales. The FBU has campaigned on PFAS risks for firefighters in recent years.

HSE has concluded that the use of PFAS in firefighting foams presents a risk to the environment, and human health via the environment, that is not adequately controlled under the existing regulatory framework. It therefore proposed a restriction on the sale and use of firefighting foams containing PFAS.

The FBU will make a submission to the consultation. In October, local FBU officials were asked to provide information to head office on the use of firefighting foams in their brigades, both those containing PFAS and alternatives. Local officials returned very useful information, which will inform the FBU's submission.

C6 MENTAL HEALTH

During 2025, the FBU took further steps in the campaign on firefighters' mental health. The FBU has commissioned a research project led by Dr Carolina Campodonico from the University of Central Lancashire (UCLan), an expert in trauma, resilience and psychosis.

In February 2025, the FBU announced the launch of the firefighters' mental health survey, which will gather evidence directly from members (2025HOC0080SW). The survey was live during the first half of the year, to allow firefighters time to consider their responses. After the survey closed, researchers began analysing the results.

C7 SERIOUS ACCIDENT INVESTIGATION: OXFORDSHIRE

On 15 May 2025, the FBU was devastated by the deaths of two members in the line of duty. Jennie Logan and Martyn Sadler died at a fire incident in Bicester, Oxfordshire. The FBU held a minute's silence at its conference and on the days of both funerals.

The FBU has established an expert team to carry out a serious accident investigation into the deaths and to draw out recommendations to prevent similar tragedies in future. The outcome of the FBU serious accident investigation will be made public after it is completed.

C8 SERIOUS ACCIDENT INVESTIGATION: GRENFELL

Around 1,400 firefighters attended the Grenfell Tower fire and its aftermath, with around 700 attending in the first 24 hours. Control staff in London and other brigades took an unprecedented number of FSG calls on the night.

Although there were no firefighter fatalities, significant numbers of personnel were injured or suffered ill health as a result. The FBU is committed to carrying out a serious accident investigation on the Grenfell Tower fire. The union agreed to wait until the public inquiry and the London Fire Brigade investigation had concluded, in order to respond to their findings.

During 2025, head office officials and staff, along with FBU London region officials began the process of collecting and evaluating the evidence. This includes witness statements from firefighters and emergency control staff, official reports and the union's own materials.

C9 PPE PROCUREMENT PROJECT

The NFCC has initiated a personal protective equipment procurement project (PPEpp). During 2025, national officer Adam Taylor attended the NFCC PPE committee, so the FBU's views were made clear. In particular, the FBU is concerned about the draft standard for the tunic and trouser, including the lightweight version, which follows a 'fit to form' approach rather than sex-specific sizing. The FBU wrote to chief fire officers explaining both the equalities and the health and safety concerns for our members.

C10 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

During 2025, the FBU's regional health and safety representatives committee held the following meetings:

- 7 March
- 23-24 June
- 23-24 September
- 3-4 December.

The committee meetings discussed important matters such as open water training, international safety and health work, PPE, serious accident investigations, safety notes, the National Operational Learning User Group, the NFCC, and sectional and local reports.

Members of the committee and other officials organised and attended health and safety seminars, events and conferences during the year.

C11 MEMORIAL DAYS

On 28 April 2025, FBU members across the UK took part in International Workers' Memorial Day, to campaign for workers' 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 members on duty to participate in a minute's silence at midday where possible at their workplaces (2025HOC0131SW).

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

During 2025, the FBU carried out vital work on fire and rescue service policy. This included the new Ministerial Advisory Group (MAG), the Grenfell Tower public inquiry, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and the National Fire Chiefs Council (NFCC). The FBU made responses to the Westminster government and devolved administrations, speaking for the profession on fire safety and related matters.

D2 MINISTERIAL ADVISORY GROUP (MAG)

During 2025, Steve Wright and Ben Selby represented the FBU on the Ministerial Advisory Group and its task and finish groups.

The MAG was convened by Home Office fire minister Diana Johnson, to ensure the Westminster government gets expert opinion from across the fire and rescue service. The FBU was shut out of these channels for two decades, so the creation of the MAG is an important step forward.

In April 2025, responsibility for fire and rescue was transferred from the Home Office to the Ministry of Housing, Communities and Local Government (MHCLG). From that time, the MAG was convened by fire minister Alex Norris. In September Samantha Dixon became fire minister and took responsibility for the MAG.

During 2025, the MAG held three full meetings: in March, June and November. In addition, it convened two task and finish groups, on the College of Fire and Rescue arising from the Grenfell public inquiry, and on culture and integrity. The FBU participated in all the full meetings and both task and finish group meetings.

The MAG is a crucial forum to raise FBU members' interests directly with ministers, civil servants and other fire and rescue stakeholders. The FBU has raised the need for a statutory advisory body to advise governments, produce national standards and improve equalities. These are essential to public safety and to improve conditions for firefighters.

D3 HMICFRS

During 2025, FBU officials continued to engage with HMICFRS, the fire inspectorate in England. This included high level engagement with the chief inspector, as well as brigade level interaction during inspections.

In April, the FBU wrote to HMICFRS setting out the union's concerns with the inspectorate's political agenda and requesting a change of direction.

In November, HMICFRS published its annual *State of Fire and Rescue 2024-25* report. It continues to promote the agenda of the Johnson government and the 2022 White Paper, which sought to impose changes to firefighters' roles, undermine firefighters' collective bargaining rights and give chief officers a free hand with 'operational independence'. The FBU wants HMICFRS to act as an independent inspectorate that holds chief fire officers to account.

D4 NFCC

During 2025, the FBU continued to engage with the NFCC where possible and oppose it where necessary. The NFCC is a private company with charitable status. It has an annual income of around £10m, largely made up of central government grants and local fire and rescue service transfers, secondments and other assistance. The NFCC is central to the Fire Standards Board, National Operational Guidance and other fire policy matters.

In February, the NFCC published its *Independent Challenge and Support Panel Closing Report*, on culture and inclusion. It called for disruptive change across the UK fire and rescue service. The NFCC also published *Remediation Fire Service Policy and Operations*, its own 'Industry White Paper' on building safety.

In April, Phil Garrigan became the new NFCC chair. During the year the NFCC continued its programme of rolling out new policies and voluntary guidance. The FBU has responded to NFCC requests, attended its conferences and committees, and ensured the views of the workforce are represented to the NFCC.

D5 FIRE AND RESCUE SERVICE STAKEHOLDERS

The FBU engages with a range of fire and rescue service stakeholders. This includes attendance at conferences and seminars, taking seats on committees, contributing to discussions on legislation and giving guidance.

During 2025, the FBU engaged with key organisations, such as the British Standards Institution (BSI), the Fire Sector Confederation (FSC), the Institution of Fire Engineers (IFE) and the All-Party Parliamentary Group (APPG) on Fire Safety and Rescue.

This work overlaps with work on government policy and legislation at Westminster and the devolved administrations (see Section E).

D6 MARAUDING TERRORIST ATTACK (MTA)

The FBU continued to advocate for a UK-wide marauding terrorist attack (MTA) agreement through the National Joint Council. During 2025, the union urged employers and the government to address this critical issue.

In November, the FBU wrote to Samantha Dixon, the new fire minister at Westminster after major incidents in Greater Manchester and Cambridgeshire, urging the Westminster government to support the FBU's efforts to secure a resilient MTA agreement across the UK.

D7 EVACUATION PLANS FOR VULNERABLE PEOPLE (rPEEPS)

In December 2024, the Westminster government came forward with plans to implement 'residential Personal Emergency Evacuation Plans' (rPEEPs). The proposal to introduce personal emergency evacuation plans originated with the Grenfell Tower Inquiry Phase 1 report in 2019. However, Westminster consultations held in 2021 and 2022 had failed to find a solution.

The FBU evaluated the proposals and found a number of concerns. The rPEEPs put most of the responsibility for managing emergency evacuation on the vulnerable residents themselves, including costs, instead of the original idea to make landlords responsible. The rPEEPs also put responsibility on local fire and rescue services to rescue all vulnerable residents unable to evacuate without assistance, without assessing the resources, procedures, training and equipment necessary.

In June, the FBU wrote to the fire minister expressing its concerns with the rPEEP proposals. However in July, ministers introduced the Fire Safety (Residential Evacuation Plans) (England) Regulations 2025. The new evacuation plans come into force in England in April 2026.

D8 BUILDING CONTROL INDEPENDENT PANEL

In July 2025, the Westminster government opened a consultation on the Building Control Independent Panel, which was a recommendation arising from the Grenfell Tower public inquiry, Phase 2 report. The inquiry recommended that the panel should consider "whether it is in the public interest for building control functions to be performed by those who have a commercial interest in the process" and "whether all building control functions should be performed by a national authority".

The FBU made a formal submission to ensure the union's policies were clear to the panel. The union argued that private approved inspectors (now called 'building control approvers') had a conflict of interest between making money from their activities (and saving money for their clients) and the imperatives of public safety. The FBU opposed the original part-privatisation of building control by the Thatcher government and has long argued that these private bodies should be scrapped.

On the second issue, the FBU opposes removing building control from local authorities and placing it with a central authority. The new Building Safety Regulator is already struggling to meet the demands on it. A central authority could become a bureaucratic behemoth, or worse, a weak body that permits construction without the right safety measures in place.

D9 COVID-19 INQUIRY

During 2025, the UK Covid-19 Inquiry into the pandemic continued its work. In January, the public inquiry formally invited the FBU to attend a roundtable for key workers in March. The purpose of the roundtable was to provide evidence for module 10 of the inquiry, which focused on the impact of key workers such as firefighters.

The FBU made a written submission to the inquiry and FBU president Ian Murray gave testimony to the key workers' roundtable in person. The FBU was the only organisation representing firefighters and the fire and rescue service to assist the inquiry. The inquiry will use the evidence gathered for its module 10 report.

D10 TRUTH ABOUT ZANE

The FBU has supported the Truth About Zane campaign from the beginning. This year the FBU played a key role in securing a meeting between Zane's family and prime minister Keir Starmer, attended by Ian Murray and Joe Weir.

In June 2025, the FBU supported the Zane's Law summit at Westminster, which demanded: 'Make toxic landfills safe!' In September, the FBU took a motion to the TUC in support of the Truth About Zane campaign (see Section F).

D11 FLOODING

Firefighters have attended flood incidents for decades, carrying out flood defence work, rescues at incidents and restoring safety in the aftermath. However there have been numerous incidents where the necessary safeguards such as resources, training, equipment and PPE are not in place. The FBU has campaigned for a statutory flood duty across the UK, with success in all the devolved administrations of Northern Ireland, Scotland and Wales.

During 2025, the FBU continued to campaign for a statutory duty to respond to major flooding in England, and to ensure policies and procedures to protect both the public and firefighters.

In February the FBU briefed MPs on flooding. In June, the FBU wrote to the fire minister in England about the flood duty. Assistant general secretary Ben Selby is a full member of the Westminster government's flood resilience taskforce. Head office monitored major flood incidents and the union's publications highlighted the vital work firefighters and emergency control staff carry out in flooding situations.

D12 EXTERNAL MEETINGS

During 2025, FBU officials and staff attended a range of fire sector policy events, including:

- NFCC academic collaboration, evaluation and research (ACER) conference, 18-19 March
- Fires in tall buildings workshop, 7-8 July
- InToxFIRE online workshop, 12 August
- Symposium on fire safety science, Slovakia, 2-4 September
- Emergency Services Show, 17-18 September
- EPSU, 16-17 October
- FIRE conference, 13 November
- London Build expo, 19-20 November
- FIREX, 2-4 December.

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. Hence, the FBU engages in political work at all levels.

During 2025, 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, and joined wider campaigns. There were important changes across Westminster and the devolved administrations.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

At the beginning of 2025, the Home Office was responsible for the fire and rescue service in England. Yvette Cooper MP was home secretary and Diana Johnson MP was the fire minister.

On 13 February, the Westminster government announced that responsibility for the fire and rescue service would be moved from the Home Office to the Ministry of Housing, Communities and Local Government (MHCLG). The transfer was in line with Grenfell Tower Inquiry Phase 2 recommendations.

On 1 April, responsibility for the fire and rescue service transferred to MHCLG. Angela Rayner MP was secretary of state and Alex Norris MP became minister for building safety, fire and local growth.

On 5 September, Steve Reed MP was appointed secretary of state for MHCLG. Samantha Dixon MP became minister for building safety, fire and democracy. 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. Mike Nesbitt was health minister with responsibility for fire and rescue. FBU officials held a number of meetings with politicians from all parties 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. The Department of Justice and Home Affairs has responsibility for the fire and rescue service in Scotland.

Angela Constance was cabinet secretary for justice and home affairs and Siobhain Brown was minister for victims and community safety. FBU officials held meetings with cabinet secretaries, ministers, and numerous Members of 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. Jane Bryant was cabinet secretary for housing and local government, with responsibility for the fire and rescue service in Wales.

The FBU held meetings with ministers, Senedd members and Welsh government fire branch civil servants during the year.

E6 POLITICAL INTERVENTION AT WESTMINSTER

During 2025, the FBU briefed MPs on important legislation. The FBU produced three issues of the *Fire and Rescue Service Matters* bulletin aimed at ministers and elected representatives in parliament. These were on funding the fire and rescue service, the Grenfell Tower fire and the spending review.

In April, the FBU made a formal submission to the spending review, arguing for sustained central funding for the fire and rescue service. During the summer, FBU officials lobbied MPs at Westminster for investment in the fire and rescue service and other local matters.

E7 POLITICAL INTERVENTION IN NORTHERN IRELAND

During the year FBU officials and members engaged with Members of the Legislative Assembly (MLAs) and other 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 and the Fire Board. In addition to these meetings, the FBU also attended the major political party conferences to lobby on issues affecting firefighters.

E8 POLITICAL INTERVENTION IN SCOTLAND

During the year Scottish FBU regional officials engaged regularly with cabinet secretaries, ministers, MSPs, party leaders and MSPs at Holyrood and Scottish MPs in Westminster. FBU officials also held regular meetings with Scottish Fire and Rescue Service (SFRS) principal managers.

In March, the FBU made a submission to the draft SFRS strategy 2025-28. In August, the FBU made a submission to the Scottish criminal justice committee pre-budget scrutiny 2026. This was followed by an in-person evidence session to the Scottish Criminal Justice Committee in December.

E9 POLITICAL INTERVENTION IN WALES

The Wales Social Partnership Forum for Fire and Rescue Services continued to meet. The FBU represents firefighters on the forum, which includes senior civil servants, chief fire officers and employers' representatives. The FBU raised issues of governance, funding and inspection, along with firefighters' health and safety, and the recruitment and retention crisis in control rooms and across the retained duty system. In December, the FBU made a submission to the draft Wales national framework consultation. FBU officials also held regular meetings with fire and rescue service principal managers across Wales.

E10 DEVOLUTION IN ENGLAND

In 2024, MHCLG published the English Devolution White Paper, setting out its plans to implement the government's manifesto commitments on devolution in England. This included the intention to make mayors the default option for fire and rescue services, along with larger brigades where boundaries align.

In February 2025, MHCLG opened consultations on devolution for Cumbria, Cheshire, Essex, Hampshire, Norfolk and Suffolk, West Sussex and East Sussex.

In July, ministers launched the English Devolution and Community Empowerment Bill, to make provision about combined authorities, combined county authorities, the Greater London Authority, local councils, police and crime commissioners and fire and rescue authorities.

In November, the Home Office announced that police and crime commissioners, and therefore also police, fire and crime commissioners would be abolished. The FBU welcomed the abolition, having opposed their application to fire and rescue for the last decade.

E11 EMPLOYMENT RIGHTS ACT

In December, the Employment Rights Act finally passed through the Westminster parliament and became law. For months, unelected Tory peers had blocked the Bill. It is the biggest advancement in workers' rights in decades.

The FBU and other unions were crucial to the passing of the Employment Rights Act. Unions fought for this Bill to exist and fought to get it through. For the first time since the 1980s, anti-union laws have been scrapped and union rights extended:

- The Minimum Service Levels Act, which was a de facto ban on effective strike action in the fire and rescue service, and in other parts of the public sector, is scrapped
- The undemocratic threshold on strike ballots (50% on turnout, and 40% voting in favour for key sectors) is on its way out
- There will be moves to allow unions to hold ballots of members online
- Equalities officers from trade unions will now be entitled to facilities time for union business in line with their union colleagues
- Unions will have the right to access workplaces to organise.

For every worker, there are new benefits:

- Day-one rights to sick pay and parental leave
- Workers will get protection from unfair dismissal after six months, rather than two years
- Workers on a zero-hours contract will have the right to guaranteed hours and given reasonable notice of shift changes
- It will now be much more difficult to 'fire and rehire' workers
- Flexible working will be the default

- There will be a right to bereavement leave, including for pregnancy loss before 24 weeks, such as miscarriage
- Protections will be increased for pregnant women, whistleblowers, and victims of sexual harassment.

E12 GOVERNMENT RESPONSE TO THE GRENFELL TOWER INQUIRY REPORT

On 26 February 2025, the Westminster government published its response to the Grenfell Tower Inquiry Phase 2 report. The Grenfell Tower Inquiry published its Phase 2 report in September 2024. The inquiry formally closed on 10 February 2025. The inquiry report examined the underlying causes of the disaster and gave prominence to central government failures, especially deregulation. The inquiry made 58 recommendations, of which 37 were directed at the Westminster government and 21 at other bodies and institutions.

The Westminster government said it had accepted the inquiry's findings and was committed to delivering a strong response to all recommendations. Ministers accepted 28 of the 37 recommendations 'in full' and the remaining nine 'in principle'.

The FBU welcomed the response. Some recommendations require consultation and changes of law. In some cases, central government needs to go much further than the inquiry's recommendations. To transform building safety and fire safety systems requires careful deliberation and the involvement of the workforce.

E13 DEREGULATION

In December 2025, the FBU made a response to a central government moves towards deregulation. The Treasury published its *New approach to ensure regulators and regulation support growth* and *Regulation Action Plan*, while the Department for Business and Trade (DBT) published its questionnaire, *Unlocking Business: Reform Driven by You*. In particular, ministers pledged to cut administrative costs by 25% in the next four years.

The questionnaire sought views from business and other actors about where to reduce burdens. The FBU's submission underlined the importance of regulation for public safety and firefighter safety, especially in light of the Grenfell Tower fire.

E14 APPG ON FIRE SAFETY

During 2025, the FBU attended meetings of the All-Party Parliamentary Group (APPG) on Fire Safety at Westminster. The FBU helped to found the group two decades ago. It has been an authoritative voice, warning on fire safety over many years. The APPG frequently has ministers and other speakers attend its proceedings. Longstanding coordinator Ronnie King stepped down this year and was replaced by Steve McGuirk.

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 was chaired by Kim Johnson 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, cuts on the service and firefighter safety.

Region	Member of Parliament	Constituency
1	Brian Leishman	Alloa and Grangemouth
3	Mary Kelly Foy	City of Durham
	Mary Glindon	North Tyneside
	Ian Lavery	Wansbeck
	Andy McDonald	Middlesbrough
	Grahame Morris	Easington
	Kate Osborne	Jarrow
	Liz Twist	Blaydon
4	Olivia Blake	Sheffield Hallam
	Richard Burgon	Leeds East
	Gill Furness	Sheffield Brightside and Hillsborough
	Lou Haigh	Sheffield Heeley
	Imran Hussain	Bradford East
	Rachel Maskell	York Central
	Karl Turner	Hull East
5	Paula Barker	Liverpool Wavertree
	Ian Byrne	Liverpool West Derby
	Dan Carden	Liverpool Walton
	Peter Dowd	Bootle
	Kim Johnson (chair)	Liverpool Riverside
	Rebecca Long-Bailey	Salford and Eccles
	Jim McMahon	Oldham West and Royton
	Nav Mishra	Stockport
	Angela Rayner	Ashton-Under-Lyne
	Cat Smith	Lancaster and Fleetwood
6	Nadia Whittome	Nottingham East
7	Tahir Ali	Birmingham Hall Green
	Zarah Sultan	Coventry South
8	Nia Griffith	Llanelli
	Jo Stevens	Cardiff Central
9	Clive Lewis	Norwich South
	Mohammad Yasin	Bedford
	Sarah Owen	Luton North
	Rachel Hopkins	Luton South

10	Apsana Begum	Poplar and Limehouse
	Jeremy Corbyn	Islington North
	John McDonnell	Hayes and Harlington
	Abena Oppong-Asare	Erith and Thamesmead
	Uma Kumaran	Stratford and Bow
13	Kerry McCarthy	Bristol East
	Jayne Kirkham	Truro and Falmouth

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 the TUC Congress and at Westminster.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

During 2025, FBU delegations attended a range of important conferences, including the TUC and STUC. The FBU participated in campaigns, conferences and within the Labour Party to make sure firefighters' views were heard. The FBU maintained its affiliations to a broad range of local, national and international campaigns.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) took place in Brighton on 7-10 September 2025. The FBU's delegation was Steve Wright, Ian Murray, Adam Taylor, Joe Weir, Maria Buck and Corneil Power.

The delegation moved two resolutions at the conference, on fire and rescue service funding and Zane's Law. Both were carried. They also amended motions on assaults on public-facing workers and on wealth taxes, which carried. FBU delegates spoke in the four other significant debates at the Congress: trans rights, 'wages not weapons', climate change and reform of the TUC.

Steve Wright was elected to the TUC general council. The FBU also supported a range of fringe meetings.

F3 WOMEN'S CONFERENCES

TUC women's conference took place at Congress House, London on 5-7 March 2025. The FBU delegates were Katie Holloway, Jo Trafford and Philippa Smith.

The 2025 Irish Trade Union Congress Women's Conference was held in Dundalk on March 20-21 and was attended by NWC representative from region 2, Jess Doran.

Scotland's women's committee attended the STUC women's conference with the theme of 'Women build bridges, not borders'. Delegates Kerry McCrone, Cari McIntyre and Lyndsay Hopper moved motions on behalf of the FBU on 'Support for the FBU Cuts Leave Scars Campaign' and 'Consultation with Victims of Domestic Violence in Plea Bargains'. Both motions unanimously carried.

FBU delegates also seconded and supported a range of motions including: neurodiversity and the gender pay gap, countering misogyny and far right influence, protected workplace support for women with endometriosis

and menopause, the threat of incel ideology, action against assaults and reasonable adjustments for breastfeeding. The conference was a huge success and our regional women's rep Kerry McCrone was elected to serve another term on the STUC women's committee for 2025-26.

F4 TUC LGBT+ CONFERENCE

TUC LGBT+ workers conference took place at Congress House, London on 3-4 July 2025. The FBU delegates were Maria Buck, Andrew Steel, Gemma Betts and Shelley Morgan.

The FBU submitted a motion on 'Stop the spread of far-right hate speech on social media', which urged the government to curb online far-right hate targeting LGBT+ people. The motion did not pass. The motion, 'Supreme Court ruling – active support for trans and non-binary workers' was supported and heard this year.

F5 TUC BLACK WORKERS' CONFERENCE

TUC Black workers' conference took place at Congress House, London on 11-13 April 2025.

The FBU delegates were Kasey LeGall, Corneil Power and Rob Lewis. The FBU moved a motion 'Strategic Litigation', asking for better practice for legal cases for Black and ethnic minority people. This was carried.

F6 NIC-ICTU BIENNIAL DELEGATE CONFERENCE

The Irish Congress of Trade Unions (ICTU) Biennial Delegate Conference took place in Belfast on 1-3 July 2025. The theme was 'Winning our Future in uncertain times'.

The FBU delegates were Jim Quinn, Phil Millar and Dermot Rooney. The FBU submitted a motion on 'Securing 52 weeks' full pay maternity leave for all workers in Ireland', which was carried unanimously.

F7 STUC CONGRESS

The Scottish Trade Union Congress (STUC) took place in Dundee on 28-30 April 2025. The FBU delegates were Ben Selby, Colin Brown, Gus Sproul, Seona Hart, Simon Leroux and Kerry McCrone.

The FBU submitted motions on 'Support for the FBU DECON campaign', 'Firefighter health protections', and 'Support for the development of the firefighters' role'. Gus Sproul was re-elected to the STUC general council.

F8 LABOUR PARTY CONFERENCE

Labour Party conference was held in Liverpool on 28 September-1 October 2025. The FBU is affiliated to the Labour Party in England and Wales. The FBU sent four delegates to Labour Party conference: Hollie Codling, Andrew Fox-Hewitt, Adam Taylor and Steve Wright.

The FBU submitted a motion on 'Funding the fire and rescue service', which was composited and carried. The delegation supported other resolutions that were in line with FBU policy. The FBU co-hosted a fringe meeting on the building safety crisis with LabourList, with MPs, councillors and campaigners on the panel. The delegation spoke to Labour politicians from across the UK, including fire authority members.

F9 LABOUR PARTY LEADERSHIP

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).

F10 LABOUR PARTY DEPUTY LEADER

In September, following Angela Rayner's resignation, the Labour Party held an election for its deputy leader. As an affiliated union, the FBU had a voice in nominations. The executive council recommended a vote for Lucy Powell. FBU members paying the full political fund also had a vote in the election. Lucy Powell won the contest and became Labour Party deputy leader.

F11 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.

F12 EPSU FIREFIGHTERS' NETWORK

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which includes most firefighter unions across Europe.

On 16-17 October 2025, the EPSU firefighters' network met in Sofia, Bulgaria, attended by more than 30 professional firefighters and trade union representatives. The FBU delegation was Ben Selby, Pete Smith, Val Hampshire and Charlie Batchelor.

The meeting heard presentations on fire safety and civil protection in Bulgaria, the Matzak case and its impact on firefighters, PPE risks including PFAS, along with occupational disease compensation and presumptive legislation.

F13 INTERNATIONAL SOLIDARITY

The FBU has a longstanding tradition of international solidarity, maintaining 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.

In November, FBU national officer Mark Rowe participated in the Justice for Colombia trade union delegation to Colombia.

F14 PALESTINIAN FIREFIGHTER SOLIDARITY

Since July 2024, a fully equipped fire appliance, laden with fire kit and medicine, sourced from Scotland and bound for Nablus in the West Bank has been impounded by Israeli military customs officials in the port of Ashdod.

Over the last year, the FBU has campaigned for the appliance to be released. The union has lobbied politicians, had questions and motions raised in the Scottish Parliament and at Westminster, and held mobilisations. In October, the general secretary wrote to home secretary Yvette Cooper to press the Westminster government to get all fees and charges waived or paid.

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	Marx Memorial Library
British Pensioners and Trade Union Action Association	National Assembly of Women
Campaign against Climate Change	National Pensioners Convention
Campaign for Nuclear Disarmament (CND)	National Shop Stewards Network
Campaign for Press and Broadcasting Freedom	People's Assembly
Campaign for Trade Union Freedom	Protect our NHS
Comprehensive Future	Shrewsbury 24 campaign
Defend Council Housing	Stand Up to Racism
End Child Poverty	Stop the War Coalition
Enough is Enough	Strike Map
Fuel Poverty Action	Together Alliance
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
Maternity Action	

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 training and in 2025 supported a comprehensive offer available to officials and members throughout the union.

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, and
- support the union's work in the context of the wider trade union movement and in defence of the fire and rescue service.

The purpose of the education programme is to ensure that every official can access the learning, development and confidence required to effectively deliver their elected role.

The FBU pathway approach to learning continued, featuring the introductory offer, the progression programme, and health, safety and welfare education as well as bespoke and specialist events.

63 PARTICIPATION IN FBU TRADE UNION EDUCATION IN 2025

A total of 623 places were filled on the trade union education programme in 2025, an increase of 18% compared to 2024:

- 439 individual members/officials participated in the programme, an increase of 23% compared to 2024
- Of these 439 individuals, 18% were women
- Of these 439 individuals, 8% were B&EMM
- Of these 439 individuals, 47% were under 40 years old.

These figures include 37 residential courses and exclude one-day events and the equality section schools. The Phoenix membership system does not currently enable members to identify as LGBT+ so data is not available regarding LGBT+ members' participation in FBU education.

64 INTRODUCTORY OFFER FOR BRANCH, SECTION AND NEW BRIGADE OFFICIALS

The *Introductory Branch Officials* course ran nine times in the year and was well attended throughout by a total of 153 participants. The course took place in Eastbourne, Glasgow, Blackpool, Leicestershire, West Midlands, Wortley Hall, and Cardiff. The course continues to be rooted in trade union values and principles, and to give all new officials a rounded introduction to their role, the union and the wider movement. Branch and section officials report a better understanding of the union's policies and structures for accountability and decision-making, increased willingness to engage with employers at local level, and greater confidence in leading and supporting their members.

The *Representing Members* course was attended by 65 participants across four courses during the year, building the team of accredited reps providing support for members involved in workplace procedures in all regions of the union.

The introductory programme also included two *Mental Health for Trade Unionists* courses, recognising this as an ongoing priority for members.

Brigade Leaders was offered for the first time – a new course developed to support brigade secretaries and chairs with their work on the frontline interface with the employers. The course recognises the increased role that brigade officials play following two decades of fragmentation of the fire and rescue service, and nearly as long a period of austerity. It supports officials with negotiations that are taking place at local level, brigade by brigade, affecting shifts, crewing, family rights, DECON practice and more. It also looks at responsibilities such as strengthening the union at local level, this being the last line of defence against cuts, and escalating disputes when negotiation is in stalemate.

65 POLITICS EDUCATION

Westminster Parliament and Politics was offered twice due to high demand. This one-day education event was developed and delivered in partnership with the General Federation of Trade Unions. Participants were invited to spend the morning learning about the workings of parliamentary politics and how trade unions can maximise their influence in these processes. The afternoon was spent in the House of Commons having a meeting with a sitting MP, visiting the chamber, and on a tour of parliament.

Building on the success of National School part II in 2024, FBU education worked again in partnership with Stiofán Ó Nualláin from the anti-sectarian workers' co-operative Trademark Belfast to deliver the *Tackling the International Rise of the Far-Right* course. Feedback was excellent and initiatives are underway to offer aspects of the course to a wider FBU audience at strategic level.

66 FAIRNESS AT WORK EDUCATION

The *All Different All Equal* course took place in June with 13 officials attending. This was in response to demand from regions but has been limited due to the ongoing review of the policy itself.

The *Grievance and Fairness at Work* course was cancelled due to low numbers.

The one-day online *Understanding Equality Impact Assessments* education day gave participants the skills and confidence to hold employers to account using this essential tool.

67 HEALTH, SAFETY AND WELFARE EDUCATION

Introduction to Health, Safety and Welfare at Work courses took place on five occasions in 2025, ensuring that new safety reps understand their rights and entitlements as well as the responsibilities on employers with regard to health and safety, and can conduct inspections of the workplace.

The pathway was extended through two *Health, Safety and Welfare – Development* courses which built safety reps' skills, knowledge and confidence in bargaining around health and safety issues in joint committees and organising members to be more involved in collective responses to health and safety concerns.

Both the *Health, Safety and Welfare – Accident Investigation* course and the *Serious Accident Investigation* course took place in the year. The SAI course introduced the reworked FBU guidance on SAIs, practising use of the key tools and encouraging a systematic approach that asks the questions that only FBU officials will bring to the aftermath of a serious incident. Participants welcomed the opportunity to work through a scenario which was presented as realistically as possible, and feedback was excellent. The course was timed to recognise International Workers Memorial Day, May Day and Firefighters Memorial Day.

68 YOUNG MEMBERS' SUMMER SCHOOL

The first national FBU *Young Members' Summer School* took place in Dorset with 31 participants. The programme included a discussion about members' issues, an introduction to the history of the trade union movement, equality as a trade union principle, solidarity and the refugee crisis, a panel of young trade union activists from across the UK, getting involved in the FBU and a conversation with the general secretary, as well as team games on the beach. Many of the participants have since begun their reps' education pathway.

69 OFFICERS' SECTION SCHOOL

The *Officers' Section School* took place in October with 29 participants. Discussions included union and organising principles as workers and leaders in the FBU and officers' role as leaders around culture. Officers learnt how to organise around officers' issues and terms and conditions, including the flexi duty system and stress/mental health, and how to build strong member-led officer branches.

610 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 neurodiversity. *The Dyslexia and Neurodiversity in the Workplace* residential course ran in February with 19 participants. The course was substantially revised and rewritten and offered again in September with the broader scope of *Disability and Neurodivergence in the Workplace* to fit with the wider work of the forum.

The union has maintained its focus on accessibility by updating and improving education resources according to the learning needs of participants. FBU education continued to administer and provide guidance on the QuickScan screening tool, which remains available to all members, as well as offering bespoke advice and support to members, reps and officials on an ad hoc basis.

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

Progression education was offered through FBU courses and longer courses offered by the TUC.

In response to escalating legal costs and requests for support from the national officer, a new course *Employment Law in Practice* was developed to build officials' knowledge, skills and confidence in monitoring, evaluating, supporting and rejecting legal assistance applications. The programme included the limitations of the law, discrimination and dismissal law, disability discrimination, time limits and early conciliation, assessment of merits, and communication with members regarding decisions about their case. The course was subsequently made available to brigade and area officials.

Organisers' School took place at the end of November and included a Phoenix update, analysis of the brigade organiser role and the national organising strategy, and an examination of strategic planning for outreach branch meetings. There was a panel discussion with FBU officials who had run local campaigns against shift changes and cuts, and also a film showing of *Iron Ladies* with one of the Women Against Pit Closures organisers featured in the film in attendance.

The progression pathway in 2025 also included *Pensions – Supporting Members with Ill-Health Retirement*.

612 NATIONAL SCHOOL

National School 2025 took place in November with a cohort of 31 activists from across the regions and sections of the union.

The school was designed to build participants' knowledge and confidence in addressing popular concerns and far-right narratives from a trade union perspective, with sessions including wealth redistribution, migration, addressing men's violence against women and girls, and deregulation.

The school began with a rally of resistance featuring speakers from current strike actions across the movement and included an 'in conversation' session with the general secretary and Labour MP Justin Madders. A series of debates took place in which participants challenged each other on key strategic questions relating to the future of the fire and rescue service, as well as a session with Corporate Watch, researching private interest and corporate connections in the fire and rescue service. These plenary sessions were intertwined with classroom discussions and the *Making Change* project, which gave school participants the opportunity to advocate in small groups for change on an issue that was important to them.

Part II.

In the summer, two groups of participants from *National School 2024* undertook fact-finding visits to northern France to learn more about refugee journeys. Each trip began with an education session in the UK, looking at expectations, the history of the countries from which many refugees flee, the nature of international solidarity, terminology and safeguarding.

Following ferry crossings to France, participants worked with two different refugee organisations to learn, contribute, and challenge. This work was specifically undertaken in the light of racist scapegoating and misdirection by far right organisations and individuals which has become increasingly mainstream during the year. The experience was valued and further trips are being organised by several regions.

National School remains the key development opportunity for reps and activists in the union. It is the culmination of the annual education calendar and will be rewritten for 2026 to address the contemporary industrial and political context.

613 TUC EDUCATION AND PUBLIC FUNDING FOR TRADE UNION EDUCATION

The TUC education programme in England continued to operate under significant pressure in 2025. TUC education is predominantly delivered by trade union education tutors via TUC education centres in further education colleges. Courses are externally accredited and this allows the colleges to draw down limited public funding in recognition of the public good that trained and educated reps in all unions do.

Due to escalating cuts to the funding available and increasingly prohibitive restrictions on learners who can be funded due to the postcode lottery, there are now far fewer colleges offering trade union education than at any point since this system first began. In recent years this has significantly impacted the availability of in-person certificate and diploma courses available to FBU officials.

The union continues to rely on our very successful partnership with the College of Haringey, Enfield and North East London (CONEL) for external accreditation and tutors for some of the FBU programme of bespoke short courses. The TUC conducted a further review in late 2025 but no strategic solutions to this issue have emerged despite Labour being in government.

In 2025, the FBU education programme was supported by external tutors Janine Booth, Mike Kidd, Helen Nolan, Dave Smith, Jane Stevenson and Steve White.

614 WALES UNION LEARNING FUND (WULF)

The announcement of a further three years of funding for the FBU Wales Union Learning Fund (WULF) has allowed education and learning opportunities in Wales to potentially continue until 2028.

The project continues to encourage learning by those firefighters on the retained duty system who may not be employed or in full-time employment. Providing opportunities to train or upskill and to increase employability outside of the fire and rescue service is a key aim of the project. We also continue to provide support for those wishing to progress along their chosen career path within the service.

A large number of employees have benefitted from both accredited and non-accredited learning and we continue to work closely with the three fire and rescue services in Wales to embed a culture of continuous training and learning. The project also continues to play a vital role in identifying and addressing skills gaps within the fire and rescue service and the broader economy.

615 FBU SCOTLAND LIFELONG UNION LEARNING

With the continued support and funding from Scottish government, Region 1 continues to offer lifelong union learning opportunities. We are now in our fourth project and on target to fully utilise all funding for this year.

Since Region 1 again became part of the Union Lifelong Learning Projects in 2019, we have seen around 1800 learners participate in several different, fully-funded courses. This includes 700 achieving accredited qualifications in courses ranging from IT, modern languages (which includes British Sign Language) and health and fitness.

Through our collective learning partnership with TUC Education at the City of Glasgow College, we now run continuous programmes of accredited courses, with our first cohort of students currently studying at Scottish Higher level.

Being part of the STUC Lifelong Learning Partnership also provides many opportunities for fully-funded courses from organisations such as the Open University, providing access to microcredential courses, which have various accreditation levels. Twelve learners within our region have achieved these.

G16 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. It has sought to make sure that the programme meets the needs of the union as a whole and its regions specifically. It has made suggestions and contributions that have improved the education offer. It has also encouraged brigades and areas to appoint education and learning organisers, which has enriched the team alongside the section education leads.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

During 2025, the FBU continued to prioritise equalities work. This included work through the National Joint Council (NJC) and Inclusive Fire Service Group (IFSG), the Fight for 52 maternity pay campaign, a review of racism, further work on neurodiversity and disability, and the FBU's All Different All Equal (ADAE) policy.

The FBU's equality sections and officials organised regular meetings of representatives from across the UK, participated in the executive council's equalities sub-committee and took part in wider labour movement and other campaigns to fight for equality.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The Inclusive Fire Service Group (IFSG) was set up by the NJC and consists of representatives from the FBU, national employers, National Fire Chiefs Council (NFCC) and other bodies. During 2025, the IFSG met three times. The IFSG discussed the Equalities and Human Rights Commission's (EHRC) uniformed services project, culture reviews into some fire and rescue services, a culture monitoring survey created by the University of Huddersfield, and NFCC reports.

H3 B&EMM SECTION REPORT

The Black and ethnic minority members (B&EMM) committee had a busy 2025. The committee gained two new representatives, in Scotland and in the Southeast regions.

The AGM was held in Glasgow where officials met with the Scottish chief fire officer and local officials with a positive promise on building the B&EMM section within the region.

Committee members spoke throughout the year with Professor Rollock and her team regarding the racism survey and await the findings and recommendations.

Kasey LeGall and Rob Lewis attended the TUC Black workers' conference in 2025, tabling a motion seeking better practices for handling legal cases submitted by Black and ethnic minority workers.

The 2025 B&EMM school was a success, with speakers from the TUC and workshops. Semi-professional footballer Leon Brathwaite from Show Racism the Red Card gave an empowering speech demonstrating

the effects of racism not only from the football world, but also on wider society. He led a workshop that was well received and engaged by the attendees. The school welcomed the family of our late beloved Leila Asoko. They joined us on our peace walk, where we spoke of looking after and supporting each other and remembering those we have lost along the way.

The B&EMM section ended the year supporting the wider community internationally with aid to Jamaica following the devastation of hurricane Melissa. We look to continue this work as Jamaicans strive to rebuild Jamaica.

The B&EMM national committee met on the following occasions:

- 25 February – London
- 4 June – London
- 2-3 December – Glasgow.

A full list of B&EMM regional representatives is in Section L. Reports of B&EMM participation at labour movement conferences is in Section F.

H4 LGBT+ SECTION REPORT

The LGBT+ committee worked throughout 2025 amid rising homophobia, transphobia and online hate, which intensified following the Supreme Court ruling, which has rolled back trans+ rights, and the EHRC's alignment with proposals weakening protections.

The section faced additional challenges following the High Court decision. As uniformed police officers were denied the opportunity to participate in Pride marches, some fire and rescue services sought to take a similar stance.

The committee worked on the campaign and resolution which was passed at 2025 conference, 'No LGB without the T'.

The 2025 LGBT+ school in Cardiff (26-28 February) was fully subscribed, and the committee attended London Pride, York Pride and London Trans Pride to maintain visible solidarity.

The LGBT+ committee met on the following dates:

- 16-17 January – Wortley Hall, AGM
- 24-25 July – London
- 18-19 September – London
- 26-27 November – London.

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

H5 WOMEN'S SECTION REPORT

The National Women's Committee (NWC) continued to represent women members during the year. Recurring issues affecting women within the fire and rescue service continue. Sexual harassment, gender-based bullying, sexual assault, maternity discrimination, misogyny, menopause, flexible working, PPE and inadequate facilities are common themes.

International Women's Day was celebrated on 8 March and for the first time the FBU attended the 'Million women rise march' in London. The NWC plan to work more closely with this charity in the future and look to increase attendance at the march over the coming years.

The NJC pay agreement on occupational maternity provision is still not being honoured in some brigades, where they are splitting the payment over a 12-month period and not allowing the full pay for the initial six months. The fight for 52 weeks maternity pay continues.

National Women's School took place on the 11-13 April at Wortley Hall, Sheffield. The weekend was oversubscribed and well received by those that attended. The school included sessions delivered by Rosa from Decrim Now and Anna Fisher from Nordic Model Now, explaining their positions on the UK sex trade, decriminalisation or abolition.

We also welcomed Janine Booth from Red in the Spectrum to discuss neurodiversity in women and Bryony Purdue, international actor, singer and public speaking workshop leader on building confidence and communication techniques. Alison Terry-Evans spoke to us from the charity Dirty Girl Lesvos on the incredible work it does providing clean and recycled clothing to women in need. NWC officials delivered workshops on endometriosis and menstrual health, combatting toxic masculinity and misogyny, neurodiversity and the challenges with diagnosis for women, getting more involved in the union, accidents and injuries at work and many other topics.

The NWC met on four occasions during the year:

- 6 February – London
- 24 June – York
- 10 September – Essex
- The 2025 AGM 7-8 January 2026 – Edinburgh.

**Meetings held in York and Essex as head office unavailable due to relocation.*

A list of NWC regional reps is found in Section L. Reports of the NWC participation at women's trade union conferences is in Section F.

H6 DISABLED AND NEURODIVERGENT MEMBERS

The second annual Disabled and Neurodivergent (DND) members' forum took place in Leeds in January 2025. Fifty members from 12 regions attended. Delegates discussed how to organise and build campaigns for more inclusive fire and rescue workplaces, how to understand and utilise the Equality Act 2010, and how to collectivise individual workplace struggle. Delegates also heard from Dr Colin Cameron about the history of disabled people's activism.

In June, the FBU was represented at the TUC disabled workers' conference for the first time. Delegates Daniel Ascough and James Collier successfully moved a motion addressing the unnecessary but very common requirement for disabled employees to produce 'proof' of their disability in order for their employer to implement the reasonable adjustments. As a result, the TUC will produce guidance that clarifies a worker's rights to reasonable adjustments, specifically addressing the question of diagnosis and 'proving' disability.

DND members also organised against the Westminster government's proposed cuts to Personal Independent Payments (PIP) this year. Dawn Forrest wrote an open letter to FBU members, published in *Firefighter* magazine in July. FBU DND members also attended a national rally in Parliament Square in June, organised by The People's Assembly, with Disabled People Against Cuts (DPAC), to demand that the Westminster government halt its punitive attacks on the welfare system.

H7 EXECUTIVE COUNCIL EQUALITIES SUB-COMMITTEE

During 2025, the equalities sub-committee met to improve the FBU's approach to all equalities matters. The sub-committee was made up of the vice president, assistant general secretary, four executive council members, regional and sectional secretaries and staff. It held meetings on:

- 3 March
- 16 June
- 16 September
- 25 November.

The committee discussed the sexual harassment survey action plan, All Different All Equal review, anti-racism survey, Show Racism the Red Card, IFSG, political developments and consultations, No LGB without the T, the FBU response to the EHRC Code of Practice for Services, Public Functions and Associations, racial justice, and the White Ribbon action plan. FBU sections and forums gave reports.

H8 FIGHT FOR 52 CAMPAIGN

During 2025, the fight for 52 weeks' maternity leave on full pay continued. Sectional officials monitored the implementation of the 2024 agreement for 26 weeks at full pay, followed by statutory maternity pay (SMP), where eligible, for 13 weeks. Head office began work to collect maternity policies from every brigade and to produce a league table of how much women on maternity leave in each fire and rescue service receive relative to 52 weeks on full pay.

H9 ALL DIFFERENT ALL EQUAL (ADAE) POLICY

During 2025, an internal working group began its review of the FBU's All Different All Equal (ADAE) policy. The intention was to conclude the review prior to conference 2026 in preparation for agreement (2025HOC0219BS).

H10 EHRC CODE OF PRACTICE

In June, the FBU made a submission in response to the new Equality and Human Rights Commission (EHRC) *Code of Practice for Services, Public Functions Associations*.

The EHRC draft code of practice was published after the case, *For Women Scotland v Scottish Ministers* [2025] UKSC 16 (FWS), in which the UK Supreme Court found that the terms 'sex' and 'woman' under the Equality Act 2010 referred exclusively to 'biological sex', defined as synonymous with sex assigned at birth.

The EHRC draft code of practice recommended public businesses and buildings ban trans women from using the female facilities and trans men from using the male facilities. However, the guidance also recommended that in 'some circumstances,' trans women should also be banned from the men's facilities and trans men from women's facilities. The guidance also stated that services are not explicitly required to provide single-sex spaces and can instead use what it calls 'mixed-sex' facilities.

The FBU's submission underlined the union's policy on trans inclusivity.

H11 INDEPENDENT REVIEW INTO RACISM WITHIN THE FBU

In September 2025, the FBU announced the independent review into racism within the Fire Brigades Union. The FBU commissioned Professor Nicola Rollock, from King's College, London and NIANRO Consulting, to carry out an independent review of racism across the governance and structures of the FBU (2025HOC0274SW). Professor Rollock attended FBU conference. As part of the review, members and staff were invited to complete a survey.

H12 OBJECTIONS TO NOTTINGHAMSHIRE NOMINATION

In November 2025, the assistant general secretary wrote to World Excellence Awards Ltd to object to the nomination of Nottinghamshire Fire and Rescue Service for its LGBTQI work and Stand Up to Homophobia video. The FBU received deeply concerning reports that included restrictions on facility use for transgender individuals, forcing them to use spaces that do not align with their gender identity, and allegations that trainers had ‘outed’ a transgender colleague in front of others, breaching privacy and dignity.

H13 MAKE WORK PAY CONSULTATIONS

In October 2025, the Department for Business and Trade announced consultations as part of the ‘Make Work Pay’ agenda of the Westminster government. The consultations were on leave for bereavement including pregnancy loss and on enhanced dismissal protections for pregnant women and new mothers. Head office officials and staff prepared the FBU’s response, in readiness for executive council approval and submission in the new year.

H14 ADAE REPRESENTATION REQUESTS

The table shows the number of ADAE requests for representation received by regional secretaries.

2025	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 1	5	4				
Region 2	0					
Region 3	17	8	1	1	1	
Region 4	5	1	2			
Region 5	7	1	6			
Region 6	14	12				
Region 7	6	1	2			
Region 8	7	4	1			
Region 9	3	1				
Region 10	5	2	2	2		
Region 11	0					
Region 12	19	1	3	3	3	
Region 13	8	2				

- Region 1: 1 member no longer wanted representation.
- Region 2: No requests.
- Region 3: 6 members no longer wanted representation/ out of time (process over prior to completion of ADAE Process/ investigation dropped by service.
- Region 4: 1 ongoing, 1 all charges dropped.
- Region 5: 1 ongoing, awaiting response from applicant, 1 dismissed prior to ADAE, 1 discipline concluded prior to ADAE (no case to answer from service), 1 discipline concluded prior to ADAE (written warning from service), 2 cases unable to progress due to being unable to speak with complainant/ police involvement.
- Region 6: 2 ongoing.
- Region 7: 3 ongoing.
- Region 8: 2 awaiting hearing.
- Region 9: 2 ongoing.

- Region 10: 2 ongoing, 1 disciplinary hearing before ADAE completed. The appeals in both cases were by the Complainant. Appeals were rejected and representation continued to be granted.
- Region 11: No requests.
- Region 12: 10 pending outcome, 3 no case to answer (investigations were dropped by the service), 1 member resigned and the investigation was closed by the service, 1 member retired from the service and investigation closed.
- Region 13: 2 ongoing, 1 member left the service, 2 not required, 1 no complainant.

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 2025, executive council members on the committee were:

Colin Brown

Pete Smith

Andrew Fox-Hewitt

Adam Taylor

Mark Stilwell

Chris Wycherley

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 2025									
Region		Temporary disablement		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount
		On duty	Off duty						
1	No. of payments	4			8		1	13	£116,152.88
	Amount paid	2,956.68		105,420.00		7,776.20			
2	No. of payments	44	4		1			49	£81,932.54
	Amount paid	46,861.72	3,845.38	31,225.44					
3	No. of payments				2			2	£10,000.00
	Amount paid			10,000.00					
4	No. of payments				2			2	£52,745.00
	Amount paid			52,745.00					
5	No. of payments	6			1		4	11	£75,917.28
	Amount paid	5,636.54		40,140.74		30,140.00			
6	No. of payments	2			4			6	£173,182.95
	Amount paid	1,331.71		171,851.24					
7	No. of payments	4			6		1	11	£209,389.27
	Amount paid	4,668.70		197,185.57		7,535.00			
8	No. of payments		5		2		1	8	£107,157.23
	Amount paid		3,406.70	96,215.53		7,535.00			
9	No. of payments	1			4		3	8	£108,971.11
	Amount paid	3,840.28		82,815.74		22,315.09			
10	No. of payments	20				1		21	£110,558.60
	Amount paid	24,667.98		83,390.62	2,500.00				
11	No. of payments	5		1	1	1		8	£30,563.34
	Amount paid	4,122.84		19,440.50	5,000.00	2,000.00			
12	No. of payments				2			2	£5,000.00
	Amount paid				5,000.00				
13	No. of payments	2				1	1	4	£14,261.07
	Amount paid	5,726.07				1,000.00	7,535.00		
TOTAL NO. OF PAYMENTS		88	9	1	33	3	11	145	
Total amount		£99,812.52	£7,252.08	£19,440.50	£880,989.88	£5,500.00	£82,836.29		£1,095,831.27

SECTION J

LEGAL REPORT

J1 INTRODUCTION

Thompsons is proud to continue its longstanding relationship with the FBU, providing legal services to support FBU members and their families across a wide variety of services, including employment rights, personal injury, clinical negligence and pensions.

This report seeks to highlight some of those cases, excluding those protected by anonymity orders imposed by the Court to protect the member.

In total, Thompsons recovered £5.95m for FBU members in compensation throughout 2025. This is in addition to the amounts recovered in the pensions litigation described below.

J2 PENSIONS

The McCloud litigation

Approximately 10,000 FBU members are litigating claims arising out of changes made to public sector pension schemes in 2015. The claims were brought between 2015 and 2023 and pursued on the basis that the transitional arrangements introduced to underpin how some members would move between schemes were discriminatory in nature because they protected older members, allowing them to stay on their legacy arrangements and moved younger members to the less favourable 2015 scheme with immediate effect.

The Court of Appeal ruled in 2018 that the transitional arrangements were discriminatory and as a consequence the Westminster government enacted regulations providing that pension scheme managers must write to all affected members setting out their right to restore the benefits in their legacy scheme if they wished, for the period of the transitional arrangements. However, the right to restore benefits only exists up to 1 April 2022 as from that point in time all firefighters were moved onto the 2015 scheme, regardless of age. Therefore, the unlawful age discrimination ceased at that point in time.

As well as achieving this significant change to the law, FBU members are pursuing claims for an entitlement to an Injury to Feelings award to compensate them for what occurred as a consequence of the implementation of the transitional arrangements. To date FBU solicitors have managed to secure £18,582,500 in compensation. While these negotiations have been protracted, the union has shown steadfast commitment in protecting members' pension entitlements. Negotiations remain ongoing in all outstanding cases and FBU solicitors have provided updates to all those concerned on that process in confidential communications.

J3 RETAINED PENSIONS EMPLOYMENT TRIBUNAL CLAIMS

These claims arose out of retained members being denied access to membership of the Firefighters' Pension Scheme up until April 2006. In 2000 the FBU brought 10,500 claims on behalf of retained members, for less favourable treatment of part-time workers. The claims were initially unsuccessful but, following a successful appeal to the House of Lords, which remitted the case to the Employment Tribunal, the claims succeeded in 2007.

Subsequently, in 2015, the Westminster government required fire authorities to allow firefighters the option to pay backdated pension contributions to enable them to have access to the pension scheme from 1 July 2000 onwards (i.e. the date when the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 came into force.) Following the European Court of Justice decision in *O'Brien v Ministry of Justice* [2019] ICR 505, the FBU reached agreement with the Westminster government that most retained firefighters should be allowed backdated access to the pension scheme from the start date of their retained employment.

This agreement provided an appropriate remedy for many of the claims. However, there are still some unresolved issues affecting certain groups of members. In broad terms these groups are: members who transferred from retained to wholetime service before 7 April 2000, members with longer periods of service who transferred from retained to wholetime service, members who did not receive appropriate tax relief on their backdated pension contributions and members who died before they were able to exercise their option to access the pension scheme.

The claims were stayed for the purpose of allowing the parties to reach agreement on these issues. Following our application to lift the stay, the Tribunal listed the case for a case management hearing on 11 July 2025. In a Position Statement served shortly before this hearing, the Westminster government changed its position and made important concessions in relation to the outstanding issues. The current position, in broad terms, is: claimants who transferred from retained to wholetime service, including those who did so before 7 April 2000, will now have an option to aggregate their pensionable service; there will be a compensation scheme to address the tax issues and the Westminster government has published the outcome of its statutory consultation on the position of deceased firefighters. These concessions go a significant way towards resolving the outstanding issues, although there is still further work to be done on the detail.

The case has been listed for a public preliminary hearing for three days in July 2026, to consider a narrow issue relating to claimants who have a gap between ending retained service and commencing wholetime service. The case is also currently listed for a provisional final hearing for 10 days in September 2027 to resolve all issues which remain outstanding at that time. We are continuing to engage with the Government Legal Department with the aim of resolving those issues which remain outstanding without the need for a contested hearing.

J4 EMPLOYMENT RIGHTS

Unfair dismissal – re-engagement ordered

An FBU member employed as a crew manager with Mid and West Wales Fire and Rescue Service was dismissed for gross misconduct following allegations of inappropriate contact with a colleague. The member appealed the dismissal, arguing among other grounds that the sanction imposed was disproportionate, but the appeal was rejected.

Thompsons provided legal assistance to pursue a claim for unfair dismissal. Following a four-day liability hearing at the Cardiff employment tribunal, the tribunal found that the dismissal was unfair. While it concluded that the member had contributed to the dismissal by blameworthy conduct, it reduced the basic and compensatory awards by 40% to reflect this.

At a subsequent remedy hearing, the member sought re-engagement with the Fire and Rescue Service. The tribunal found that the service had failed to provide sufficient evidence to show that re-engagement

was not practicable, noting in particular the absence of relevant witness evidence. On the balance of probabilities, the tribunal concluded that re-engagement was achievable.

The tribunal ordered that the member be re-engaged as a firefighter, with re-engagement to be completed by March 2026. Compensation is expected to exceed £20,000, together with reinstatement to the Firefighters' Pension Scheme as if the dismissal had not occurred.

Sex discrimination

In this case, a female member experienced sex discrimination by her manager in her role as a retained firefighter, including failure to offer driver training, hindering her migration to full-time, and being the recipient of misogynist comments. It was only after receiving an unfair appraisal score by the perpetrator some two years later that she raised a grievance. The grievance investigation was flawed and did not uphold her complaints.

Consequently, she was subjected to an unreasonable disciplinary action for allegedly breaching GDPR by reading a statement concerning her that had been held in a non-private folder on the work intranet.

She lodged an employment tribunal claim on the basis that the unfair appraisal score was discriminatory and the disciplinary action was an act of victimisation for having complained of discrimination. Unfortunately, the historic acts of discrimination were out of time.

The claim was successfully concluded for £17,104 before the final hearing.

J5 PERSONAL INJURY AT WORK

Serious eye injury during training exercise

An FBU member, employed as a retained firefighter and seeking to progress into a whole-time role, suffered a catastrophic injury during a training exercise organised by a senior colleague. The exercise involved attempting to control a pressurised hose during a drill at a country park in Sheffield.

During the exercise, pressure far in excess of normal operational levels was applied to the hose, which was laid on the ground while new recruits were instructed to crawl along it. The exercise was conducted in a casual and inappropriate manner, with the instructor filming and timing participants rather than properly supervising the risks involved.

When it was the member's turn, the pressure was increased further. He lost control of the hose, which struck him directly in the face, causing a severe eye injury and the loss of effective sight in one eye. As a result, he was unable to continue his planned career in the Fire Service, and his alternative employment was also placed at risk.

Thompsons pursued the claim on the member's behalf and, following extensive preparation for a five-day trial, secured a settlement of £615,000. The compensation reflected the life-changing nature of the injury and has provided the member with financial security and support to move forward following this devastating incident.

Crush injury

An FBU member was seriously injured while assisting with the manoeuvring of a fire appliance out of a cul-de-sac. During the operation, the member was crushed between a parked car and the reversing appliance after the driver failed to properly observe the member's position.

The member sustained four fractured ribs, a fractured pelvis, and a punctured lung, together with cuts and bruising to his hands and body caused by shattered glass. He also suffered psychological trauma as a result of the incident.

Primary liability was admitted by the defendant, although an allegation of contributory negligence was raised. Thompsons obtained expert medical evidence from an orthopaedic surgeon and a psychiatrist to support the member's claim.

Following detailed correspondence and negotiations with the defendant's insurers, Thompsons secured a settlement of £35,000 without the need for court proceedings. This represented a significant improvement on the defendant's initial offer of £26,000.

Serious back injury caused by defective office equipment

An FBU member suffered a significant back injury at work when the backrest of a defective office swivel chair suddenly gave way. The metal pins securing the backrest snapped, causing him to fall backwards and sustain a soft-tissue injury to his lower back. What began as an acute injury developed into chronic low-back pain, and the member later also experienced a single depressive disorder as a result of the ongoing symptoms. He underwent nerve branch blocks and denervation treatment in an effort to manage his pain.

Despite clear evidence of a defective chair, the Defendant's insurers refused to engage in settlement discussions, forcing Thompsons to issue court proceedings. The case progressed through a Costs and Case Management Conference, and extensive medical evidence was obtained from experts in orthopaedics, pain medicine and psychology, including joint statements prepared between both parties' specialists.

Thompsons made several attempts to resolve the claim, but the Defendant's initial offer of £95,000 failed to reflect the seriousness of the injury or the impact on the member's long-term health and career. In 2024, he was medically retired on ill-health grounds due to the continuing consequences of the accident. Thompsons carefully assessed his pension position and future loss of earnings to ensure these were properly accounted for in negotiations.

Following advice from Counsel and in light of evidential risks presented during litigation, Thompsons put forward a measured counter-offer, securing a final settlement of £100,000 plus repayable DWP benefits. This outcome fairly reflected the impact of the injury while avoiding the uncertainty of trial, providing the member with financial protection at a time of significant change.

The member expressed his sincere thanks to Thompsons for the support and guidance he received throughout the process, praising the clear communication and commitment shown by his lawyer.

J6 PERSONAL INJURY OUTSIDE OF WORK

Major injury caused by defective garage door

An FBU member suffered a traumatic brain injury, a fractured jaw, and a hand injury when a defective garage door fell onto her head at her rented property. The incident resulted in a significant period away from work while she recovered from her injuries.

The member was able to return to work as a firefighter but later moved into a stores-based role, which was less physically and mentally demanding. This adjustment allowed for greater flexibility and helped manage ongoing fatigue associated with her injuries.

Thompsons pursued a personal injury claim on the member's behalf. Liability was agreed on a 60/40 basis, reflecting the difficulties in establishing a breach of the Defective Premises Act 1972. Following detailed correspondence and negotiations with the landlord's insurers, Thompsons secured a settlement of £75,000 without the need for court proceedings.

Member injured on amusement park slide ride

A member was injured while visiting an amusement park with her family. During use of a slide ride, she travelled off the end of the slide, striking her ankle on the floor and landing on the right-hand side of her body. She sustained a fractured left ankle that required surgery a week later, including the insertion of metal

plates. Almost three years on, she underwent a further operation to remove the metalwork but continues to experience ongoing symptoms.

Liability for the accident was admitted. Proceedings were issued and the case proceeded to a Costs and Case Management Conference on 17 March 2025. Medical evidence was obtained from a Consultant in A&E Medicine and a Consultant Orthopaedic Surgeon, both firmly supportive of the injuries sustained and their long-term impact.

The Defendant initially offered £20,000 to settle the claim. Thompsons secured additional medical evidence to ensure that the full extent of the member's injuries was properly reflected, resulting in an increased offer of £75,000. Following advice from Counsel, the member accepted the offer.

Although liability had been admitted, the Defendant sought to minimise the seriousness of the incident by arguing that it was a low-velocity accident. The medical evidence obtained on behalf of the member rebutted this position and validated the significant nature of her injuries.

The case also highlights the importance of proper safety management in settings such as amusement parks: the slide in question should have been adequately supervised, or closed entirely, to prevent such incidents. Cases of this kind are vital in promoting improved safety standards and ensuring that operators take appropriate steps to protect the public.

The member did not agree to publicity. She provided positive feedback on the assistance received, stating: "[The Thompsons lawyer] was extremely helpful, professional and proactive. I felt that the case was handled very well."

J7 ROAD TRAFFIC COLLISIONS

Cyclist injured in road traffic collision

An FBU member was seriously injured when he was knocked from his bicycle by a motorist. As a result of the collision, he sustained a tibial plateau fracture involving the knee, together with fractures to the scapula and cheekbone.

Six months later, the member was involved in a second road traffic accident when he was struck by a hit-and-run driver, suffering a fractured hip that required a total hip replacement. Medical evidence obtained in relation to the first accident confirmed that the member would experience permanent discomfort as a result of the knee injury, although he was not considered to be at significant risk of future deterioration.

The combined impact of the injuries has left the member disadvantaged on the labour market. Thompsons secured a settlement of £65,821.74 in respect of the first accident, including recovery of sick pay paid by the fire and rescue service.

Thompsons continues to represent the member in relation to the second accident, pursuing a Motor Insurers Bureau Untraced Driver claim and challenging the insurers' position on the extent of the member's ongoing disadvantage.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

During 2025, the FBU committed significant resources to organising. FBU conference carried an executive council policy statement on the centrality of organising to renewing the membership and developing officials. The union did not hold any industrial action ballots.

The FBU's trade sections continued to raise the pressing matters affecting key aspects of the membership; in control, retained, and officers.

K2 INDUSTRIAL DISPUTES

During 2025, the FBU did not ballot members in any fire and rescue service for industrial action.

K3 CONTROL SECTION REPORT

Throughout 2025, the FBU's Control Staff National Committee (CSNC) continued to provide support to members for issues that included discipline, health and wellbeing, mobilising queries and a point of contact for fire control information for brigade and also national reps.

The CSNC continued to be involved in discussions surrounding the future pay strategy, while still keeping the pay gap and issues within fire controls at the forefront of the FBU's national agenda. The CSNC took part in final appeals and also represented members in discipline and ADAE cases.

The CSNC progressed to a face-to-face meeting which benefitted the committee, but also continued to hold meetings and discussions online to enable issues to be discussed in a shorter timescale and fit in with the committee members' personal schedules. We continue to be in regular contact between meetings.

The CSNC held three formal meetings in 2025:

- 25 February
- 25 March
- 18 November.

While the CSNC still has some regions unrepresented, it continues to monitor those regions through regional secretary groups. The stability of the committee has been sustained throughout 2025. Huge progress was made in preparing for the first national control school to take place in 2026.

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

K4 RETAINED SECTION REPORT

The year began with the first increase to the retaining fee in over two decades, seeing it rise to 15% of a full-time firefighter's salary. This is a significant first step towards making the retained duty system sustainable. However, this increase still falls short of the 'substantial increase' that the National Retained Committee (NRC) has been campaigning for. The change, which was a result of an eight month review, also saw the introduction of more flexible levels of cover, moving away from the old 'Full cover/less than full cover' options. These new national bandings allow retained firefighters to select a level of cover hours that will provide them with a good work/life balance.

The committee held meetings as follows:

- 23 January – online
- 14-15 March – Wortley Hall
- 28 April – online
- 28-29 July – Wortley Hall
- 10-11 October – Wortley Hall
- 27 October – online.

Attendance at our business meetings by the elected regional reps has been good throughout the year. However, the NRC does not have a regional representative from every region. The committee would therefore urge those brigade and regional committees that do not have an active retained rep to do all that they can to fill these empty positions. Without sectional representation at all levels, the structure of our union cannot operate at maximum efficiency. Without reps, the NRC will be hindered in its efforts to increase the retained membership levels and in its ability to provide accurate and timely information to the executive council.

At the FBU annual conference at Blackpool in May, the NRC was represented by Paul Revill, Paul Farman and delegates James Salt and Oliver Baldam. Resolutions were moved on 'Improved Engagement with Potential New Members' and 'Trade Union Facilities for RDS Reps'. Our third resolution, 'Time off in Lieu for RDS Staff', was remitted with the right to speak, following assurances from the AGS. Delegates also spoke on numerous other resolutions.

Throughout the year, NRC officials and reps provided local officials around the UK with support on a variety of issues. The committee officials have represented the NRC at NJC meetings, EC meetings, EC strategy days, national health and safety meetings, on the *Sectional Structure Review*, final appeals committee and on the uniformed operations committee. Paul Revill attended meetings of the NFCC On-Call Practitioners Group and the NFCC On-Call Conference.

The NRC reflected on the major issues affecting retained members and found that they are the same as last year. The decline in calls, take home pay and job satisfaction continues, resulting in an increasing number of our retained members quitting the service. Retained units are understaffed, with fire and rescue services failing to spend money on recruitment, leading to more pressure on members to keep the pump on the run.

The dangerous practices of the OIC being required to drive the appliance, and of pumps turning out with three or even two crew continues. Some frontline fire engines have been downgraded to vans, further reducing morale, and we are seeing even more proposals being put forward to close retained fire stations or remove second pumps across the UK.

On a positive note, more members have been able to buy back pensions from the start of their employment under the second options exercise, and our ongoing campaigns to secure the correct payment of CPD, and the correct allocation of public holiday leave, have again achieved positive results for our members, with more fire services changing their policies and paying their retained employees correctly.

A list of the NRC officials and regional reps for 2025 is found in Section L.

K5 OFFICERS' SECTION REPORT

During 2025 the Officers' National Committee (ONC) provided valuable advice to inform the structures of the union, primarily the executive council. The ONC's confirmed focus remains officer welfare, specifically the Flexible Duty System (FDS), DECON, additional duties and response vehicle schemes, with the current emphasis on addressing workplace stress.

Celebrating the 40th anniversary of the Flexible Duty System (FDS), the *FBU Officer Guide 1 – FDS* has been approved and a successful and productive officer school was held near York in October. The ONC would like to thank all those who assisted and attended.

FBU Officer Guide 1 – FDS has received positive feedback on an embargoed copy at officer school. It is clear this publication will clarify, maintain and restore the conditions of service for all our officer members.

Significantly, following ONC advice and support, a statement was issued by the National Joint Council joint secretaries, which has clarified the intended use and purpose of our standby time. The agreed statement is clear: 'any managerial duties carried out during standby hours (for example responding to an emergency or answering a query by telephone) should count towards the employee's total positive hours.'

The ONC secretary attended meetings in North East, East Midlands, London, Northampton, Shropshire, North Wales, Lincolnshire, Leicestershire and Essex, while continuing to provide support and guidance in the West Midlands, Scotland and Cambridgeshire on officer-related issues.

Our secretary also represented officer members in our pay strategy meetings, which should reward the additional skills and experience provided within role. The three ONC resolutions received FBU conference approval. The ONC attended the MMNB/NJC on 11 February, 5 June and 7 October.

During 2025, the ONC held the following meetings:

- 10 February – London
- 3 March – online
- 30 April – online
- 13 May – online
- 4 June – London
- 6 October – Cardiff
- 8-9 December – Birmingham NEC (including AGM).

Thanks and appreciation to two active members of the ONC who retired this year. We will continue our recruitment work to ensure all officers have a voice.

Our work will continue with *Officer Guide 2* on response vehicles and a workplace stress seminar during 2026.

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

K6 MEMBERSHIP SERVICES

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

- legal protection provided by 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 *Red Notice*, *Firefighter* magazine and on our website. These services provide a small commission to the FBU, which is invested in the union's wider campaigning work.

K7 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2025

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	5	–	–	–	5	4	–	1	5	5	–	5	5	–	–	–	5
Total		5	–	–	–	5	4	–	1	5	5	–	5	5	–	–	–	5
1	Scotland	3,000	1,088	118	7	4,213	2,397	594	1,222	4,213	3,787	426	4,213	3,779	359	74	1	4,213
Total		3,000	1,088	118	7	4,213	2,397	594	1,222	4,213	3,787	426	4,213	3,779	359	74	1	4,213
2	Northern Ireland	807	705	47	–	1,559	213	860	486	1,559	1,516	43	1,559	1,240	144	175	–	1,559
Total		807	705	47	–	1,559	213	860	486	1,559	1,516	43	1,559	1,240	144	175	–	1,559
3	Cleveland	315	34	13	10	372	103	189	80	372	332	40	372	328	44	–	–	372
3	Durham	261	53	19	2	335	148	101	86	335	276	59	335	282	53	–	–	335
3	Northumberland	113	77	11	1	202	84	88	30	202	188	14	202	171	31	–	–	202
3	Tyne and Wear	519	2	20	12	553	177	228	148	553	492	61	553	485	68	–	–	553
Total		1,208	166	63	25	1,462	512	606	344	1,462	1,288	174	1,462	1,266	196	–	–	1,462
4	Humberside	413	111	30	9	563	286	156	121	563	486	77	563	495	68	–	–	563
4	North Yorkshire	247	116	6	11	380	170	71	139	380	320	60	380	330	50	–	–	380
4	South Yorkshire	585	47	20	28	680	180	304	196	680	596	84	680	591	83	6	–	680
4	West Yorkshire	839	22	19	18	898	265	248	385	898	756	142	898	778	117	2	1	898
Total		2,084	296	75	66	2,521	901	779	841	2,521	2,158	363	2,521	2,194	318	8	1	2,521
5	Cheshire	389	67	30	27	513	330	60	123	513	441	72	513	390	108	15	–	513
5	Cumbria	196	129	–	5	330	158	71	101	330	282	48	330	277	53	–	–	330
5	Greater Manchester	1,349	–	–	56	1,405	805	342	258	1,405	1,288	117	1,405	1,238	161	6	–	1,405
5	Isle of Man	38	61	1	–	100	35	5	60	100	86	14	100	92	6	2	–	100
5	Lancashire	535	165	–	4	704	316	182	206	704	605	99	704	620	84	–	–	704
5	Merseyside	508	–	26	41	575	314	143	118	575	482	93	575	453	112	10	–	575
Total		3,015	422	57	133	3,627	1,958	803	866	3,627	3,184	443	3,627	3,070	524	33	–	3,627
6	Derbyshire	328	194	30	–	552	255	174	123	552	514	38	552	455	96	–	1	552
6	Leicestershire	346	71	15	6	438	199	104	135	438	374	64	438	392	45	1	–	438
6	Lincolnshire	151	244	12	9	416	234	82	100	416	367	49	416	370	46	–	–	416
6	Northamptonshire	243	79	7	1	330	87	134	109	330	299	31	330	285	44	1	–	330
6	Nottinghamshire	392	118	–	21	531	178	217	136	531	491	40	531	470	59	2	–	531
Total		1,460	706	64	37	2,267	953	711	603	2,267	2,045	222	2,267	1,972	290	4	1	2,267
7	Hereford and Worcester	193	79	17	1	290	148	54	88	290	244	46	290	247	43	–	–	290
7	Shropshire	144	56	11	3	214	80	55	79	214	174	40	214	184	27	3	–	214
7	Staffordshire	247	143	–	7	397	166	133	98	397	349	48	397	346	47	4	–	397
7	Warwickshire	221	34	18	5	278	68	68	142	278	219	59	278	232	44	2	–	278
7	West Midlands	1,135	–	52	10	1,197	425	383	389	1,197	982	215	1,197	982	202	13	–	1,197
Total		1,940	312	98	26	2,376	887	693	796	2,376	1,968	408	2,376	1,991	363	22	–	2,376
8	Mid and West Wales	365	210	28	11	614	260	192	162	614	547	67	614	536	78	–	–	614
8	North Wales	266	301	15	10	592	297	159	136	592	545	47	592	496	95	1	–	592
8	South Wales	761	208	34	–	1,003	423	361	219	1,003	907	96	1,003	919	82	2	–	1,003
Total		1,392	719	77	21	2,209	980	712	517	2,209	1,999	210	2,209	1,951	255	3	–	2,209
9	Bedfordshire	215	37	18	5	275	118	94	63	275	246	29	275	235	39	1	–	275
9	Cambridgeshire	240	63	17	–	320	139	63	118	320	284	36	320	273	45	2	–	320
9	Essex	578	174	26	2	780	355	213	212	780	700	80	780	698	76	6	–	780
9	Hertfordshire	409	58	14	9	490	204	147	139	490	398	92	490	423	53	14	–	490
9	Norfolk	239	115	5	–	359	167	129	63	359	333	26	359	329	29	1	–	359
9	Suffolk	181	125	9	–	315	159	72	84	315	265	50	315	275	32	7	1	315
Total		1,862	572	89	16	2,539	1,142	718	679	2,539	2,226	313	2,539	2,233	274	31	1	2,539
10	London	4,558	–	53	13	4,624	2,631	1,403	590	4,624	4,305	319	4,624	4,081	531	9	3	4,624
Total		4,558	–	53	13	4,624	2,631	1,403	590	4,624	4,305	319	4,624	4,081	531	9	3	4,624

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	302	62	1	10	375	131	67	177	375	322	53	375	327	43	5	–	375
11	Kent	599	192	31	28	850	342	182	326	850	775	75	850	736	97	17	–	850
11	Surrey	380	23	30	3	436	210	93	133	436	383	53	436	387	46	3	–	436
11	West Sussex	287	69	–	4	360	170	65	125	360	332	28	360	327	32	1	–	360
Total		1,568	346	62	45	2,021	853	407	761	2,021	1,812	209	2,021	1,777	218	26	–	2,021
12	Berkshire	345	22	36	14	417	205	106	106	417	361	56	417	354	63	–	–	417
12	Buckinghamshire	285	45	–	–	330	178	39	113	330	288	42	330	298	31	–	1	330
12	Hampshire and Isle of Wight	477	105	19	9	610	190	173	247	610	527	83	610	539	65	6	–	610
12	Oxfordshire	203	162	–	7	372	190	66	116	372	335	37	372	324	46	2	–	372
Total		1,310	334	55	30	1,729	763	384	582	1,729	1,511	218	1,729	1,515	205	8	1	1,729
13	Avon	409	71	37	5	522	213	180	129	522	440	82	522	440	77	5	–	522
13	Cornwall	178	160	12	1	351	126	107	118	351	315	36	351	302	42	6	1	351
13	Devon and Somerset	465	308	23	4	800	301	139	360	800	677	123	800	710	81	9	–	800
13	Dorset and Wiltshire	382	182	18	2	584	229	196	159	584	519	65	584	535	49	–	–	584
13	Gloucestershire	134	45	1	–	180	60	44	76	180	155	25	180	132	40	7	1	180
Total		1,568	766	91	12	2,437	929	666	842	2,437	2,106	331	2,437	2,119	289	27	2	2,437
Grand Total		25,777	6,432	949	431	33,589	15,123	9,337	9,129	33,589	29,910	3,679	33,589	29,193	3,966	420	10	33,589

SECTION L

INTERNAL ADMINISTRATION

L1

INTRODUCTION

During 2025, the FBU held a number of elections. The executive council thanked those who have served the union, and welcomed those elected to represent our members.

The executive council met 32 times during the year. The finance and administration committee (FAC) monitored the union’s finances.

L2

EXECUTIVE COUNCIL MEETINGS

20 January 2025	11 April 2025	11 June 2025	14 October 2025
29 January 2025	23 April 2025	12 June 2025	15 October 2025
4 February 2025	24 April 2025	30 June 2025	13 November 2025
5 February 2025	25 April 2025	10 July 2025	19 November 2025
6 February 2025	13 May 2025	28 August 2025	24 November 2025
11 February 2025	19 - 23 May 2025	25 September 2025	9 December 2025
27 February 2025	5 June 2025	7 October 2025	10 December 2025
26 March 2025	10 June 2025	13 October 2025	11 December 2025

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Ian Murray (President)	32	30	2 – sick leave
Steve Wright (General Secretary) (from 14 January 2025)	32	30	2 – other union business
Matt Wrack (General Secretary) (until 14 January 2025)	0	0	
Ben Selby (Assistant General Secretary)	32	26	3 – personal leave 3 – other union business
Colin Brown	32	28	3 – annual leave 1 – other union business
Jim Quinn	32	29	1 – annual leave 2 – sick leave
Tony Curry	32	29	3 – annual leave
Pete Smith	32	26	1 – annual leave 2 – medical leave 2 – sick leave 1 – other union business
Andrew Fox-Hewitt	32	28	3 – annual leave 1 – other union business
Adam Taylor (As EC member region 6 until 8 July 2025) (As National Officer from 8 July 2025)	32	30	1 – other union business 1 – annual leave
Mark Stilwell (from 10 July 2025)	13	12	1 – annual leave
Andrew Scattergood	32	25	1 – personal leave 4 – annual leave 2 – sick leave
Gareth Tovey	32	31	1 – other union business
Jamie Newell	32	27	2 – medical leave 1 – personal leave 1 – other union business 1 – annual leave
David Shek	32	27	1 – other union business 4 – annual leave
Joe Weir	32	30	2 – annual leave
Chris Wycherley (from 20 January 2025)	32	29	3 – annual leave
Val Hampshire	32	27	2 – annual leave 3 – other union business
Tam McFarlane	32	23	2 – other union business 3 – medical leave 4 – annual leave
Mark Rowe	32	26	5 – annual leave 1 – other union business
Riccardo la Torre (until 30 September 2025)	22	0	22 – sick leave

* Some EC meetings took place on the same day or on consecutive days (See Section L2), inflating some non-attendance figures.

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 2025, the FAC met on the following occasions:

17 March	8 April	18 June
2 September	3 November	12 December

Membership of the FAC comprised the following officials in 2025:

Steve Wright	Tony Curry	Jim Quinn
Adam Taylor	Tam McFarlane	Ian Murray
Val Hampshire	Pete Smith	Joe Weir

L5 ELECTIONS

ELECTION OF GENERAL SECRETARY

Number of voting papers returned8,648
Number of voting papers found to be invalid (blank/spoilt)24
Matt Wrack.....3,436
Steve Wright.....5,188
Certified by Popularis Ltd 14 January 2025
Steve Wright elected to office 14 January 2025
Term of office commenced 14 January 2025

ELECTION OF NATIONAL OFFICER

Number of voting papers returned3,593
Number of voting papers found to be invalid (blank/spoilt)6
Scott MacRory749
Adam Taylor2,838
Certified by Popularis Ltd 8 July 2025
Adam Taylor elected to office 8 July 2025

ELECTIONS OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member North East (region 3)

Tony Curry re-elected to office 12 November 2025
Term of office commenced 11 November 2025

Election of executive council member East Midlands (region 6)

Mark Stilwell elected to office 12 November 2025
Term of office commenced 12 November 2025

ELECTIONS OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary London (region 10)

Jon Lambe re-elected to office 18 November 2025

Term of office commenced 14 November 2025

Election of B&EMM sectional secretary

Kasey LeGall elected to office 27 August 2025

Term of office commenced 27 August 2025

Election of LGBT+ sectional secretary

Maria Buck elected to office 2 October 2025

Term of office commenced 2 October 2025

ELECTIONS OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair Northern Ireland (region 2)

Dermot Rooney re-elected to office 12 November 2025

Term of office commenced 11 November 2025

Election of regional chair North West (region 5)

Lee Hunter elected to office 12 November 2025

Term of office commenced 11 November 2025

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

Colin Brown

Regional secretary

John McKenzie

Regional chair

Gus 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

Karl Wager

Regional chair

Karl Wager

Wayne Anderson

Regional treasurer

Dave Howe

Andy Murray

Brigades

Cleveland

Durham

Northumberland

Tyne and Wear

Brigade secretary

Dave Howe

James Sudron

Andy Murray

Mark Dowthwaite

Wayne Anderson

Brigade chair

Karl Wager

Nicholas Cain

Guy Lawes

David Habberjam

Stephen Hanley

Chris Cook

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

Gavin Marshall

Regional chair

Steve Howley

Regional treasurer

Matt Nicholls

Brigades

Humberside

North Yorkshire
South Yorkshire
West Yorkshire

Brigade secretary

Sam Miller-Hodges

Kiren Thorpe

Steve Howley

Matt Nicholls

Martyn Bairstow

Brigade chair

Janet Hayton

Paul James
Stuart Smith
Mathew Herrin
James Davies

REGION 5 – NORTH WEST

FBU Regional Office

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

Executive council member

Andrew Fox-Hewitt

Regional secretary

Ian Hibbert

Regional chair

Lee Hunter

Regional treasurer

David Pike

Brigades

Cheshire
Cumbria
Greater Manchester
Isle of Man
Lancashire
Merseyside

Brigade secretary

Andrew Boyle

Steven Mattinson

David Pike

Nicholas Hays

Sean Pilkington

Lee Hunter

Brigade chair

Jack Fellows
Steven Ratcliffe
Ross Strother
Blake Kelly
Mark Hoyle
Graeme Jones

REGION 6 – EAST MIDLANDS

FBU Regional Office

The Waterside Offices
Pavilion Road
West Bridgford
Nottingham
NG2 5FA

Executive council member

Adam Taylor

Mark Stilwell

Regional secretary

Mark Stilwell

Jed Goodfellow

Regional chair

Chris Kemp

Harry Brant

Regional treasurer

Clare Hudson

Brigades

Derbyshire

Leicestershire

Lincolnshire

Northamptonshire

Nottinghamshire

Brigade secretary

Chris Tapp

Harry Brant

Karl Keuneke

Chris Kemp

Helen Durman

Stephen Tucker

Brigade chair

Tony Dempsey

Nicole Marvin

Kane Lucas

Daniel Taylor

Jed Goodfellow

Carl Villiers

Brendan Woodhouse

REGION 7 – WEST MIDLANDS

FBU Regional Office

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

Executive council member

Andrew Scattergood

Regional secretary

Billy Holland

Regional chair

Martin Starkey

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester

Shropshire

Staffordshire

Warwickshire

West Midlands

Brigade secretary

Neil Bevan

Gareth Taylor

Rob Cartwright

Martin Starkey

Neil Stuart

Sasha Hitchins

Brigade chair

Trevor Connolly

David Benfield

Simon Morris

Jack Lee

William Maddern

Carl Goode

REGION 8 – WALES

FBU Regional Office

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

Executive council member

Gareth Tovey

Regional secretary

Duncan Stewart-Ball

Regional chair

Ruth Bateman

Regional treasurer

Gemma Thomas

Brigades

Mid and West Wales
North Wales
South Wales

Brigade secretary

Dan Bartley
Rebekah Uden
David Waller
Ross Davies

Brigade chair

David Ricketts
Terry Ledden
Sean Cayford
Lloyd Price

REGION 9 – EASTERN

FBU Regional Office

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

Executive council member

Jamie Newell

Regional secretary

Rebecca Lewington

Regional chair

Kevin Driver

Regional treasurer

Harry Powell

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk

Suffolk

Brigade secretary

Craig Carter
Mark Harriss
Richard Maddams
Rob Fortune
Ryan Hastings
James Hawkins
Richard Beeby

Brigade chair

Mark Cook
Vacant
Martyn Wager
Emma Young
Kevin Game
Al Jaye
Phil Johnston
Stephen Hayward

REGION 10 – LONDON

FBU Regional Office

4 Sudrey Street
London
SE1 1PF

Executive council member

David Shek

Regional secretary

Jon Lambe

Regional chair

Gareth Beeton

Regional treasurer

Adam Shaw

REGION 11 – SOUTH EAST

FBU Regional Office

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

Executive council member

Joe Weir
Regional secretary
Ed Fox
Regional chair
Tim Green
Regional treasurer
Dave Turner

Brigades

East Sussex
Kent
Surrey
West Sussex

Brigade secretary

Simon Herbert
Danny Barrett
Karl Jones
Peter Horner

Brigade chair

Ben Ashton
Tim Green
Graham Kitchen
Pascal Volant
Marc Bagshaw

REGION 12 – SOUTHERN

FBU Regional Office

Eleanor Marx House,
Unit 2, 12 Richfield Place
Reading
RG1 8EQ

Executive council member

Steve Wright
Chris Wycherley
Regional secretary
Mark Chapman
Regional chair
Chris Wycherley
Dave Hunt
Regional treasurer
Lee Newport

Brigades

Berkshire
Buckinghamshire

Hampshire and Isle of Wight

Oxfordshire

Brigade secretary

Steve Collins
Chris Wycherley
Mitchell Wallace
Jamie Kelly
Dave Hunt
Nick Bourke
Jonathan Shuker

Brigade chair

James Hunt
Rob Martin

Dave Hunt

Jonathan Shuker
Lee Newport

REGION 13 – SOUTH WEST

FBU Regional Office

158 Muller Road
Horfield
Bristol
BS7 9RE
0117 935 5132

Executive council member

Val Hampshire

Regional secretary

Dave Roberts

Regional chair

Amanda Mills

Regional treasurer

Kate Yhnell

Brigades

Avon
Cornwall

Devon and Somerset

Dorset and Wiltshire

Gloucestershire

Brigade secretary

Amanda Mills
Gary Cotton
Michael Titchin
James Leslie
Christian Grantham
Andy Corben

Ben Gwyer

Brigade chair

Matthew Senior
Martin Murt

Alex Smith
James Leslie
Leah Smith
Janine McCumiskey
Richard Champ
Kate Yhnell

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT+	NWC
Secretary	Kasey LeGall	Maria Buck	Robyn Richardson
Chair	Karen Bell	Andrew Steel	Katie Holloway
Region 1	Vacant	Andrew Steel	Kerry McCrone
Region 2	Vacant	Karen McDowell	Jess Doran
Region 3	Dean Pounder	Linzi Blake	Holly Ferguson Kiah Middleton
Region 4	Vacant	Rebecca Savin	Kirsty Wright
Region 5	Robert Lewis	Matthew Black	Maccyla Turner
Region 6	Kasey LeGall	Nicole Marvin Laurel Rey	Grace Cole
Region 7	Adam McKenzie	Ashley Haycock	Philippa Smith
Region 8	Alex Szekely	Ellie Hathaway	Jo Trafford
Region 9	Dwight Williams	Matt Hill	Tilly James
Region 10	Karen Bell	Gemma Betts	Annabel Green
Region 11	Malachi Grant-Burrell	Jake Kaye	Carys Wright
Region 12	Richard Brown	Sam Underwood	Leigh-Marie Rand
Region 13	Lionel McCrea	Kay Bridges	Vacant

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Caroline Saunderson	Paul Revill	Peter Trayner
Chair	Sherri Kitson	Paul Farman	Tony Walker
Region 1	Dawn Forrest	Gavin Anderson	Rachel Rogers
Region 2	Vacant	David Gamble	Jason Kennedy
Region 3	Lyndsey Burton	Guy Lawes	Chris Swift-Hunter
Region 4	Vacant	Tom Cook	Tony Walker
Region 5	Sherri Kitson	Vacant	Chris Evans
Region 6	Hayleigh Marks	Oliver Baldam	Chris Kemp
Region 7	Jane Gummery	James Salt	Becky Hodgkins
Region 8	Gemma Thomas	Nev Weston	Gareth Jianikos
Region 9	Rebecca Lewington	Andre Whitty	Gareth Boyd
Region 10	Nikki Haxton-Jones	n/a	Peter Johnson
Region 11	Melissa Anderson	Vacant	Danny Barrett
Region 12	Chris Hunt	Luke Fowler	Nick Bourke
Region 13	John Rickard	Vacant	Vacant

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Kim Ferguson	Andrew Southward	Scott MacRory
Region 2	James Patterson	Karen McDowell	Barry Mitchell
Region 3	Andy Murray	Hollie Codling	Chris Cook
Region 4	Rebecca Savin Alex Wilson	Vacant	Greg Tucker
Region 5	James Collier	Emily Hollands	Samuel Merriott
Region 6	Hayden Masters	Helen Durman	Dan Cresswell
Region 7	Jane Gummery	Simon Maddams	Louise Fletcher
Region 8	Stuart Stanley	Hannah Lodder-Rodda	Eleanor Hathaway
Region 9	Craig Carter	Mark Cook	Rebecca Lewington
Region 10	Adam Shaw	Vicky Shaw	Gareth Beeton
Region 11	Dave Turner	Matthew Drinkwater	Rob Parkin
Region 12	Luke Fowler	Rob Martin	Kieron Thomas
Region 13	Dave Roberts	Vacant	Jonathan Walker
B&EMM	Vacant	Vacant	Corneil Power
CSNC	Vacant	Vacant	Vacant
LGBT+	Rebecca Savin	Vacant	Vacant
NRC	Vacant	Vacant	Paul Revill
NWC	Leoni Munslow	Zoe Crossan	Laura Worsley
ONC	Nick Bourke	Chris Evans	Nick Bourke Peter Trayner

L7 RETIRED OFFICIALS

Matt Wrack	General secretary
Riccardo la Torre	National officer
Dave Howe	Regional treasurer region 3 and brigade secretary Cleveland
Chris Kemp	Regional chair and ONC rep region 6, brigade secretary Northamptonshire
Phil Johnston	Brigade chair Suffolk
Nick Bourke	ONC rep region 12

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
Region 1	John McKenzie
Region 2	Phil Millar
Region 3	Karl Wager
Region 4	Gavin Marshall
Region 5	Ian Hibbert
Region 6	Mark Stilwell Jed Goodfellow
Region 7	Sasha Hitchins
Region 8	Duncan Stewart-Ball
Region 9	Rebecca Lewington
Region 10	Jon Lambe
Region 11	Ed Fox
Region 12	Mark Chapman
Region 13	Dave Roberts
BEMM	Kasey LeGall
LGBT+	Maria Buck
NWC	Robyn Richardson
CSNC	Caroline Saunderson
NRC	Paul Revill
ONC	Peter Trayner

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 the FBU's external communications, including social media, *Firefighter* magazine, the website, media, and campaigns.

By far the biggest issue in the department's work in 2025 year was the campaign against cuts at both local and national level. It worked with officials all over the country on shift changes, job losses, station closures and downgrades. Nationally, it was the main department tasked with developing the Cuts Kill campaign and supporting the union's general fightback against austerity.

The department intervened strongly into the political cycle, with national officials appearing across the broadcast media to make the case for firefighters and the union's policies. It intervened particularly hard on: the Employment Rights Bill (now Act), the autumn budget, calls for a wealth tax, the Labour Party deputy leadership and leadership, calls to cancel Trump's state visit and broader austerity measures, including welfare cuts.

Health and safety was a major focus, too. The year began with the publication of UCLan research into occupational exposures among firefighters who attended Grenfell. The department dedicated significant resources to building a survey on mental health, which met the necessary participation threshold, and to work around health monitoring research. It is awaiting the research and media outputs from this work.

2025 was a record dry year, and it saw a record number of wildfires. These, alongside widespread flooding, gave us an opportunity to make the case on the climate emergency: without funding the fire service, the UK will be left unprotected against the threat it faces. We partnered with environmental coalitions and groups, and we also joined a coalition fighting for the public ownership of water.

Strikes among the Birmingham bin workers and resident doctors were a spur for solidarity statements, and we were vocal in expressing our support for the rest of the trade union movement. The department was also central to supporting the union's strategy on the far right, including at the Runcorn by-election and with the launch of the Together Alliance.

As always, the department worked constantly with officials on daily issues – to produce content, manage the media and plan campaigns – including responding to HMICFRS reports and dealing with the day-to-day scandals and tribulations of local services. It also worked to support sections, including equalities sections, with campaigns like Fight for 52.

Operationally, prior to major structural changes in early 2026, the department was put on a much stronger footing with the recruitment of a social media and digital communications officer, which vastly expanded the quality and quantity of its online reach. We also launched a podcast.

The communications department was responsible for the union's external response to the tragic loss of two members at a fire in Bicester.

L12 RESEARCH REPORT

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

During 2025, research and policy staff assisted elected officials with interventions at Westminster, notably around the Employment Rights Act. This included the secretariat for the union's parliamentary group, attending all-party parliamentary groups, the TUCG, production of the *Fire and Rescue Service Matters* bulletin, and lobbying of MPs. The department also assisted officials with consolidating relations with ministers, other politicians and civil servants.

The department assisted elected officials with drafting submissions to Westminster government consultations and Westminster legislation, including those on the Employment Rights Bill, the Covid-19 inquiry, building safety, deregulation and other submissions (see Section D). The department helped FBU officials with submissions to the devolved administrations (see Section E).

During 2025, the department continued to contribute to work arising from the Grenfell Tower fire, notably the book *Culpable*, the FBU's serious accident investigation, briefings for elected officials and liaison with politicians (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 (see Section F).

The department assisted national and sectional officials with a range of equalities matters, including conferences, schools, culture reviews, 'Fight for 52', domestic violence guidance and the equalities sub-committee. Staff also helped with the DECON campaign, PFAS research, work on assaults on firefighters and international solidarity.

The department provided support on all aspects of FBU democracy. This included the executive council's annual report and other papers, executive council policy statements to conference, the record of decisions and the report of proceedings.

L13 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 Lottery was set up to support firefighters, bereaved families and the firefighting profession. The FBU 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 maintained 5,000 average weekly ticket sales throughout the year.

In 2025 the Lottery Distribution Panel agreed the payments in accordance with the good causes criteria of the lottery fund. Those details are found in Section M2, in notes to the accounts.

L14 RED PLAQUE SCHEME

The FBU's Red Plaque scheme aims 'to support, establish and maintain memorials and/or memorial events in remembrance of firefighters killed in the line of duty'. It is funded by the Firefighters 100 lottery.

Eleven Red Plaques were unveiled in 2025, which were dedicated to 19 firefighters (including a group plaque for eight Sheffield Blitz firefighters). These were:

- James Potter Schofield
- Hector MacDonald Graham
- Daniel O'Donovan
- Dudley Hamish Grant
- David Wilson and John Sydney Farrow
- Frank Mallinson
- Mick Bird
- Alan Sherratt
- Christopher William Betts
- Sheffield Blitz firefighters
- Robin Neill.

To date, there are 85 Red Plaques commemorating 136 named firefighters. There are 57 Red Plaques which have been formally commissioned but not yet laid. There are a number of applications currently under consideration but not yet commissioned.

The Red Plaque website 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. During 2025, the shop continued to attract interest and sales. The FBU profit was £3,553.90 (after taking away costs). All FBU profit goes to the good causes fund supported by the Firefighters 100 fund.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2025 ACCOUNTS

TOTAL FUNDS

The union's total funds as at 31 December 2025 were £20m (2024 – £16.7m). This represents a significant increase of £3.3m. The main increase was a £3.2m increase in general reserves, owing to a surplus on disposal of property and a positive re-valuation of our pension scheme. This has been invested in fixed assets, primarily the new head office.

As at 31 December 2025 our Accident and Injury Fund was £4.92m (2024 – £4.86m), Political Fund was £1.01m (2024 – £0.84m) and Lottery Fund was £0.09m in deficit (2024 – £0.04m in surplus).

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.

GENERAL FUND

At 31 December 2025, the General Fund excluding the defined benefit pension asset was £8.55m (2024 – £7.47m). There was a divestiture of investments in the year which, coupled with property purchases, have strengthened our fixed assets position compared to 2024 (excluding pension movements).

The pension fund surplus at 31 December 2025 stood at £5.61m (2024 – £3.5m). This increase of £2.11m is due to the actuaries' revaluation of the pension scheme.

The General Fund at 31 December 2025 was £14.16m (2024 – £10.97m).

There has been a 8% decrease in the value of investments, from £5.43m to £5m. This has occurred as a result of selling off equities to finance the purchase of Region 10's office.

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

The finance department continue to work closely with Regional Treasurers and National Officers with the objective of achieving greater transparency and accountability. We are looking at phasing out the number of active prepaid cards and training treasurers for greater regional autonomy. A PO system will be introduced to aid tightening of controls and improve budget management.

The FBU holds property assets with a net book value of £9m as at 31 December 2025 (2024 – £1.9m). An assessment regarding rebuild valuation costs was completed for the union's insurers in December 2025, covering the full union property portfolio.

FINANCIAL REVIEW OF 2025

In 2025 our total income was £13.05m (2024 – £12.75m) and our total expenditure £14.06m (2024 – £13.26m). This gave us a total surplus of £1.56m (2024 – £620k) including surplus on investments' revaluation and before actuarial pension adjustments. The surplus after actuarial pension adjustments was £3.3m (2024 – £2.21m) and our general fund surplus has increased to £14.16m (2024 – £10.97m).

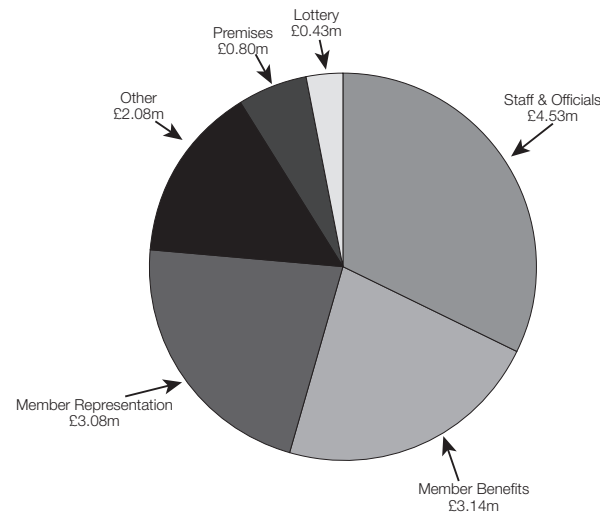
Positive pension scheme actuarial adjustments of £1.74m (2024 – £1.59m) further contributed to the surplus for the year. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2025 our ordinary membership levels fell by 128, 0.38% (2024 – 222, 0.65%) to 33,589 (2024 – 33,717). Membership income from contributions increased to £12.6m (2024 – £12.3m) due mainly to the increase in the contribution rates in 2025.

Our expenditure increased by £806k (2024 – £51k) during 2025, owing primarily to new office costs.

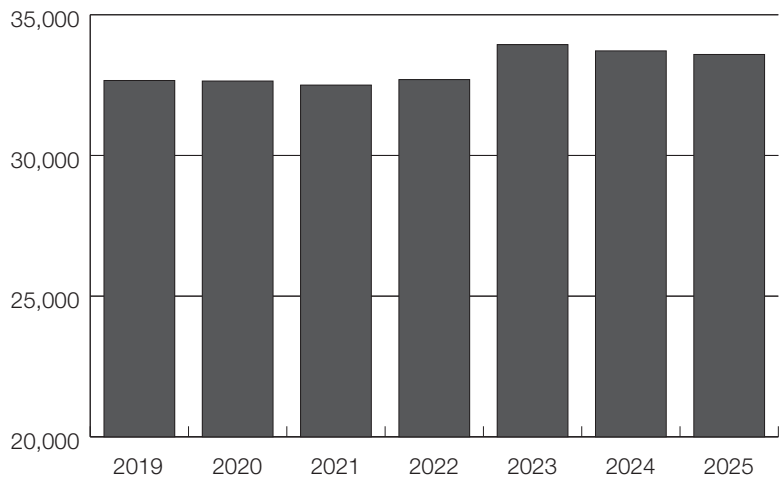
Set out below is a chart which shows a breakdown of our expenditure for 2025. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

Expenditure £14.06m

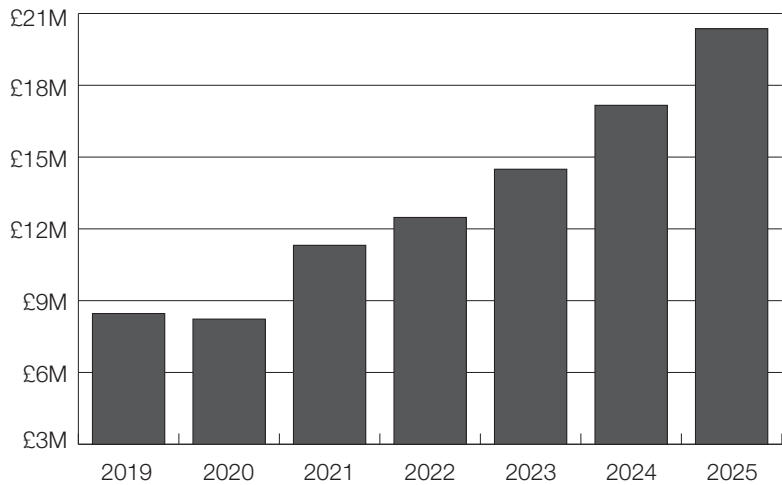


As a result of the overall surplus of £3.3m for 2025, our funds have now increased from £16.7m to £20m. This is made up of the accident and injury fund £4.92m, political fund £1.01m, general fund £14.16m and the lottery fund £95k in deficit.

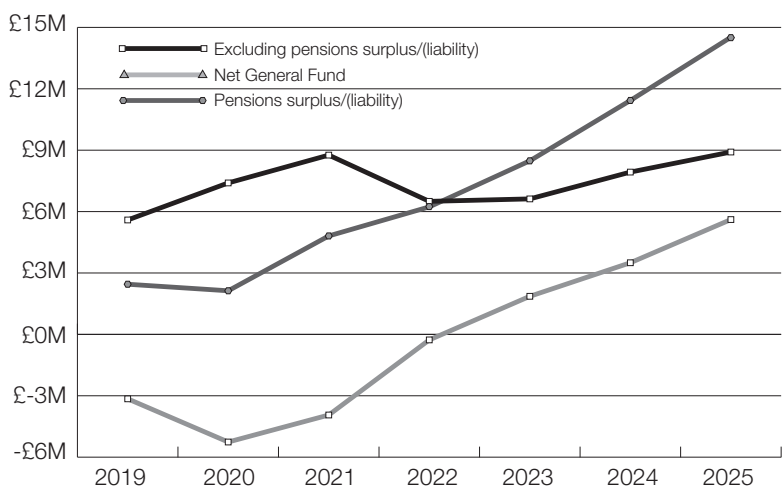
Number of members



Total funds



General Fund



GENERAL FUND BUDGET 2026

The budget for 2026 is summarised below:

	£'000
Income	
Contributions	11,080
Other	800
Total	11,880
Expenditure	
Staff Costs	3,000
Other Costs	8,700
Total	11,700
Operating surplus	180

CONCLUSION

The 2026 budget represents a balanced approach over the coming year. A new PO system will be implemented by finance to closely track spend and ensure adherence to budget as well as quarterly forecast meetings with the relevant officials.

Summary of financial results of the last 5 years

	2025	2024	2023	2022	2021
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	12,598	12,258	11,331	10,151	10,301
ULF grants	28	35	55	19	198
Other	424	454	540	482	434
	13,050	12,747	11,926	10,652	10,933
Expenditure					
Members benefits (note 1)	3,138	2,902	3,151	2,821	1,844
Staff and officials	4,529	4,398	4,008	3,912	3,719
Member representation (note 2)	3,079	3,041	3,128	2,779	1,538
Premises	799	608	686	696	624
Lottery (note 3)	425	313	321	287	210
Other (note 4)	2,093	1,996	1,913	1,876	1,625
	14,063	13,258	13,207	12,371	9,560
Operating surplus/(deficit)	(1,013)	(511)	(1,281)	(1,719)	1,373
Non-operating	2,576	1,131	1,308	(641)	663
Pension adjustments	1,742	1,586	1,988	3,524	1,048
Overall result	3,305	2,206	2,015	1,164	3,084
General fund	14,162	10,965	8,482	6,230	4,815
Accident & injury fund	4,924	4,862	5,029	5,295	5,581
Political fund	1,014	837	894	808	761
Lottery	(95)	36	89	146	158
Total funds	20,005	16,700	14,494	12,479	11,315

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, 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.



Steve Wright
General Secretary

Date: 25 March 2026



Tony Curry
Acting National Treasurer

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

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

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 2025 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 2025 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

Arising solely from the limitation on the scope of our work relating to the valuation of investment property referred to above, we have not received all the information and explanations we require for our audit.

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 94 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). 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.



HaysMac LLP

Chartered Accountants, Registered Auditors
10 Queen Street Place, London EC4R 1AG

Date: 2 April 2026

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2025

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2025 £	As restated 2024 £
Income								
Contributions	1(f)	10,756,881	1,573,645	267,228	–	–	12,597,754	12,257,519
Investment Income		101,625	–	–	–	–	101,625	163,880
Grants and donations		21,327	–	–	–	6,593	27,920	35,191
Other Income	19	14,543	–	–	294,533	–	309,076	275,875
Commission received		487	–	–	–	–	487	5,666
VAT recoverable		13,634	–	–	–	–	13,634	9,057
		<u>10,908,497</u>	<u>1,573,645</u>	<u>267,228</u>	<u>294,533</u>	<u>6,593</u>	<u>13,050,496</u>	<u>12,747,188</u>
Expenditure								
Benefits	2	1,881,593	1,256,748	–	–	–	3,138,341	2,901,637
Conferences		492,264	–	21,200	–	–	513,464	353,291
Affiliations		180,708	–	37,826	–	–	218,534	357,217
'Firefighter'		254,694	–	–	–	–	254,694	161,527
Commissions		16,197	14,272	7,136	–	–	37,605	39,960
Staff and officials	3	4,282,570	240,000	–	–	6,593	4,529,163	4,398,060
Member representation	4	3,057,375	–	21,836	–	–	3,079,211	3,041,202
Premises	5	799,175	–	–	–	–	799,175	607,541
Other expenditure	6	648,990	–	2,000	–	–	650,990	820,879
Depreciation	1(c)	417,632	–	–	–	–	417,632	263,967
Lottery good causes and prizes	19	–	–	–	424,835	–	424,835	312,640
		<u>12,031,198</u>	<u>1,511,020</u>	<u>89,998</u>	<u>424,835</u>	<u>6,593</u>	<u>14,063,644</u>	<u>13,257,921</u>
Operating (deficit)/surplus		(1,122,701)	62,625	177,230	(130,302)	–	(1,013,148)	(510,733)
Non-operating income and expenditure								
Surplus on disposal of fixed assets		1,983,670	–	–	–	–	1,983,670	8,377
Surplus on revaluation of quoted investments	9(a)	198,743	–	–	–	–	198,743	253,935
Surplus on revaluation of unquoted investments	9(b)	393,600	–	–	–	–	393,600	868,800
Surplus/(deficit) for the year before taxation		1,453,312	62,625	177,230	(130,302)	–	1,562,865	620,379
Taxation	7	–	–	–	–	–	–	–
Surplus/(deficit) for the year after taxation		1,453,312	62,625	177,230	(130,302)	–	1,562,865	620,379

The notes on pages 102 to 115 form part of these financial statements

STATEMENT OF COMPREHENSIVE INCOME (CONTINUED)

For the year ended 31 December 2025

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2025 £	As restated 2024 £
Other comprehensive income								
Actuarial gains on post employment benefit obligations		392,000	–	–	–	–	392,000	1,665,000
Return on assets (excluding interest income)		574,000	–	–	–	–	574,000	(352,000)
Experience gains		776,000	–	–	–	–	776,000	273,000
Total other comprehensive income	13	1,742,000	–	–	–	–	1,742,000	1,586,000
Total comprehensive income/(expense) for the year		3,195,312	62,625	177,230	(130,302)	–	3,304,865	2,206,379

The notes on pages 102 to 115 form part of these financial statements

STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

	Note	2025 £	As restated 2024 £
Fixed Assets	8	10,310,907	2,162,214
Investments	9	4,996,191	5,432,621
		15,307,098	7,594,835
Current assets			
Debtors	10	1,208,100	961,738
Cash at bank		2,219,518	7,468,583
Total current assets		3,427,618	8,430,321
Current liabilities	11	(3,924,388)	(2,822,060)
Net current assets		(496,770)	5,608,261
Creditors falling due after more than one year	12	(412,367)	–
Net assets before pension asset		14,397,961	13,203,096
Net defined benefit pension asset	13	5,607,000	3,497,000
Net assets after pension asset		20,004,961	16,700,096
Represented by:			
General fund (excluding defined benefit pension schemes)		8,553,792	7,468,480
Defined benefit pension asset		5,607,000	3,497,000
General fund		14,160,792	10,965,480
Accident and injury fund		4,924,431	4,861,806
Political fund		1,014,406	837,176
Lottery	19	(94,668)	35,634
Total funds		20,004,961	16,700,096

Movement in the union's funds are shown on page 100.

The Executive Council approved these financial statements on 25 March 2026.



S. Wright – General Secretary



I. Murray – President

The notes on pages 102 to 115 form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2025

	Note	As restated General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	As restated Total £
At 31 December 2023		8,482,347	5,028,716	893,692	88,962	14,493,717
Surplus/(deficit) for the year	14	897,133	(166,910)	(56,516)	(53,328)	620,379
Other comprehensive income/(expense) for the year						
Actuarial gains on post-employment benefit obligations		1,665,000	–	–	–	1,665,000
Return on assets less net interest		(352,000)	–	–	–	(352,000)
Experience gains		273,000	–	–	–	273,000
		1,586,000	–	–	–	1,586,000
At 31 December 2024		10,965,480	4,861,806	837,176	35,634	16,700,096
At 1 January 2025		11,430,332	4,861,806	837,176	35,634	17,164,948
Prior year adjustment	14	(464,852)	–	–	–	(464,852)
As restated		10,965,480	4,861,806	837,176	35,634	16,700,096
Surplus/(deficit) for the year		1,453,312	62,625	177,230	(130,302)	1,562,865
Other comprehensive income for the year						
Actuarial losses on post-employment benefit obligations		392,000	–	–	–	392,000
Return on assets less net interest		574,000	–	–	–	574,000
Experience gains		776,000	–	–	–	776,000
		1,742,000	–	–	–	1,742,000
At 31 December 2025		14,160,792	4,924,431	1,014,406	(94,668)	20,004,961

The notes on pages 102 to 115 form part of these financial statements

STATEMENT OF CASH FLOWS

For the year ended 31 December 2025

	2025 £	As restated 2024 £
Cash flows arising from operating activities		
Operating deficit on ordinary activities for the year	(1,013,148)	(510,733)
Depreciation	417,632	263,967
Change in debtors	(246,362)	(9,306)
Change in creditors	1,043,419	(919,938)
Non-cash pension adjustment	(368,000)	(51,000)
Cash outflow arising from operating activities	(166,459)	(1,227,010)
Cash flows from investment activities		
Purchase of fixed assets	(8,395,049)	(130,736)
Proceeds from the sale of fixed assets	2,283,670	8,670
Purchase of investments	(287,965)	(507,211)
Sale of investments	1,316,738	3,556,240
Net cash used in investment activities	(5,082,606)	2,926,963
Net (decrease)/increase in cash and cash equivalents	(5,249,065)	1,699,953
Cash and cash equivalents at the beginning of the year	7,468,583	5,768,630
Cash and cash equivalents at the end of the year	2,219,518	7,468,583

The notes on pages 102 to 115 form part of these financial statements

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

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. 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.
- (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 by the next asset value per share 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.

NOTES TO THE ACCOUNTS

1 Accounting Policies (continued)

For the year ended 31 December 2025

- (j) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (k) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (l) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid.
- (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.

- (o) Financial assets are recognised in the Union's balance sheet when the Union becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition. Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

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

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

NOTES TO THE ACCOUNTS

1 Accounting Policies (continued)

For the year ended 31 December 2025

- Defined benefit pension scheme – the cost of each of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates. Further details are given in note 12.

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

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

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

	2025 £	As Restated 2024 £
2 Benefits		
Legal fees	1,412,872	999,424
Education	468,721	429,338
Accident and injury claims	1,256,748	1,472,875
	3,138,341	2,901,637
3 Costs of staff and lay officials		
Salaries and national insurance contributions	2,056,327	2,238,363
Pension contributions	688,292	596,840
FRS102 pension scheme adjustment (see note 13)	(368,000)	(51,000)
Officials' allowance	624,629	602,286
PAYE agreement	–	400
Trade union leave	1,527,915	1,011,171
	4,529,163	4,398,060
4 Member representation		
Travel	263,344	280,425
Mileage	241,890	206,582
Hotels	299,363	318,967
Subsistence and evening meals	267,118	249,478
Motor expenses	44,517	6,727
Other organising expenses	77,304	32,888
Reports, journals and subscriptions	100,551	56,036
Ballot expenses	142,552	123,441
Donations	88,492	119,894
Goods for presentations and campaigning	139,704	93,112
Communications	460,567	457,172
Computer Support	803,617	778,532
Printing and stationery	120,632	305,493
Advertising	29,560	12,455
	3,079,211	3,041,202
5 Premises		
Repairs and Renewals	43,265	38,326
Office expenses	710,833	530,182
Insurance	45,077	39,033
	799,175	607,541
6 Other expenditure		
Bank charges and interest payable	7,271	9,884
Audit, pension audit and accountancy	64,530	68,395
Professional fees	579,189	742,600
	650,990	820,879

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

7 Taxation

Current

The Union is subject to UK corporation tax on its results. In the year to 31 December 2025, there were sufficient provident benefits available to reduce the annual charge to £nil (2024: £nil).

Deferred Tax (see note 13)

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 2025 there were sufficient provident benefits available to mitigate any potential tax due, hence no provision has been made in the year to 31 December 2025 for deferred tax.

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
8 Fixed assets				
Cost				
At 1 January 2025	3,306,583	1,705,347	67,173	5,079,103
Additions	8,401,637	464,688	–	8,866,325
Disposals	(978,932)	–	–	(978,932)
At 31 December 2025	10,729,288	2,170,035	67,173	12,966,496
Depreciation				
At 1 January 2025	1,495,424	1,354,295	67,170	2,916,889
Charge for the year	208,993	208,636	3	417,632
Disposals	(678,932)	–	–	(678,932)
At 31 December 2025	1,025,485	1,562,931	67,173	2,655,589
Net book value				
At 31 December 2025	9,703,803	607,104	–	10,310,907
Net book value				
At 31 December 2024	1,811,159	351,052	3	2,162,214

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

	2025 £	As restated 2024 £
9 Investments		
Quoted investments and unit trusts (note 9a)	2,530,861	3,360,891
Unquoted equities (note 9b)	2,465,330	2,071,730
Fair value of total investments	4,996,191	5,432,621

a) Quoted equities and unit trusts	2025 £	2024 £
Market value at 1 January	3,360,891	6,155,985
Additions	462,380	418,748
Disposal proceeds	(1,316,738)	(3,556,240)
Cash movement	(174,415)	88,463
Change in fair value of investments	198,743	253,935
Market value at 31 December 2025	2,530,861	3,360,891

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

b) Unquoted equities	2025 £	2024 £
Market value at 1 January	2,071,730	1,202,930
Surplus on revaluation of financial assets to fair value	393,600	868,800
Market value at 31 December 2025	2,465,330	2,071,730
Historical cost at 31 December 2025	240,530	240,530

Unquoted shares held by the union at the year end are broken down as follows:
 235,500 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.

	2025 £	2024 £
10 Debtors		
Membership debtors	731,515	727,330
Other debtors	27,721	13,085
Prepayments	448,864	221,323
	1,208,100	961,738

	2025 £	As Restated 2024 £
11 Current liabilities		
Trade creditors	1,599,528	634,702
Other creditors (see note 12)	174,647	235,592
Accruals	2,150,213	1,951,766
	3,924,388	2,822,060

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

	2025 £	As Restated 2024 £
12 Creditors falling due after more than one year		
Other creditors	412,367	–
	412,367	–

Other creditors relates to amounts owing under the Capital Goods Scheme following the purchase of property during the year. Amounts are payable over the next 8 years with the first payment due in September 2026. £58,910 is included in current liabilities.

13 Defined benefit pension fund

The union operates a defined benefit pension scheme the FBU Pension Scheme.

	2025 £'000	2024 £'000
FBU Pension Scheme		
Opening balance	3,497	1,860
Current service cost	(123)	(111)
Past service cost	–	(250)
Administration expenses	(279)	(199)
Contributions by the union	569	523
Total service cost	167	(37)
Net interest cost	201	88
Actuarial gain	1,742	1,586
Closing balance	5,607	3,497

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

	At 31.12.2025	At 31.12.2024
Rate of increase in salaries	2.8%	2.9%
Rate of increase for deferred pensioners	2.9% / 2.5%	2.9% / 2.5%
Discount rate	5.8%	5.6%
Rate of increase of pensions in payment	3.0% max 5%	3.2% max 5%
	RPI increasing	
	CPI increasing	2.8%

The mortality assumptions are in accordance with the S3PA CMI 2024 (1.25%).

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

	% of total Scheme assets	Value at 31.12.2025 £'000	% of total Scheme assets	Value at 31.12.2024 £'000
Cash	0%	76	1%	135
Annuities	27%	5,046	29%	4,992
Cash accumulation policy	39%	7,211	40%	6,875
Funds	34%	6,137	30%	5,369
Total market value of assets		18,470		17,371

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

13 Defined benefit pension fund (continued)

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

	2025 £'000	2024 £'000
Present value of defined benefit obligation	(12,863)	(13,874)
Fair value of scheme assets	18,470	17,371
Net asset recognised	5,607	3,497

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

Current service costs	123	111
Past service costs	–	250
Administration expenses	279	199
Net interest credit	(201)	(88)
Total recognised	201	472
Actual return on scheme assets	1,535	416

The amounts recognised in other comprehensive income:

Actuarial losses	392	1,665
Return on assets (excluding interest income)	574	(352)
Experience losses arising on the plan liabilities	776	273
Total recognised	1,742	1,586

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

13 Defined benefit pension fund (continued)

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

	2025 £'000	2024 £'000
Scheme liabilities at 1 January	13,874	15,329
Current service cost	123	111
Past service cost	–	250
Interest cost	760	680
Contributions by scheme participants	128	101
Actuarial gain	(1,168)	(1,938)
Benefits paid	(854)	(659)
Scheme liabilities at 31 December	12,863	13,874

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

Fair value of scheme assets at 1 January	17,371	17,189
Interest income	961	768
Expenses	(279)	(199)
Actuarial (loss)/gain	574	(352)
Contributions by employer	569	523
Contributions by scheme participants	128	101
Benefits paid	(854)	(659)
Scheme assets at 31 December	18,470	17,371

FBU Pension Scheme

The Trustees are required to carry out an actuarial valuation every 3 years. This valuation is used to determine the contributions that are required to be paid by the Union. The Trustees are required to allow for a level of prudence when setting the assumptions used for the valuation.

The last actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 30 June 2022. This valuation revealed a funding shortfall of £369,000.

The Union agreed to pay annual contributions of 23% of members' pensionable salaries each year to meet the cost of future service accrual. In respect of the deficit in the Scheme as at 30 June 2022, the Union has agreed to pay £128,000 per annum until 30 September 2026. In addition, the Union will pay £114,000 per annum to cover administration expenses associated with the Scheme.

The Union therefore expects to pay £550,000 to the Scheme during the accounting year beginning 1 January 2026.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

14 Prior year adjustment

The financial statements have been restated to correct the understatement of trade creditors at 31 December 2024. The change has resulted in a decrease in the reported surplus for that year:

Increase in expenditure reported for the year, all relating to the general fund:

	£
Benefits	98,798
Staff and officials	273,994
Member representation	45,329
Premises	34,831
Other expenditure	11,900
Increase in expenditure and trade creditors	464,852
Surplus for the year as previously stated	1,085,231
Surplus for the year as restated	620,379

15 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.

16 Operating leases

As at 31 December 2025 the union has future commitments under non-cancellable operational leases as follows:

	2025 £	2024 £
Within one year	36,356	112,933
Between two and five years	87,815	20,842
Total	124,171	133,775

17 Capital commitments

At 31 December 2025 the union had capital commitments of £28,909 (2024 £nil).

18 Key management personnel

Key management and personnel compensation of £611,391 (2024 – £497,363) 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 2025

19 Lottery

	2025 £	2024 £
Income	294,533	259,312
Expenditure		
Prizes and administration	146,893	127,252
Good causes	277,942	185,388
	424,835	312,640
Deficit for the year	(130,302)	(53,328)
Funds at beginning of the year	35,634	88,962
Funds at the end of the year	(94,668)	35,634

Funds will be transferred from the General fund to cover the deficit. Any surplus carried forward funds are to be spent on good causes.

Good causes	2025 £
University of Central Lancashire	24,000
University of Central Lancashire	198,333
Consultancy Fees	12,723
Donation	1,301
Donation	5,000
Donation	600
Donation	5,000
Donation	2,000
Donation	1,189
Donation	1,200
Photo Competition	1,300
Red plaque	1,301
Red plaque	603
Red plaque	1,209
Red plaque	633
Red plaque	792
Red plaque	3,720
Red plaque	240
Red plaque	633
Red plaque	633
Red plaque	45
Red plaque	933
Red plaque	869
Red plaque	1,466
Red plaque	633

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

19 Lottery (continued)

Good causes		2025 £
Red plaque	Malcolm Farrow	633
Red plaque	Michael 'Mick' Bird	633
Red plaque	NIFRS - HQ Plaque	60
Red plaque	Scrubbs Area	3,991
Red plaque	Wesley Orr	151
Red plaque	William Carnegie	45
Red plaque	Bagpipe Services	340
Red plaque	Easel Display	123
Red plaque	Orders of Service	3,128
Red plaque	Remembrance Wreaths	2,482
		277,942

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

20 Statement of Comprehensive Income – 2024 (As restated)

	Note	As restated General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	As restated 2024 £
Income							
Contributions	1(f)	10,434,766	1,561,912	260,841	–	–	12,257,519
Investment Income		163,880	–	–	–	–	163,880
Grants		1,053	–	–	–	34,138	35,191
Other Income	19	10,563	–	6,000	259,312	–	275,875
Commission received		5,666	–	–	–	–	5,666
VAT recoverable		9,057	–	–	–	–	9,057
		<u>10,624,985</u>	<u>1,561,912</u>	<u>266,841</u>	<u>259,312</u>	<u>34,138</u>	<u>12,747,188</u>
Expenditure							
Benefits	2	1,428,762	1,472,875	–	–	–	2,901,637
Conferences		321,151	–	32,140	–	–	353,291
Affiliations		187,264	–	169,953	–	–	357,217
'Firefighter'		161,527	–	–	–	–	161,527
Commissions		16,039	15,947	7,974	–	–	39,960
Staff and officials	3	4,080,299	240,000	43,623	–	34,138	4,398,060
Member representation	4	2,971,535	–	69,667	–	–	3,041,202
Premises	5	607,541	–	–	–	–	607,541
Other expenditure	6	820,879	–	–	–	–	820,879
Depreciation	1(c)	263,967	–	–	–	–	263,967
Lottery good causes and prizes	19	–	–	–	312,640	–	312,640
		<u>10,858,964</u>	<u>1,728,822</u>	<u>323,357</u>	<u>312,640</u>	<u>34,138</u>	<u>13,257,921</u>
Operating deficit		(233,979)	(166,910)	(56,516)	(53,328)	–	(510,733)
Non-operating income and expenditure							
Surplus on disposal of fixed assets		8,377	–	–	–	–	8,377
Surplus on revaluation of quoted investments	9(a)	253,935	–	–	–	–	253,935
Surplus on revaluation of unquoted investments	9(b)	868,800	–	–	–	–	868,800
Surplus/(deficit) for the year before taxation		897,133	(166,910)	(56,516)	(53,328)	–	620,379
Taxation		–	–	–	–	–	–
Surplus/(deficit) for the year after taxation		897,133	(166,910)	(56,516)	(53,328)	–	620,379

NOTES TO THE ACCOUNTS

For the year ended 31 December 2025

17 Statement of Comprehensive Income – 2024 (As restated) (continued)

	Note	As restated General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	As restated 2024 £
Other comprehensive income							
Actuarial gain on post employment benefit obligations		1,665,000	–	–	–	–	1,665,000
Return on assets less net interest		(352,000)	–	–	–	–	(352,000)
Experience gains		273,000	–	–	–	–	273,000
Total other comprehensive income	13	1,586,000	–	–	–	–	1,586,000
Total comprehensive income/(expense) for the year		2,483,133	(166,910)	(56,516)	(53,328)	–	2,206,379

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2025

Salaries

Name	Office held	Gross salary £	Other Payment £	Total £	Equivalent rank	
Stephen Wright	General secretary	93,258	1,389	94,647	Area manager	Competent "B"
Matt Wrack	General secretary	48,359	25,848	74,207	Area manager	Competent "B"
Ben Selby	Assistant general secretary	93,265	–	93,265	Area manager	Competent "A"
Riccardo la Torre	National officer	64,428	160,094	224,522	Group manager	Competent "B"
Tam McFarlane	National officer	76,585	–	76,585	Group manager	Competent "B"
Mark Rowe	National officer	76,585	–	76,585	Group manager	Competent "B"
Adam Taylor	National officer	41,554	4,215	45,769	Group manager	Competent "B"

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

The "Other" payments to Stephen Wright and Adam Taylor relate to their roles on the Executive Council.

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Stephen Wright	General secretary	13,197	12,922	727
Matt Wrack	General secretary	9,401	6,185	–
Ben Selby	Assistant general secretary	12,943	11,674	655
Riccardo la Torre	National officer	28,180	8,111	–
Tam McFarlane	National officer	9,596	9,719	900
Mark Rowe	National officer	9,599	9,719	930
Adam Taylor	National officer	5,708	5,769	1,885

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

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2025

Benefits

Name	Office held	Officials' allowance	Benefits in kind
		rate per annum £	£
I. Murray	President	13,155	2,525
P. Smith	Executive Council and Vice-President	7,644	–
A. Taylor	Executive Council and Vice-President	see above	
S. Wright	Executive Council and Vice-President	see above	
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. For the year 2025 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.

- C. Brown
- T. Curry
- A. Fox-Hewitt
- V. Hampshire
- J. Newell
- A. Scattergood
- D. Shek
- M. Stilwell
- G. Tovey
- J. Weir
- C. Wycherley

The Union made reimbursement to local authorities of £1,527,915 (2024 – £1,011,171) 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 2025

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 2025 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.

W. Anderson	J. Goodfellow	L. Hunter	L. Newport	M. Starkey
R. Bateman	T. Green	C. Kemp	M. Nicholls	A. Steel
G. Bays	B. Harris	S. Kitson	G. O'Neill	D. Stewart-Ball
G. Beeton	S. Hart	J. Lambe	D. Pike	P. Trayner
K. Bell	I. Hibbert	K. LeGall	H. Powell	D. Turner
C. Blayney	S. Hitchins	R. Lewington	P. Revill	K. Wager
M. Buck	B. Holland	A. Malde	R. Richardson	A. Walker
P. Carberry	K. Holloway	G. Marshall	D. Roberts	T. Walsh
M. Chapman	D. Howe	J. McKenzie	F. Rooney	K. Yhnell
K. Driver	S. Howley	P. Millar	C. Saunderson	S. Young
A. Farman	C. Hudson	A. Mills	A. Shaw	D. Pike
E. Fox	D. Hunt	A. Murray	A. Sproul	

The FBU pays an allowance at the rate of £1,700 per annum to brigade officials and to chairs of national sections. For the year 2025 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.

M. Ahmed	G. Cotton	S. Harris	J. Leslie	A. Sosnowska
L. Akers	R. Cowan	M. Harriss	D. Lloyd	R. Strother
N. Anderson	A. Davidson	R. Hastings	K. Lucas	N. Stuart
B. Ashton	J. Davies	J. Hawkins	R. Maddams	J. Sudron
M. Bagshaw	R. Davies	N. Hays	W. Maddern	C. Swift-Hunter
M. Bairstow	A. Dempsey	J. Hayton	T. Maguire	C. Tapp
S. Ball	M. Dowthwaite	S. Hayward	R. Martin	D. Taylor
I. Ballantyne	J. Drinkwater	A. Hemmings	N. Marvin	G. Taylor
D. Barrett	E. Duncan	S. Herbert	S. Mattinson	S. Taylor
D. Barrett	H. Durman	M. Herrin	M. McKnight	R. Teschner
D. Bartley	S. Eade	C. Hodgkin	R. McLaren	K. Thomas
R. Beeby	C. Edgely	P. Horner	S. Miller-Hodges	M. Thompson
D. Benfield	M. Edwards	M. Hoyle	S. Morris	K. Thorpe
N. Bevan	S. Ellison	D. Hull	D. Morris	M. Titchin
R. Binks	C. Elson	J. Hunt	A. Moss	J. Trafford
W. Borrett	D. Evans	D. Hurst	A. Muir	S. Tucker
N. Bourke	D. Evans	P. James	M. Murt	R. Uden
G. Boyd	A. Faizey	J. Jaye	D. O'Brien	S. Underwood
A. Boyle	D. Fathers	P. Johnston	D. Pauffley	C. Villiers
T. Brandon	J. Fellows	A. Jones	S. Pilkington	P. Volant
H. Brant	E. Findlay	B. Jones	I. Poe	M. Wager
O. Burrow	B. Flanagan	G. Jones	R. Pollock	J. Walker
W. Burt	A. Fletcher	K. Jones	L. Price	M. Wallace
N. Cain	A. Fookes	J. Kaye	N. Purvis	D. Waller
N. Cane	R. Fortune	J. Kearns	S. Ratcliffe	A. Warren
C. Carter	M. Fryer	B. Kelly	P. Reed	T. Wass
R. Cartwright	K. Game	J. Kelly	D. Ricketts	S. Weir
S. Cayford	M. Gardener	K. Kelly	G. Roberts	J. Wharnsby
R. Champ	D. Gibbs	J. Kennedy	V. Robinson	A. Whitehead
L. Clark	C. Goode	A. Kerry	A. Savory	K. Wilkie
P. Cole	C. Grantham	K. Keuneke	M. Senior	A. Wilks
S. Collins	B. Gwyer	G. Kitchen	J. Shuker	C. Wilson
T. Connolly	D. Habberjam	P. Kosla	G. Sinclair	J. Wilson
C. Cook	S. Hanley	G. Lawes	A. Smith	B. Woodhouse
G. Cook	S. Harbour	T. Ledden	L. Smith	D. Young
M. Cook	S. Harding	J. Lee	P. Smith	E. Young
A. Corben	N. Hardy	S. Leroux	S. Smith	

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2025:

Name	Region	Brigade
Kristoffer Adams	1	Scotland
Erin Quinn	1	Scotland
Richard Scott	1	Scotland
Robert Scott	1	Scotland
Scott Williamson	1	Scotland
John Wilson	1	Scotland
Neil Allport	3	Cleveland
James Parkinson	3	Cleveland
James McKane	3	Tyne and Wear
Rhys Gregory	4	South Yorkshire
Andrew Moxon	4	South Yorkshire
Mark Thompson	4	West Yorkshire
Andrew Leyland	5	Greater Manchester
David Quayle	5	Isle of Man
Stephen Robinson	5	Lancashire
Jon Partridge	6	Leicestershire
Brian Kendall	7	Hereford and Worcester
Christopher Short	7	Shropshire
Matthew Owens	7	Staffordshire
Lee Davies	8	South Wales
Karen Edwards	9	Essex
Martyn Sadler	10	London/Oxfordshire
Michael Copelin	11	West Sussex
Jennie Logan	12	Oxfordshire



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