RECORD OF DECISIONS 2026

Fire Brigades Union

97th Conference, Warwick

13, 14 and 15 May 2026

RECORD OF DECISIONS 2026

FIRE BRIGADES UNION

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MOTIONS CARRIED ...

EXECUTIVE COUNCIL POLICY STATEMENTS

EC 1. PAY REFORM

Conference notes the Executive Council (EC) emergency resolution on pay agreed at Conference 2025 subsequent to the membership acceptance of the national employers' pay offer following a consultative ballot.

Conference recognises that the 2025 resolution established pay reform as the union's number one industrial priority and mandated intensive negotiations through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB).

Conference reaffirms that the flat pay structure introduced in 2003 is failing to provide meaningful progression within role, has contributed to inequality across duty systems and roles, and has not kept pace with economic pressures on those working in the UK Fire and Rescue Service (UKFRS), and the complexity, risk and professionalism required of the modern UKFRS.

Conference believes that pay reform is essential to:

- restore fairness following years of real terms pay erosion
- reward professionalism, competence, development and accredited skills within role
- strengthen recruitment and retention
- provide recognised specialist and alternative career pathways, not solely managerial progression
- underpin a nationally agreed, transparent and justifiable framework for pay and conditions
- reinforce national sectoral collective bargaining, following attacks from previous governments.

Conference notes that, since Conference 2025:

- the EC has met regularly to direct and oversee negotiations
- dedicated EC strategy sessions have been held to shape the union's approach
- Joint Secretaries meetings have taken place on a regular basis to progress technical and structural work
- national meetings of brigade and regional officials have been convened
- the Assistant General Secretary and President have undertaken regional briefings across the UK to report progress, gather feedback and answer questions directly from officials and members
- progress reports have been provided following NJC meetings, in line with Conference policy.

Conference recognises that, for the first time in decades, the national employers, the National Fire Chiefs Council, central government and the union are engaged in sustained discussions about reforming the national pay structure. This represents a significant opportunity which must not be squandered.

Conference notes that broad areas of shared discussion now include:

- the journey from development to competence and the potential for progressional pay points
- the future shape of the pay spine, including its application to all Grey Book roles
- the relationship between role maps, competency and pay
- control roles and pay
- continual professional development and its transition into a reformed structure
- leadership development, culture and conduct
- the need for national consistency, transparency and sustainability.

Conference further notes that regional meetings and officials' briefings have raised important questions and concerns about the detail, pace and implications of reform. Conference affirms that such feedback strengthens our position and must continue to shape the union's negotiating approach.

Conference is clear that:

- any reform must deliver tangible improvements in pay and progression for members
- reform must address existing inequalities, including disparities between roles and duty systems
- reform must not be used to erode nationally agreed terms and conditions
- safety principles and professional standards must remain central
- any final proposals affecting pay structures or nationally agreed role maps will be subject to member agreement.

Conference recognises that pay reform sits alongside the annual pay settlement, each requiring focused negotiation in its own right.

Conference notes that inflationary pressures, ongoing cost-of-living challenges, recruitment and retention issues, and sustained pressure on local authority finances form the backdrop to the 2026 pay round.

Conference therefore notes that, following agreement of a position at the February meeting of the NJC, and in advance of the June meeting, the employees' side has signalled its intention to commence discussions at joint secretariat level on the 2026 pay settlement.

Conference recognises that:

- early engagement is intended to inform discussions on both the 2026 pay award and structural reform, recognising that each must deliver in its own terms
- structured discussions will monitor economic conditions affecting members, funding, investment and progress on pay reform
- the objective is to secure a fair, timely and forward-looking settlement that supports the workforce and strengthens the service.

Conference believes that meaningful pay reform will require additional funding and sustained investment from governments across the UK. The case for reform must therefore be made not only within the NJC, but politically, to ministers and officials in Westminster and the devolved governments.

Conference instructs the Executive Council:

1. Continue intensive negotiations on pay reform, with the ambition of securing agreement on a new pay structure for implementation commencing in 2027.
2. Maintain pay reform as the union's central industrial priority.
3. Progress discussions on the 2026 pay settlement in parallel, seeking a fair award that reflects economic conditions and members' expectations.
4. Seek concrete assurances, interim measures and demonstrable progress at each stage of negotiation.
5. Regularly report to members following NJC meetings and through national, regional and brigade briefings.
6. Expand consultation and engagement as proposals develop, ensuring that officials and members are fully informed and able to shape the outcome.
7. Develop and advance the joint case for investment in the fire and rescue service, engaging governments and political representatives at all levels.

Conference affirms that the EC will continue to report back on a regular basis.

Conference further affirms that members will have the final say on any proposed changes to pay structures or nationally agreed role maps.

Should it become apparent that sufficient progress is not being made, Conference will consider all available options to achieve our objectives, including the recall of Conference.

Conference therefore mandates the EC to continue negotiations on pay reform and the 2026 pay settlement in line with this policy, with the clear ambition of delivering a fair, progressive and professional national pay structure in 2027.

EC 2. INTERNATIONALISM

(AS AMENDED BY SCOTLAND AND LONDON)

The Fire Brigades Union (FBU) is part of the working-class movement and, linking itself with the international trade union and labour movement, has as its ultimate aim the bringing about of the socialist system of society.

Internationalism has shaped our history and continues to guide our future. In an increasingly unstable world, solidarity across borders is not optional, it is essential to defending our members and advancing the interests of working people.

THE WORLD TODAY

The FBU operates in a globally interconnected system. Production, finance, supply chains and political decisions cross borders. Employers coordinate internationally. Governments act within global alliances and institutions. Decisions taken in one country can affect workers' jobs, pay, safety and rights in another.

If capital operates globally, workers must cooperate globally. Internationalism is therefore a practical necessity.

At the same time, humanity faces shared environmental limits. Climate change and environmental degradation are global in cause and local in impact. Floods, wildfires and extreme weather increasingly shape the operational reality of firefighters and the lives of working-class communities.

Across many regions, trade union freedoms and democratic rights are under pressure. In some countries independent unions are suppressed. In others, public services are weakened and workers' rights eroded. Armed conflicts continue to devastate civilian populations and place emergency workers at severe risk.

The FBU's position is clear and consistent: we stand for peace, equality, democratic freedoms and the right of peoples to determine their own futures. We do not align ourselves with governments - we stand in solidarity with workers.

FIREFIGHTING AND SOLIDARITY

Firefighting is a global profession. In every country, firefighters respond to emergencies arising from industrial activity, environmental crisis, infrastructure failure and, in some regions, conflict.

While conditions differ, firefighters share common interests: protection and preservation of life, safe systems of work, proper training, adequate resources, high-quality protective equipment, and recognition of occupational health risks, including cancer and trauma.

Cooperation between firefighter unions strengthens professional standards and improves safety. Shared experience across borders has helped advance work on health and safety, occupational disease recognition and emerging operational threats. Firefighter-to-firefighter solidarity is a core part of our internationalism.

But our internationalism does not stop at our profession. The FBU is part of a global labour movement stretching back generations. Without international trade union rights, workers in one country are played off against those in another. When workers organise across borders, all are strengthened.

THE FBU'S TRADITION

The FBU has long maintained strong relationships with firefighter unions and representative bodies internationally. Through bilateral links and participation in european and global networks, we cooperate on professional standards, health and safety and collective bargaining.

We have also consistently supported workers and communities facing repression, discrimination, conflict or humanitarian crisis. The union has opposed racism, apartheid and collective punishment wherever they occur. Our approach has always been grounded in solidarity between working people.

Internationalism is not about entering geopolitical blocs or endorsing states. It is about upholding consistent principles: trade union rights, equality, human dignity and self-determination.

WHY THIS MATTERS NOW

There is increasing pressure in many countries to retreat into a narrow, right wing, self-interested form of nationalism. At the same time, employers and markets continue to operate globally. Competition between workers is encouraged while corporate power becomes more coordinated. At home, that means rising anti-migrant racism, co-ordinated attacks on hotels housing asylum seekers (where fire was used as a weapon,) and a marginalising, hostile environment for immigrant workers trying to make a living in the UK.

For firefighters and other workers, these global dynamics have real consequences:

- climate-driven emergencies increase operational demand and risk
- international supply chains affect equipment and safety standards
- political instability shapes public service funding and worker protections
- conflicts and crises endanger civilians and emergency responders alike.

An international union recognises these connections. Defending pay, safety and democratic rights in one country reinforces them elsewhere. Progress made internationally strengthens us domestically.

PRACTICAL SOLIDARITY

Conference reaffirms that internationalism remains a guiding principle of the FBU.

1. The FBU will strengthen links with firefighter unions and representative bodies globally, promoting cooperation on health and safety, professional standards and collective bargaining.
2. The FBU will continue to defend the universal right to independent trade union organisation and support workers in struggle in the UK and internationally.
3. The FBU will stand in solidarity with workers and communities facing war, repression, discrimination or humanitarian crisis.
4. The FBU will oppose authoritarianism and attacks on trade union and democratic rights wherever they occur.

5. The FBU will ensure its affiliations, donations and partnerships reflect our commitment to international solidarity, equality and self-determination.

Internationalism flows from who we are: a democratic trade union in a global profession and part of a wider global labour movement.

By standing together across borders, as firefighters and as workers we strengthen our union and the values it represents.

PAY AND CONDITIONS

SICK PAY – GREY BOOK
COMPOSITE A

Conference understands that currently within the grey book, the provision under 'Sick Leave' includes both of the following:

> *"An employee on authorised sick leave shall be entitled to full pay for six months in any twelve-month period. Thereafter the fire and rescue employer may reduce pay by up to half for six months."*

And

> *"An employee on authorised sick leave as a result of an illness or injury arising out of authorised duty shall be entitled to full pay for twelve months. Thereafter the fire and rescue employer may reduce pay by up to half for six months."*

Conference notes with concern that members diagnosed with conditions that are automatically deemed disabilities under the Equality Act face having their pay reduced by half after 6 months' absence under the current Grey Book provisions.

Conference also notes that it has become increasingly apparent that fire and rescue employers are automatically reducing pay to half for all employees who are on authorised sick leave, either for illness or injury not arising out of authorised duty or where they can contest the validity of the sick leave arising out of authorised duty, for example, stress related injuries, cancers and post-traumatic stress disorder, without any form of formal process, assessment or due care for the wellbeing of the individual.

Conference believes it is unacceptable that some employers use our national terms and conditions to place seriously ill members in financial detriment at a time when they are undergoing life-saving treatment or managing progressive and life-altering conditions.

Conference therefore instructs the Executive Council (EC) to negotiate through the National Joint Council (NJC) to amend the Grey Book so that absences, wholly or substantially attributable to such disabilities are exempt from pay reduction provisions. This must include the treatment, recovery, aftercare and clinical monitoring and any periods of remission for such qualifying conditions.

Conference instructs the Executive Council, through the NJC to negotiate an agreed position to ensure that any member undergoing cancer treatment must not be subject to reduced pay whilst undergoing that treatment

Conference instructs the EC to commence these negotiations within 3 months of Conference 2026 and to report progress to Conference 2027.

CONTROL STAFF NATIONAL COMMITTEE

2. PAY REFORM FIRE CONTROL

Conference notes that the Control Staff National Committee (CSNC) welcomed the opportunity to be involved in the Pay Reform strategy discussions which were positive and constructive.

Conference also notes that CSNC are concerned about the lack of detail of the reform for Fire Control, as it is not clear how this will benefit the Fire Control members.

Conference seeks guarantees and assurances from the Executive Council that Fire Control will be fully considered within any Pay Reform discussions and CSNC be included in negotiations with the goal of pay parity with our firefighting colleagues from the outset.

CONTROL STAFF NATIONAL COMMITTEE

9. PAY REFORM

Conference recognises the work undertaken by officials of the Fire Brigades Union (FBU) in taking forward the issue of pay reform.

Conference also notes the emergency resolution on pay, brought by the Executive Council (EC) at Conference in 2025. That emergency resolution included the following paragraph:
"As a result of the agreed 2025 pay offer, Conference 2025 instructs the Executive Council (EC) to undertake intensive negotiations over the coming year, with the intention of introducing improvements to the pay structures from the 1 July 2026."

Conference understands that the work so far undertaken has been done in good faith and that those negotiations have not been able to bring resolution to the issue, at this time.

Conference however is also cognisant of the fact that previous talks on 'Broadening the Role' of a firefighter were complex and no definitive resolution was reached.

Conference does not wish to see a repeat of that.

Conference instructs the EC to continue with the talks on pay reform.

Conference affirms that If there is no agreement reached on all work to be undertaken and the relevant pay to be linked to that work, with an offer ready to be voted on by members by the end of 2027, then Conference instructs the EC to stop negotiations and recall Conference to decide on what the next steps should be. This should include all options, including all forms of industrial action.

MERSEYSIDE

12. PAID TIME FOR RETAINED DUTY SYSTEM (RDS) FIREFIGHTERS TO MAINTAIN OPERATIONAL FITNESS

Conference notes the resolution 'Fitness Training Facilities Provision for Retained Duty System (RDS) Employees' brought by Avon in 2025.

Conference also notes the current status update provided by the General Secretary on this resolution in the Conference 2025 'Implementation' document.

Conference recognises the quote within the above stated resolution:
"Conference notes the Grey Book Part B – Occupational health, General Principles, paragraph 1, states;
"Authorities are encouraged to provide facilities to enable employees to maintain and/or improve their levels of fitness as part of an overall health and fitness culture."

Conference however, believes this aspect of the grey book does not go far enough.

Conference understands it is long established that a minimum level of fitness is required to be maintained to be able to respond to emergency incidents. Currently, RDS firefighters are at a detriment to most Wholetime counterparts who are afforded time to maintain operational fitness in work hours. Our RDS members often have other primary employment and more limited opportunities to maintain operational fitness to be able to help their communities. A provision to be paid for this occupational requirement would level the playing field and increase standards across the UK Fire and Rescue Services.

Conference instructs the Executive Council to seek to improve the wording of the Grey Book through negotiations at the National Joint Council to ensure that all RDS firefighters are entitled to be paid for personal training time to maintain operational fitness.

LEICESTERSHIRE

14. A NATIONAL MINIMUM PAID SPECIAL LEAVE FOR FAMILY AND EMERGENCY CIRCUMSTANCES

Conference notes that:

- UK Fire and Rescue Services (UKFRSs) currently operate with widely differing local policies relating to special leave for family emergencies and unforeseen personal circumstance
- in some UKFRSs, employees receive no entitlement to paid special leave, and are required to use annual leave, TOIL, or unpaid leave to manage sudden emergencies
- other UKFRSs provide up to 10 days paid special leave, depending on the nature of the emergency (for example, the hospitalisation of a dependent)
- these variations create a postcode lottery, resulting in inequitable treatment of members undertaking the same roles under the same Grey Book Terms and Conditions, based solely on employing authority.

Conference believes that:

- firefighters and Fire Control staff must be supported to respond to genuine family and personal emergencies without financial penalty
- access to paid special leave is a welfare, wellbeing, and equality issue particularly for those with care giving responsibilities
- nationally agreed minimum standards are essential to ensure fairness, consistency, and dignity for all members
- special leave for emergencies should be facilitated compassionately and consistently, rather than acting as a barrier to attendance or retention.

Conference instructs that the Executive Council shall:

- call upon the National Joint Council to negotiate and introduce a national minimum entitlement to paid special leave within Grey Book Terms and Conditions
- seek agreement that this entitlement shall be a minimum of 4 days paid special leave per leave year or the equivalent of 1 working week, adjusted proportionately for locally agreed duty systems, part-time workers and Retained Duty System personnel
- ensure that this entitlement applies to unforeseen family or personal emergencies, including (but not limited to) the serious illness, hospitalisation or urgent care needs of dependants
- secure agreement that local policies may exceed but must not fall below this nationally agreed minimum standard
- oppose any attempt to substitute or offset this entitlement with annual leave, TOIL, or unpaid leave
- campaign for the application of special leave to be supportive and non-punitive, recognising the operational realities and welfare needs of members.

SOUTH WALES

PARENTAL SUPPORT LEAVE
COMPOSITE B

Conference notes the importance that adequate parental leave can have on a family at the start of a child's life. Our working patterns are often disruptive and not conducive with forming strong bonds between the non-birthing parent(s) and the newborn.

Conference agrees that it is also important to be able to support the birthing partner during this period whilst they recover and that it is also vital that this time can be taken off without financial loss.

Conference notes that improved parental support leave assists child development, family wellbeing, gender equality and the equitable sharing of caring responsibilities.

Conference recognises that firefighters work in physically and emotionally demanding roles and that adequate parental support leave is essential to wellbeing, retention and a sustainable workforce.

Conference instructs the Executive Council to commence negotiations through the National Joint Council to secure an improvement to paid parental support leave for all firefighters, and to report back by conference 2027.

SUFFOLK

17. MEDICAL RECOVERY LEAVE

Conference notes that firefighters undertake physically demanding, safety-critical roles and that full medical fitness is essential to protect themselves, their colleagues, and the public.

Conference further notes that pre-planned medical procedures, are routinely undertaken following professional medical advice and require appropriate recovery periods to ensure safe return to operational duties.

Conference is concerned that the Grey Book does not adequately support firefighters recovering from pre-planned medical procedures.

Conference highlights that medical advice following a pre-planned medical procedure commonly includes restrictions on lifting and physical exertion for a defined recovery period. Firefighters returning to duties prematurely, or being pressured to avoid sick leave, risk injury, compromised recovery, and reduced safety.

Conference believes that firefighters should not be penalised, discouraged, or placed at risk for undergoing medically advised procedures, nor should they be forced to use annual leave to avoid sickness monitoring.

Conference instructs the Executive Council to negotiate improvements to the Grey Book for firefighters recovering from specifically agreed, pre-planned medical procedures and to report back by Conference 2027.

LONDON AS AMENDED BY NATIONAL WOMEN'S COMMITTEE AND B&EMM

21. URBAN SEARCH AND RESCUE (USAR) – NATIONAL STANDARDS AND PENSIONABLE PAY

Conference recognises the importance of USAR capability across the UK Fire and Rescue Services (UKFRSs).

Conference notes that for a significant period there have been major inconsistencies between UKFRSs in relation to pay enhancements and the work undertaken by USAR trained firefighters.

Conference further notes that additional funding is provided to FRSs through the National Resilience Assurance Team and the Home Office, which should enable appropriate remuneration for USAR work with minimal or no additional budgetary impact.

Conference believes that the current arrangements create a postcode lottery, where USAR firefighters are treated and paid differently depending on their employer.

Conference affirms that any change must not reduce existing enhancements in those FRSs that already provide appropriate additional payments but must instead level up and bring consistency so that all brigades apply the available additional funding fairly and appropriately. In some cases, this is already pensionable.

Conference calls for a UK-wide standard, negotiated through the National Joint Council, which establishes that where firefighters undertake USAR skills and duties, they are paid accordingly, and that this payment must be pensionable.

Conference further calls for any agreed changes to be incorporated into the Grey Book as nationally recognised terms and conditions.

Conference instructs the Executive Council to:

- negotiate for USAR work to be formally recognised as work covered under the Grey Book
- secure additional pensionable pay for USAR duties and skills
- report back to Conference 2027 on progress made and/or agreements reached.

LONDON

PENSIONS

20. PENSIONABILITY OF INCIDENT OVERRUN OVERTIME

Conference notes that firefighters are frequently required to remain on duty beyond the end of their rostered shift where operational incidents are still ongoing. This extension of duty — commonly referred to as incident overrun overtime — arises from operational necessity rather than personal choice.

Conference further notes that under the current structure of the Firefighters' Pension Schemes, payments made for overtime are not generally treated as pensionable pay. In practice, this means that firefighters who are required to remain on duty beyond their contracted shift due to operational incidents receive no pension credit for this additional time worked.

Conference considers this position to be unfair. Incident overrun overtime is not voluntary but arises directly from operational commitments and the professional duty placed upon firefighters to remain at incidents until they are safely concluded. Such time is clearly identifiable through incident and mobilising records.

Conference therefore calls upon the Executive Council to:

- commission analysis of the impact on firefighters of overtime payments not being treated as pensionable pay where these arise from operational incident overruns
- explore options for seeking changes to pension scheme regulations so that time worked beyond rostered duty due to operational incidents can be recognised within pensionable pay
- report progress to the next Conference.

WEST YORKSHIRE

OPERATIONS, HEALTH AND SAFETY

22. PROSTATE CANCER SCREENING FOR BLACK FIREFIGHTERS

Conference notes that prostate cancer remains one of the most significant health risks for men in the UK. Evidence from Prostate Cancer UK demonstrates that Black men have up to twice the lifetime risk of dying from prostate cancer compared with white men, with approximately 1 in 4 Black men diagnosed compared with 1 in 8 white men.

Conference recognises that Black men face systemic health inequalities which contribute to later diagnosis and reduced access to life-extending treatments. Early detection significantly improves survival outcomes, yet high-risk groups are not consistently targeted within existing awareness or occupational health programmes.

Conference highlights the critical importance of early diagnosis and effective treatment pathways, noting that positive outcomes are significantly improved where cancers are detected early, yet no firefighters, including high-risk groups, have their occupational risk consistently recognised across primary and secondary healthcare settings, and are therefore not consistently targeted within existing awareness or occupational health programmes.

Conference further recognises that firefighters are exposed to additional occupational health risks and that Fire and Rescue Service (FRS) medicals currently do not consistently account for elevated prostate cancer risk in high-risk groups.

Conference believes that as a union committed to equality, safety and fairness, the Fire Brigades Union must challenge health inequalities which disproportionately affect Black members. Targeted early detection saves lives and supports workforce wellbeing and retention.

Conference, therefore, instructs the Executive Council (EC) to:

- commence a national campaign for FRSs to introduce risk-based prostate cancer screening within occupational health provision for Black male firefighters and other firefighters with a prostate in identified high-risk groups, from age 45
- pursue through appropriate negotiating bodies the inclusion of Prostate -Specific Antigen testing, with informed clinical guidance and consent, as part of periodic medicals for those in identified high-risk groups
- develop guidance and awareness materials for members regarding elevated prostate cancer risk and early detection
- develop initiatives to raise awareness and address any cultural or organisational barriers that may prevent firefighters from seeking early medical advice or participating in screening programmes
- work with relevant health bodies to ensure occupational risk, including exposure to carcinogens in firefighting, is consistently recognised within primary and secondary healthcare systems, including the use of clinical coding systems such as SNOMED, to support targeted screening and earlier diagnosis.

Conference also instructs the EC to report on progress to Conference 2027.

B&EMM AS AMENDED BY NORTHUMBERLAND

23. SUPPORT FOR FIREFIGHTERS UNDERGOING FERTILITY TREATMENT

Conference notes that firefighters undergoing in vitro fertilisation (IVF) treatment and intrauterine insemination (IUI) treatment are often expected to remain fully operational during the course of treatment.

Conference recognises that IVF and IUI treatment involve hormone medication and medical procedures that may cause side effects including fatigue, dizziness, nausea, pain and emotional strain.

Conference further recognises that operational firefighters may be exposed to smoke, heat, chemicals and carcinogens, and that this may raise health and safety concerns for those undergoing fertility treatment.

Conference believes that current workplace policies across UK Fire and Rescue Services (UKFRSs) do not consistently reflect the realities faced by firefighters undertaking fertility treatment and should be reviewed to ensure appropriate health, safety and wellbeing protections.

Conference instructs the Executive Council to:

- seek national guidance through the National Joint Council to ensure appropriate temporary alternative duties, flexible adjustments and support pathways are available to firefighters undergoing fertility treatment
- promote clear health and safety guidance to UKFRSs to ensure no firefighter is placed at unnecessary risk during IVF or IUI treatment.

LGBT+

25. DECONTAMINATION FOR OFFICER MEMBERS

Conference commends the internationally recognised Fire Brigades Union (FBU) DECON campaign and notes Officer National Committee (ONC) Resolution 47 (2023), which called for additional decontamination control measures for officer members.

Conference notes that officers are routinely exposed to contaminants while lone working and spend extended periods in operational vehicles that may later be used with their families. Current policy does not adequately reflect these specific risks.

Conference believes officer members should expect standard and agreed control measures, including routine vehicle cleaning, dedicated decontamination bags, dignity when changing contaminated kit at incidents, and sufficient time to decontaminate where return to station is not possible.

Conference therefore instructs the Executive Council to seek to secure UK-wide, consistent decontamination standards that protect officers and their families from avoidable contamination exposure.

OFFICERS' NATIONAL COMMITTEE

26. OFFICER WORKLOADS FOLLOWING TRAUMATIC INCIDENTS

Conference notes that flexi-duty officers carry significant operational and managerial responsibilities. Following major incidents, deaths in service, or serious injuries, they face significantly increased workloads and prolonged demands.

Conference understands that during such periods they often work in isolation and their existing workload continues to accumulate while becoming the single point of contact for families and crews.

Conference believes that the cumulative impact of trauma-related responsibilities and excessive workload creates foreseeable stress risks, threatening member welfare, decision-making, and operational safety. This is a clear health and safety issue.

Conference therefore instructs the Executive Council to seek UK-wide recognition of these pressures, look to negotiate additional qualified officer support during periods of acute organisational stress, and seek to ensure that every UK Fire and Rescue Service adopts and enacts the Health and Safety Executive guidance 'Tackling Work-Related Stress' using the 'Management Standards approach – A step-by-step workbook'.

OFFICERS NATIONAL COMMITTEE

28. NATIONAL STANDARDS OF OCCUPATIONAL HEALTH PROVISION

Conference is concerned about the varying standards of Occupational Health provision throughout UK Fire and Rescue Services (UKFRSs).

Conference understands that employers have a duty of care and should ensure consistent and suitable Occupational Health provision across all UKFRSs, resulting in an improvement in and safeguarding of our members` mental health and wellbeing.

Conference instructs the Executive Council to raise with the national employers, that a consistent best practice and fit for purpose National standard of Occupational Health provision should be applied across all UKFRSs

NORTHERN IRELAND

29. NATIONAL STANDARDS FOR DECONTAMINATION – PROVISION OF WASHING FACILITIES ON ALL FIRE STATIONS

Conference notes the increasing evidence linking exposure to fire effluents, toxic particulates and other contaminants to higher rates of cancer and serious illness among firefighters. Guidance from the University of Central Lancashire (UCLan) has highlighted the dangers of secondary contamination and made clear that firefighters should not be expected to take contaminated clothing home to wash.

Conference further notes that structural firefighting kit is not fully particulate blocking and harmful substances, including per- and polyfluoroalkyl substances (PFAS), can contaminate undergarments and personal clothing. Despite this, provision of proper washing facilities remains inconsistent, with some firefighters still required to launder contaminated duty wear in their own homes.

Conference believes that sending firefighters home with contaminated clothing is unacceptable and represents a failure in employer duty of care. Workplace exposure must be controlled at source and providing washing machines and washing products on every fire station is a simple, practical and necessary safeguard.

Conference instructs the Executive Council to lobby through the National Joint Council to introduce national standards, requiring the installation of appropriate washing machines on all fire stations and to press employers to implement contamination best practice guidance in full. The Executive Council should report back, no later than Conference 2027.

CHESHIRE AS AMENDED BY MERSEYSIDE

30. NATIONAL STANDARDS ON FIRE STATION DESIGN

Conference notes the continuing absence of consistent national standards for the design and layout of fire stations across the UK.

Conference also recognises that standards vary widely not only between different fire and rescue services, but in some cases, within the same service.

Conference is concerned that a number of new-build and recently refurbished stations have not been designed in a way that properly supports effective contaminant control and that opportunities have been missed to incorporate practical, modern design features that reflect current understanding of occupational health risks.

Conference believes that fire station design is a workplace health and safety matter and must be treated as such. The lack of clear and enforceable standards risks creating inequalities in working conditions and undermines efforts to reduce exposure to harmful contaminants.

Conference further believes that principles such as effective clean and dirty zoning, appropriate decontamination and storage facilities and proper separation of welfare and operational areas should be standard in all new developments and refurbishments.

Conference instructs the Executive Council to campaign through the National Joint Council for the introduction of national minimum standards for fire station design and layout, in adherence to the Fire Brigade's Union Best Practice Facilities document with a clear focus on contaminant control and firefighter health and safety.

CHESHIRE AS AMENDED BY NATIONAL WOMEN'S COMMITTEE

31. NATIONAL SAFETY STANDARDS FOR WATER-BASED TRAINING

Conference recognises that firefighter health, safety and long-term wellbeing must be paramount in all training environments, and that the level of protection afforded during training must be no less than that provided at operational incidents.

Conference believes no firefighter should be exposed to avoidable or unmanaged risk arising from inadequate environmental controls, poor water quality management, or insufficient decontamination procedures associated with water-based training exercises.

Conference demands that the Executive Council negotiate nationally agreed and enforceable minimum standards that must be established and applied across all UK Fire and Rescue Services, governing:

- regular and transparent water quality testing, monitoring and reporting
- the safe handling of contaminated run-off and training ground residues
- the mandatory use of appropriate and fit-for-purpose Personal Protective Equipment during all water-based training activities
- immediate, effective and properly resourced decontamination procedures following exposure
- access to clean welfare facilities, including suitable washing, changing and segregation of contaminated equipment.

Conference demands that robust health surveillance, exposure recording and long-term occupational health monitoring must form an integral part of any exposure management framework, recognising the cumulative risks associated with repeated participation in water-based training.

NORTHAMPTONSHIRE

33. WORKPLACE STRESS RISK ASSESSMENTS

Conference expresses concern that while the Health and Safety Executive (HSE) has published practical guidance for employers to manage work related stress, these are often overlooked or not even considered in UK Fire and Rescue Services (UKFRSs). The pressures associated with fire and rescue service work, including shift working, operational demands and workplace pressures can negatively affect wellbeing if not properly assessed and managed.

Conference acknowledges that while some UKFRSs have included these requirements in guidance documents or policies, these stress risk assessments may not always be applied in a consistent and meaningful way across all roles.

Conference further notes that the HSE encourages employers to use the Management Standards as the framework for stress risk assessment. These Standards help identify 6 primary causes of work related stress which are recognised as the main factors that can cause stress if not properly controlled.

Conference instructs the Executive Council (EC) to address the systemic failure of UKFRSs to carry out role-based stress risk assessments across all roles. The EC is tasked with:

- raise through the National Joint Council, the need for employers to assess and manage the risk of work-related stress in line with the HSE Management Standards
- campaign for role-based and activity specific stress risk assessments where appropriate, reflecting the particular pressures faced by fire and rescue service workers in all roles
- ensuring these assessments are done in consultation with employees, and involving them
- supporting the ongoing mental and physical health of members through effective stress risk management
- stress risk assessments should also consider the impact of discrimination, workplace isolation, and culture pressures where relevant, recognising these as contributing factors to workplace stress.

CAMBRIDGESHIRE AS AMENDED BY B&EMM

35. ROLE APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT (PPE)

Conference recognises that structural firefighting PPE is designed to provide high levels of thermal protection for breathing apparatus (BA) operations in fire conditions.

Conference further recognises that the majority of incidents attended by fire and rescue services are non-fire incidents, including road traffic collisions, flooding and other special service calls.

Conference notes the increasing frequency of heatwaves and wildfire incidents in the UK, as identified by national bodies such as the UK Climate Change Committee and the Met Office.

Conference is aware of the additional physiological strain placed on firefighters operating in extreme temperatures.

Conference is concerned that in many services the same structural firefighting PPE is routinely worn for all incidents, regardless of risk, including by personnel undertaking non-BA roles such as incident command, entry control, pump operation, casualty care and technical rescue.

Conference believes that the routine use of structural firefighting PPE for non-fire and non-BA activity:

- increases the risk of heat stress and associated cardiovascular and physiological strain
- restricts movement and operational effectiveness
- may contribute unnecessarily to contaminant exposure
- can make operational tasks more difficult for some member groups due to weight, bulk and thermal burden.

Conference recognises that forthcoming national PPE frameworks include provision for technical rescue or role-specific PPE designed to provide appropriate protection while improving mobility, comfort and heat management.

Conference believes that financial pressures must not be used as justification for failing to provide PPE that is appropriate to the role being undertaken and which minimises avoidable health risks.

Conference instructs the Executive Council to:

- develop and adopt a national position in favour of role-appropriate PPE for different operational activities
- engage with the employers' side of the National Joint Council and relevant national bodies to promote the provision of technical rescue or equivalent PPE for non-BA roles and non-fire incidents
- promote the principle that all PPE procurement must ensure suitability for the full diversity of the workforce
- integrate this work with the Fire Brigades Union existing campaigns on contaminants, cancer prevention and equality.

BERKSHIRE

FIRE AND RESCUE SERVICE POLICY

36. INADEQUATE AND DANGEROUS CREWING LEVELS

Conference will recall Resolution 35 'Inadequate and Dangerous Crewing Campaign' moved by the National Retained Committee (NRC) at Conference 2023 and passed with the support of the Executive Council (EC).

Conference will additionally recall Resolution 24 'Inadequate and Dangerous Crewing Levels', also moved by the NRC, at Conference 2022 and again passed with the support of the EC.

The resolutions called for:

- the EC to compile information from all brigade secretaries detailing how widespread practices of crewing fire appliances with less than 5 riders were
- to then formulate a national strategy aimed at raising awareness of and opposing under crewing.

Conference believes that to date this work has not been completed.

Conference therefore instructs the EC to carry out this work, and for it to be completed by the end of 2026.

SCOTLAND

38. PRODUCTIVITY RECORDING SYSTEMS

Conference notes our terms and conditions are once again under attack, this time in the form of 'productivity', or productivity targets. Apps or other recording systems are being introduced into some fire services and members are being instructed to account for their time and actions.

Conference recognises this as another insult to our members and a tactic to attack our terms and conditions while they are under negotiation.

Conference therefore instructs the Executive Council to investigate the practice of recording time in the name of productivity and, if necessary, challenge this practice through our structures. Work should start immediately following Conference and progress should be reported back to members no later than the closing of Conference 2027.

TYNE AND WEAR

40. ENSURING PROTECTION FOR ALL

Conference notes the collective agreements reached in London and Greater Manchester with the Fire Brigades Union (FBU), with regards to training for and responding to Marauding Terrorist Attack (MTA) incidents.

These agreements were reached after discussions facilitated by the National Joint Council (NJC).

Conference understands that whilst the training, exercising and pre-planning for MTA incidents in Greater Manchester and London has been significant there are obvious gaps when responding to a MTA incident.

Conference also understands that a recent MTA incident in Greater Manchester saw members wearing different levels of Personal Protective Equipment (PPE) due to fire appliances not being equipped with enough PPE for all firefighters.

Conference instructs the Executive Council to conduct a comprehensive review of current MTA PPE provision in Greater Manchester and London, to ensure that should national agreement on MTA be reached, every firefighter is provided with the same levels of PPE when responding to an MTA incident.

The findings and any proposed policy adjustments are to be presented no later than Conference 2027.

GREATER MANCHESTER

41. USE OF LONG-TERM ACTING UP ARRANGEMENTS

Conference notes that UK Fire and Rescue Services increasingly rely on long-term acting up arrangements to fill vacancies across operational roles.

Conference is concerned that prolonged acting up creates instability, uncertainty and stress for staff, as vacancies cascade through roles.

Conference believes that sustained reliance on acting up undermines workforce planning, morale and wellbeing and should not be used as a substitute for proper recruitment and promotion processes.

Conference instructs the Executive Council to campaign for time limits on the use of long-term acting up arrangements, to press employers to fill substantive vacancies in a timely manner.

LANCASHIRE

44. MINIMUM RIDERSHIP 5

Conference notes that UK fire and Rescue Services (UKFRSs) up and down the country have repeatedly tried to reduce the minimum number of crew on front line pumping appliances.

Conference notes that the public and firefighters are placed at greater risk when initial appliances attend fires with reduced numbers of crew.

Conference believes that frontline pumping appliances should have a minimum crew of 5 as a safe system of work.

Conference instructs the Executive Council to:

- begin a national campaign with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to lobby all UK governments with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- coordinate all brigades to campaign and lobby locally with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to negotiate with our employers with the aim to ensure that all frontline pumping appliances have a minimum crew of 5
- to lobby for additional resources where required.

LONDON

46. STANDARDISATION AND REVIEW OF INSTITUTE OF FIRE ENGINEERS (IFE) QUALIFICATIONS WITHIN FIREFIGHTER APPRENTICESHIPS

Conference notes the inconsistent requirement across UK Fire and Rescue Services for firefighter apprentices to complete qualifications delivered by the IFE.

Conference further notes that this inconsistency has created a 'postcode lottery,' whereby the requirement to complete IFE qualifications is determined by geographic location rather than by role, competence or national standard.

Conference is concerned that members have raised issues regarding the impact of IFE examinations and associated assessment methods on neurodiverse learners, particularly where reasonable adjustments, alternative assessment pathways or appropriate support are inconsistent or inadequate.

Conference is further concerned that failure to pass IFE qualifications in some services prevents members from being deemed fully qualified and competent, directly affecting pay progression, access to the competent rate of pay, career advancement and overall wellbeing.

Conference recognises the stress, financial detriment and perceived inequity experienced by members who are otherwise operationally competent, but face barriers linked solely to examination requirements.

Conference believes that competence should be determined by nationally agreed occupational standards and demonstrable operational ability, not by geographic location.

Conference further believes that pay progression and recognition of competence must be fair, equitable and free from discriminatory impact.

Conference also believes that assessment frameworks within fire and rescue services must be inclusive and accessible to neurodiverse members, in line with equality legislation and best practice.

Conference is clear that a national role such as firefighter should have nationally consistent qualification requirements.

Conference instructs the Executive Council to:

- conduct a national review of the requirement for IFE qualifications within firefighter apprenticeships across the United Kingdom
- seek evidence from members regarding the impact of IFE qualification requirements on neurodiverse colleagues, including data on failure rates, reasonable adjustments, delays to pay progression and financial detriment
- lobby for the removal of any mandatory link between IFE examination success and progression to the competent rate of pay unless such requirements are nationally standardised, evidence-based and demonstrably fair
- campaign for a nationally standardised approach to firefighter qualification and competence assessment that ensures equality of opportunity regardless of geographic location.

BUCKINGHAMSHIRE

GOVERNMENT POLICY AND LEGISLATION

39. TERM-TIME LEAVE – EXCEPTIONAL CIRCUMSTANCES

Conference notes that UK Fire and Rescue Service (UKFRS) personnel are subject to operational demands that routinely restrict annual leave during school holiday periods due to minimum staffing requirements and emergency response obligations.

Conference further notes that, under the document 'Term Time Absence for Service Children', the section on Exceptional Circumstances states: *"When shift patterns only allow leave to be taken during term time."* This recognises the unique constraints placed upon members of the armed forces.

Conference believes that UKFRS personnel face comparable constraints arising from shift systems and operational cover requirements, and that fairness and consistency require similar recognition.

Conference instructs the Executive Council to campaign for amendments to national education guidance and local authority policies to explicitly recognise UKFRS personnel as eligible for 'exceptional circumstances' consideration where operational requirements or shift patterns prevent leave being taken during school holidays.

WEST YORKSHIRE

47. PROTECTING LGBT+ PEOPLE BY ENDING CONVERSION PRACTICES

Conference notes that so-called conversion practices are harmful and widely discredited interventions that seek to change or suppress a person's sexual orientation or gender identity.

Conference further notes that, despite repeated public commitments from successive governments, comprehensive legislation to fully ban conversion practices has not yet been enacted across the UK.

Conference believes that ending conversion practices is a matter of human rights, equality and safeguarding, and that trade unions have a responsibility to apply political pressure in support of this aim.

Conference instructs the Executive Council to:

- apply sustained political pressure on the Labour government to introduce and pass comprehensive legislation that fully bans conversion practices, with no exemptions
- work with the wider trade union movement and equality organisations to support and strengthen such legislation.

LGBT+

48. UPDATING OF THE 2007 CRITICAL ATTENDANCE STANDARDS (CAST) MODEL

Conference notes that the 2007 CAST model and associated Integrated Risk Management Plans (IRMPs) guidance were developed nearly 2 decades ago and do not reflect the modern risk profile facing UK Fire and Rescue Services.

Conference recognises the growth of high-rise and complex buildings, lithium-ion battery incidents, climate-related flooding and wildfires, terrorism preparedness requirements, and other emerging hazards.

Conference believes that reliance on outdated modelling risks underestimating community risk and undermining operational resilience.

Conference therefore instructs the Executive Council to campaign for the development of an updated national risk modelling framework and to support brigade committees in challenging IRMPs that rely on outdated assumptions.

HUMBERSIDE AS AMENDED BY SCOTLAND

50. DEFENDING PUBLIC UK FIRE AND RESCUE SERVICES (UKFRSs) – NO PRIVATE SECTOR ENCROACHMENT

Conference notes the trend of the last 16 years of private corporations seeking to embed themselves within publicly funded emergency services through direct funding arrangements, infrastructure provision, and partnership models.

Conference notes the development of a potential public fire station assumed to the new nuclear power development at Sizewell C involving Suffolk Fire and Rescue Service is the latest example of such approaches. Arrangements such as this, risk establishing a dangerous national precedent whereby private capital gains influence, direct or indirect, over the provision, location and configuration of UKFRS assets.

UKFRSs exist to protect communities based on risk, not profitability or corporate infrastructure needs.

Conference therefore resolves to reaffirm unequivocally that the Fire Brigades Union will oppose any form of private sector involvement in core UKFRS provision.

Conference instructs the Executive Council to:

- conduct a national review of any agreements between national employers and private corporations involving funding of stations, equipment, or personnel
- provide support to affected members and branches where such arrangements are proposed or implemented
- develop a national campaign exposing the risks of corporate influence over emergency services
- to lobby government, Fire Authorities and local elected members to guarantee that UKFRSs remain fully publicly owned, publicly funded and publicly accountable
- to oppose through industrial and political means any attempt to introduce private control, private operational influence, or corporate-driven restructuring within the UKFRSs.

SUFFOLK

51. STATUTORY DUTY FOR FLOODING – TRAINING AND EQUIPMENT

Conference notes:

- flooding is and has been for some time an increasing and foreseeable risk across the UK
- UK Fire and Rescue Services (UKFRSs) are routinely mobilised to flooding incidents
- there is no consistent UK-wide statutory duty for flooding, creating a postcode lottery in training, equipment and capability
- firefighters are being asked to undertake hazardous flood operations without a national standard.

Conference believes:

- flood response is now a core part of emergency response and must be reflected in law
- any statutory duty must be matched by proper funding, training, equipment, and safe systems of work.
- firefighters should be provided with appropriate Personal Protective Equipment (PPE), training and specialist equipment.

Conference resolves:

- to campaign for a statutory duty for English Fire and Rescue Services to respond to flooding and flood rescue
- to demand ring-fenced funding across the UK nations to deliver this duty without cuts elsewhere
- to insist on UK-wide minimum standards for flood response, including training, PPE and equipment.

LONDON AS AMENDED BY SCOTLAND

52. TAX THRESHOLDS

Conference notes the importance of annual pay discussions, and the recent increases in pay secured, in order to keep members' wages in line with inflation and the general rising costs of day-to-day living.

Conference however believes that there is a forgotten element linked to pay of firefighters and other lower paid workers, which is the freeze in income tax thresholds.

Conference understands that these tax thresholds have been frozen since 2021 and the current Labour government plan to keep them frozen until 2031.

Conference notes that due to the threshold's being frozen and not increasing in line with inflation, lower paid workers including firefighters, control staff and other UK Fire and Rescue Service staff are now paying more tax on their earnings and may be pushed into the higher rate tax threshold.

Conference instructs the Executive Council to lobby all UK governments to stop the freeze in the tax thresholds and for them to be brought back in line to what they would have been if the freeze had not been implemented in 2021, placing more emphasis on higher earners who can afford to pay more.

This lobbying should be done in conjunction with other unions where possible.

LONDON

53. HMRC TREATMENT OF EMPLOYER-FUNDED HEALTH SUPPORT

Conference recognises the significant psychological risks faced by firefighters and control staff as a direct consequence of their operational duties.

Conference notes that members who develop work-related Post Traumatic Stress Disorder (PTSD) or other psychological injuries may require specialist counselling or therapeutic support in order to recover and return to full operational duties.

Conference is aware that in some circumstances UK Fire and Rescue Services have funded additional counselling or mental health treatment for affected members, only for those members to subsequently face a tax liability from HM Revenue and Customs (HMRC) on the grounds that such treatment constitutes a taxable benefit in kind.

Conference believes it is morally wrong that a firefighter or control member who suffers any work-related injury, whether physical or psychological, and who responsibly engages with treatment in order to return to duty, should face a personal financial penalty as a result.

Conference further believes that such situations risk creating a disincentive for members to seek appropriate support and undermine the principle that employers must take full responsibility for mitigating workplace harm.

Conference instructs the Executive Council to:

- seek specialist tax and legal advice on the current HMRC treatment of employer-funded mental health support for work-related psychological injury
- explore whether national guidance or negotiated arrangements could prevent members from suffering personal financial detriment in such cases
- consider whether changes to legislation or HMRC guidance should be pursued through lobbying, in conjunction with other trade unions
- examine whether, where no exemption can be secured, appropriate union-supported mechanisms could be established to prevent individual members facing financial hardship as a consequence
- report back to Conference 2027 on progress.

BERKSHIRE

TRADE UNION AND LABOUR MOVEMENT

54. SOLIDARITY WITH PALESTINE

Conference is appalled that since last year's Conference, the mass killing of civilians has continued in Gaza and that despite a supposed ceasefire, hundreds of men, women and children have been killed by bombs and bullets, by snipers, drones and fighter jets, and by illness and disease.

Conference condemns the attacks on Nablus fire station and the abduction of firefighter Sultan al-Ashqar, who has been held in Israeli detention since the raid on 16 October 2025, and sends our solidarity to all our comrades in Gaza, the West Bank and across the occupied territories.

Conference therefore instructs the Executive Council to:

- reaffirm the support of the Fire Brigades Union (FBU) for the people of Gaza and the West Bank through our communication channels
- use whatever influence they have through the FBU's affiliation to the Labour Party, to bring pressure to the UK government and the governments of the devolved nations to act to halt the actions of the Israeli regime and bring an end to the genocide in Gaza
- facilitate the sending of messages of solidarity to Nablus fire station and the crews who work there, and all other emergency service workers in the Palestinian occupied territories
- send a public message of solidarity to Francesca Albanese, United Nations Special Rapporteur, who is currently sanctioned by the United States government for speaking out against the genocide in Gaza.

SCOTLAND

55. TOGETHER TEESSIDE – BUILDING MOMENTUM FOR SOLIDARITY AND CHALLENGING

Conference notes the importance of solidarity and the continual battle against division and hate, across the UK and internationally, now more than ever.

Conference further notes the support that the Fire Brigades Union (FBU) has given to the *Together Alliance* and the day of action and celebration organised for the 28th March 2026, shows the continuing appetite for challenging inequality and building solidarity across communities throughout the UK, beyond the membership of the FBU.

Conference is aware that *Together Teesside* is, like the *Together Alliance*, a group of likeminded trade unions and local community leaders coming together to build a movement of solidarity to challenge and dismantle the division and hate that has been swelling on the streets of the UK.

Conference calls upon the Executive Council (EC) to provide support for *Together Teesside*, helping to build its recognition and reach within the local community of Teesside.

Conference further instructs the EC to set out a plan for further local community events across the UK, to be built with the support from national FBU, liaising with other unions and national community leaders, so that local FBU officials are both encouraged and supported in building their own solidarity events, bringing together their local communities.

Conference calls on this work to be carried out within the next 12 months with a report provided back to all regions no later than Conference 2027.

DURHAM AND DARLINGTON

60. SOLIDARITY WITH PALESTINE

Conference notes:

- Israel's genocide in Gaza since October 2023 has killed at least 75,000 Palestinians, the latest bloody chapter in Israel's decades of apartheid, occupation, ethnic cleansing, and systematic violations of Palestinian human rights
- the International Criminal Court has issued arrest warrants for senior Israeli government officials for war crimes. Israel is on trial for genocide at the International Court of Justice (ICJ), which has already declared that Israel's occupation of the Gaza Strip and the West Bank, including East Jerusalem, is unlawful, along with the associated settlement regime, annexation and use of natural resources
- in September 2025, the United Nations (UN) Independent International Commission of Inquiry concluded that Israel has committed genocide in Gaza. This echoes the conclusions of legal experts, genocide scholars and Palestinian and international human rights organisations
- Palestinian and international human rights organisations, including Amnesty International and Human Rights Watch, have found that Israel is guilty of the crime of apartheid through its imposition of a system of racist oppression and domination against Palestinians across all areas under its control
- Palestinian civil society, including Palestinian trade unions, continue to call on trade unions and institutions worldwide to answer their calls for solidarity and demand an end to international complicity in Israel's violations of international law and Palestinian human rights.
- the call for Boycott Divestment and Sanctions comes from the broadest Palestinian civil society coalition, launched by over 170 organisations, representing the consensus view of Palestinians` in their historic homeland and in exile.

Conference believes:

- the expansion of land theft by Israel in Gaza and the West Bank demonstrates the continued attempts to deepen and entrench the illegal occupation and ethnic cleansing of Palestine, that the world's highest court, the ICJ, has determined to be unlawful
- upholding the inalienable rights of the Palestinian people requires international allies to promote the rights of all Palestinians, including the right of Palestinian refugees to return to their homes as stipulated in UN resolution 194
- Israel has ramped up its efforts to destroy Palestinian civil society, raiding, vandalising and proscribing organisations, while harassing workers using spyware, travel bans and illegal detention. We need now more than ever to show our support to them
- Palestinian people require our full solidarity, and the international community must be conscious of and resistant to attempts to redirect aid and solidarity away from Palestinians living through the crimes of genocide and apartheid, and towards Israeli led initiatives.

Conference instructs the Executive Council to continue to show solidarity with Palestine by:

- reaffirming our full commitment to working in partnership with our Palestinian emergency service workers, providing meaningful solidarity through aid, training and campaigning to challenge British complicity and call for an end to Israel's regime of apartheid, military occupation and ethnic cleansing
- encourage branches and regions to affiliate to the Palestine Solidarity Campaign (PSC), supporting demonstrations, delivering education events to members and publicising workplace days of action and worker organising initiatives.
- develop our work on boycott, divestment and sanctions campaigns, working with PSC to engage members and reps across local authorities to participate in divestment campaigns,

including supporting the work to divest local government pension funds from companies complicit in Israel's war crimes and violations of international law
- commit to ending our affiliation to organisations who do not align with these aims and who do not meet the threshold of recognising the full inalienable rights of the Palestinian people, including the right of return.

DEVON AND SOMERSET

80. APARTHEID OFF CAMPUS

Conference stands in solidarity with the Palestinian people and joins the global call for an urgent, lasting and meaningful ceasefire and an end to the indiscriminate killing and genocide.

Conference also stands in solidarity and unity with organisations campaigning for an end to the genocide, and for the perpetrators to answer for their crimes against humanity and to face justice.

Conference notes our longstanding affiliation with the Palestine Solidarity Campaign (PSC). One PSC campaign is to kick Apartheid Off Campus.

Conference also notes the final demand of Merseyside's resolution passed at the 2025 Fire Brigades Union (FBU) Conference:
"Conference instructs that the Executive Council now moves into more practical support. This should include:
- *encouraging Fire Brigades Union members to practically support these lobbies and any others that support the Palestinian people."*

Conference believes based on details published by the PSC, and is concerned that The University of Warwick have institutional ties with complicit institutions and companies amounting to £8,839,580.

In light of this information Conference is concerned that The University of Warwick is to host the FBU Conference from 2026 and consider this a direct conflict with Conference policy.

Conference therefore demands that the Executive Council look into this as a matter of urgency, that discussions take place with The University of Warwick and that if any breaches of FBU Conference policy exist, or if the PSC claims are substantiated, an alternate venue be found for future Conferences – one which aligns with our collective ethics and morals and Conference positions.

ISLE OF MAN

EQUALITY AND FAIRNESS AT WORK

34. MENSTRUATION BEST PRACTICE GUIDE

Conference recognises that menstruation is a natural part of the female reproductive cycle.

Conference notes that menstrual health is still a taboo subject within the workplace and stigma is even more pronounced within male dominated sectors. This silence impacts employee health and results in many not seeking medical help for symptoms.

Conference believes women and those who menstruate should have free access to period products (including period knickers), dignified disposal options, private washing facilities, and policies, that recognise and accommodate the impacts of menstruation on well-being and dignity at work, including on the fire ground.

Conference instructs the Executive Council to create a menstruation best practice guidance document by Conference 2027. Without clear guidance, our members may face unfair treatment and discrimination.

LONDON

61. POLICE STOP AND SEARCH

Conference notes evidence of the disproportionate use of police stop and search powers against Black and Ethnic Minority communities across the UK.

Conference recognises that, as a result of this disproportionality, Black and Ethnic Minority Members may be more likely to experience arrest, even where no charge or conviction ultimately follows.

Conference further notes that in many UK Fire and Rescue Services (UKFRSs), arrest alone may trigger automatic suspension pending investigation or trial and as such, these suspensions can result in reputational damage, financial and mental health strain and long-term career consequences, even where no wrongdoing is proven.

Conference believes that employer risk assessment processes must be transparent, proportionate and evidence-based and must not compound the structural societal inequalities that may already exist within the criminal justice system.

Conference therefore instructs the Executive Council (EC) to:

- campaign for the publication and scrutiny of workplace suspension data within UKFRSs, disaggregated by race and ethnicity, in collaboration with other trade unions where appropriate
- develop model policies and guidance stating that arrest alone, without charge or demonstrable safeguarding risk, should not automatically trigger suspension
- call for transparent and evidence-based employer risk assessment frameworks that are capable of independent review
- develop and implement anti-racism and bias-awareness training for union representatives to strengthen support for members subject to arrest or suspension
- work with other trade unions to raise awareness of the impact of disproportionate policing practices on workers from Black and Ethnic Minority communities and to advocate for safeguards that protect due process and equality.

Conference instructs the EC to report progress to Conference 2027.

B&EMM

62. A STANDARDISED APPROACH TO RETURN TO WORK FOLLOWING MATERNITY LEAVE

Conference acknowledges that the Fire Brigades Union (FBU) has fought for better maternity provision with the Fight For 52 campaign and has won the full 52 in several fire services and a national uplift of 26 weeks full pay in 2024. The fight continues but we must also look beyond just the pay.

Conference believes that when someone returns to work after maternity leave there is not a standardised approach to what their return to work looks like. Experiences have been dramatically different across services in terms of what is expected for returning mothers. In some cases, women have been off work for nearly 2 years and getting back to work requires the right support and structure.

Conference instructs that rather than returning parents being subject to a postcode lottery, the Executive Council (EC) undertake a comprehensive review into the experiences of FBU members who have returned to the fire service following maternity leave in the past 3 years (2023/2024&2025).

Conference also instructs the EC to work with the National Women's Committee to devise a plan to identify issues, successes and practices via surveys, focus groups and/or individual meetings and report back by Conference 2027.

NATIONAL WOMEN'S COMMITTEE

63. FIRE BRIGADES UNION (FBU) WOMEN'S LEADERSHIP AND DEVELOPMENT PROGRAMME

Conference notes the persistent underrepresentation of women in leadership and decision-making positions within the structures of the FBU, including at brigade, regional, and national levels. These barriers exist for women seeking leadership roles within the union, including limited access to mentoring, networking, and confidence-building opportunities, alongside cultural and structural challenges. Evidence from across the trade union movement shows empowering women to take on leadership roles strengthens union democracy, improves representation, and supports more equitable and inclusive outcomes.

Conference believes that the FBU requires commitment to equality, and the need to ensure that our union reflects the diversity of our membership in its leadership and organising efforts.

Conference also believes that increasing the number of women in leadership and activist positions within the FBU is essential to building a stronger, more representative, and more effective union.

Conference believes futhermore that systematic support and development structures are required to remove barriers, develop skills, and encourage women to engage in union leadership at all levels and creating a dedicated programme to support women's leadership is an important step toward ensuring gender equity in our union's structures and processes.

Conference instructs the Executive Council (EC) to:

- establish a national Women's Leadership and Development Programme within the FBU, designed to support and encourage women members to take on leadership and representative roles in the union
- develop a structured mentoring scheme that pairs women members with experienced union officials, activists, and leaders for ongoing support and development
- provide regular training sessions, workshops, and events specifically tailored to building the skills and confidence required for union leadership, including public speaking, negotiations, campaigning, and member representation
- encourage all FBU regions, brigades, and sections to actively support the recruitment, development, and visibility of women activists and leaders
- ensure that this programme considers intersectionality and is accessible and inclusive to all women within the union, including those from Black, Asian and other minority ethnic backgrounds, disabled women, LGBT+ women, and other underrepresented groups
- require annual reporting by the EC to FBU Conference on the progress and impact of the Women's Leadership and Development Programme
- promote this programme through union communications to encourage widespread participation and support throughout the membership.

NATIONAL WOMEN'S COMMITTEE

64. CAMPAIGN AGAINST MISOGYNY

Conference notes the continued prevalence of cases of misogyny within UK Fire and Rescue Services (UKFRSs), including but not limited to discriminatory attitudes, harassment, and the undermining of women's roles within the workplace. Reports from women members across the Fire Brigades Union (FBU) highlight cultures that can normalise sexist behaviour and discourage the reporting of misogynistic incidents. Additionally, the findings of the FBU sexual harassment survey revealed alarming rates of harassment and discrimination faced by women nationally across UKFRSs.

Conference believes that misogyny is a systemic issue that undermines not only women but the safety, unity and integrity of all our members. The rise of misogynistic rhetoric in wider society, amplified by social media and public figures, contributes to normalising discrimination and violence against women. A collective, union led response is required to challenge and change attitudes and cultures that allow misogyny to persist. The FBU, as a democratic and progressive trade union, has a responsibility to lead on issues of equality and act in solidarity with women, both within UKFRSs and in wider society. Failure to act swiftly on agreed commitments, such as mandatory training, risks undermining trust in the union's equality work.

Conference therefore calls upon the Executive Council to:

- launch a union wide campaign to stand against misogyny, with full input from the National Women's Committee and the support of all national sectional equality committees
- prioritise the immediate rollout of the previously agreed mandatory sexual harassment training to all officials and ensure it is embedded in future ongoing training
- provide additional educational resources, workshops and awareness raising sessions for members on identifying, challenging and reporting misogyny, including misogynoir which is specific discrimination towards Black women
- lobby fire and rescue service employers to implement robust, survivor-centred policies on misogyny, harassment and gender based violence
- collaborate with appropriate specialist organisations and movements working to end misogyny and gender-based discrimination to support best practice and solidarity
- encourage workplace branches to hold meetings to raise awareness of the impact of misogyny and to gather members' experiences and proposals for further action
- report back by Conference 2027 on the progress and effectiveness of this campaign, including specific updates on the rollout of mandatory sexual harassment training.

SCOTLAND AS AMENDED BY B&EMM

65. MEDICALLY PRESCRIBED USE OF MEDICINAL CANNABIS

Conference notes that cannabis-based medicinal products (CBPMs) have been legally prescribable in the UK since 2018 and are used by patients to treat a range of medical conditions.

Conference recognises that firefighters, like other workers, may be lawfully prescribed CBPMs or other medications which could potentially trigger workplace drug testing or raise questions around operational capability.

Conference believes that members who are taking lawfully prescribed medication in accordance with medical advice should not face stigma, disciplinary action, or capability procedures solely because of that prescription.

Conference therefore instructs the Executive Council to develop national guidance and best practice for brigades on the management of prescribed medications, including CBPMs, addressing workplace drug testing, operational fitness, and protections for members from inappropriate disciplinary or capability action.

WEST YORKSHIRE

67. DEFENDING WOMEN'S BODILY RIGHTS

Conference notes the growing influence of right-wing groups and parties such as Reform UK, that are working alongside anti-choice campaigners to roll back women's reproductive rights.

Conference believes:

- access to safe, legal abortion is a fundamental healthcare right
- attacks on reproductive rights are part of a wider agenda that seeks to divide working people and undermine equality
- firefighters and control staff, as part of a proud, progressive trade union, have a responsibility to stand in solidarity with women and all those whose rights are under threat.

Conference resolves:

- to reaffirm the FBU's unequivocal support for a woman's right to choose
- to publicly oppose any political or campaign group that seeks to restrict reproductive healthcare access
- to continue working alongside the wider trade union movement and equality organisations to defend bodily autonomy, healthcare rights, and gender equality.

LONDON

ORGANISING AND MEMBERSHIP

70. FIRE CONTROL MEDIA CAMPAIGN

Control Staff National Committee note that their profile has heightened within the Fire Brigades Union (FBU) and welcome the greater awareness and acknowledgement of Fire Control Staff nationally.

That said communications are often firefighter centric.

Conference instructs the Executive Council that a targeted media campaign be implemented to further raise awareness around reduced staff numbers within Fire Control's against ever increasing call volumes and workloads, and to promote this at all opportunities and levels. This work should be concluded by Conference 2027 enabling the campaign to be fully embedded within the FBU communications strategy.

CONTROL STAFF NATIONAL COMMITTEE

71. VALUING CONTROL FIREFIGHTERS

Conference recognises the vital, safety critical role of our control firefighters, who are the first point of contact for the public in emergency situations and provide essential operational support to our frontline crews.

Conference notes with deep concern that many operational fire control rooms continue to operate below agreed crewing levels and believes that under crewing creates unacceptable pressure on control firefighters, impacts their health and wellbeing and poses a serious threat to public safety.

Conference therefore instructs the Executive Council to lead a campaign for an end to the practice of operating fire control rooms below agreed crewing levels and in doing so promote the recognition of control firefighters as equal, professional and indispensable members of UK Fire and Rescue Services.

SCOTLAND

72. INTRODUCTORY BRANCH REPRESENTATIVE PACK

Conference recognises that members who step forward into representative roles for the first time may benefit from clear and accessible guidance on the structures, rules and responsibilities of the Fire Brigades Union (FBU).

Conference acknowledges the important role brigade officials play in supporting and mentoring new representatives, often alongside significant workloads.

Conference therefore instructs the Executive Council (EC) to develop an Introductory Branch Representative Pack to be issued to all newly elected branch officials. This pack should provide clear guidance on:

- the structure and rules of the FBU
- the roles and responsibilities of branch officials
- members conditions of service contained within the Grey Book.

Conference also instructs the EC to update the Branch Officials Handbook so that it reflects current FBU structures, guidance and values.

CLEVELAND

73. ENOUGH IS ENOUGH

Conference notes that in 2015, Cleveland Fire Brigades Union (FBU) wrote a CRMP response titled 'Enough is Enough' in response to proposed cuts within Cleveland Fire and Rescue service. In that document the Cleveland committee drew its line in the sand with regards to no more cuts.

Conference urges the Executive Council (EC) to put our employers on notice by emphasising the FBU will not sit by and allow any further cuts to UK Fire and Rescue Services (UKFRSs) and that any cuts to frontline jobs will be met with the strongest of resistance locally, regionally and nationally.

Conference instructs the EC to not only continue with the campaign of 'Cuts Kill' but to build on the campaign and to make sure that UKFRSs are under no doubt the FBU will fight tooth and nail, up to and including strike action if needed, to defend our jobs and defend our profession.

CLEVELAND AS AMENDED BY SCOTLAND AND MERSEYSIDE

74. INDUSTRIAL ACTION EARLY ENGAGEMENT

Conference recognises the need to build an evidenced based case when campaigning against proposed cuts to UK Fire and Rescue services (UKFRSs).

Conference also asserts the importance of early membership engagement to achieve industrial action when fighting frontline cuts.

Conference further recognises the crucial role that an early declaration of potential industrial action played in the defeat of proposed cuts in Avon Fire and Rescue Service in 2026.

Conference encourages all Fire Brigades Union (FBU) brigade committees to undertake early engagement with FBU members on industrial action when campaigning against cuts to UKFRSs.

AVON

75. USE OF THE TERM 'ON CALL'

Conference notes that the term 'On Call' was introduced by the National Fire Chiefs Council with the intent that it would better describe the duty system to members of the public and potential recruits. Assurances were given that the term would not replace the term 'Retained' which is the negotiated National Joint Council (NJC) Grey Book term for those that work the Retained Duty System (RDS).

Conference is concerned that the term 'On Call' is now replacing the term 'Retained' across UK Fire and Rescue Services (UKFRSs) with policies and procedures now refering solely to 'On Call', with some Services now introducing 'On Call Duty Systems' which could undermine the rights that were won for the Retained by our own union. But it is not just within UKFRSs that the term is prevalent. Within our own union, the term 'On Call' is now the term being used by officials and members to describe the Retained.

Conference is aware that the National Retained Committee have raised this issue with the National Officer and with the Executive Council (EC) and have been told that the position of the NJC Secretaries, and of the EC, is that the term 'Retained' is the correct term to describe our members who are working the RDS.

Conference instructs the EC to take all necessary steps to end the use of the term 'On Call' and to communicate this position to the employers, our own officials and to our members.

NATIONAL RETAINED COMMITTEE

INTERNAL ADMINISTRATION

77. SOCIAL MEDIA COMMENTS

Conference is acutely aware of the impact of social media in shaping the discourse in modern society, and how toxic the content of some posts on many social media platforms can be.

Conference believes that as a member led trade union, with established structures, the Fire Brigades Union (FBU) social media platforms should be used solely for informing members, and not as a forum for debate.

Conference further believes that the correct forum for debate within our union is in fire stations and control rooms, in branch meetings, at brigade, area and regional committees and at Conference.

Conference therefore instructs the Executive Council to take the necessary steps to review and implement appropriate moderation settings, including disabling comments where necessary, to ensure FBU social media platforms are used for communication rather than internal debate.

SCOTLAND

81. CHANGES TO HEAD OFFICE STRUCTURES

Conference notes that the Executive Council (EC) policy statement Unity and Strength, agreed in 2025, committed the Fire Brigades Union (FBU) to strengthening organising capacity, deepening representative development, enhancing communications and building an active, confident and democratic union at every level.

Conference believes that the functions of education, organising and communications are not peripheral administrative matters but core strategic capacities of the FBU, central to delivering Conference policy, supporting brigade representatives, and advancing the union's industrial and political objectives.

Conference reaffirms that Conference is the supreme government of the FBU and that structural changes which could materially affect the union's ability to deliver agreed policy must be subject to its authority.

Conference therefore instructs the EC to:

- produce a full report to regional committees within 3 months, setting out the rationale and process surrounding the recent changes to head office structures, including their alignment with existing Conference policy
- develop a clear framework for future changes to the structure of the union, including an impact assessment process for major organisational restructuring and ensuring early consultation with brigade and regional committees, to be presented to Conference 2027
- ensure that any future proposals which materially affect the FBU's capacity in education, organising or communications are brought to Conference for debate and decision prior to implementation
- provide, within 3 months, assurance of how the union will protect and sustain its core strategic functions, particularly education, organising and communications, in line with the commitments of the EC Policy Statement Unity and Strength.

Conference resolves that the strengthening of the FBU must be demonstrated in practice through the protection and development of its strategic functions.

WEST MIDLANDS

83. FIREFIGHTER CONTROL MEMBERS CONTRIBUTION RATES

Conference recognises the ongoing work to establish pay parity between our firefighter control operators and firefighters.

Conference however notes that whilst there is a difference in pay, that there is not a difference in membership contributions.

Conference proposes that the membership contributions for control members reflect the difference in pay until such time as we have achieved pay parity for all operational staff.

SUFFOLK

84. SUBSISTENCE AND MILEAGE FOR FIRE BRIGADES UNION REPRESENTATIVES

Conference acknowledges that the Fire Brigades Union has a proud history of standing for fairness and respect at work, and that local representatives and officials play a vital role in supporting members and ensuring the effective functioning of the union.

Conference notes that current subsistence payments for representatives undertaking union duties are £5 for between 5 and 9 hours, and £10 for between 9 and 15 hours.

Conference understands that these payments are not intended as wages, but as basic subsistence.

Conference further notes that current mileage rates for union duties sit below HMRC approved rates, and that representatives frequently travel significant distances to attend meetings, investigations, welfare cases and other union business, often at personal cost.

Conference believes:

- subsistence and mileage arrangements should reasonably reflect the time commitment and expense incurred in carrying out representative duties
- regular review is necessary to ensure these arrangements remain fair, sustainable, and aligned with recognised standards.

Conference instructs the Executive Council to:

- review the current subsistence payments for representatives
- review mileage rates with reference to HMRC approved rates
- consider whether adjustments are required to ensure representatives are not financially disadvantaged
- report back with any proposed revisions by Conference 2027.

Conference affirms providing fair subsistence and mileage support is essential to maintaining a strong and effective representative structure across the union.

SOUTH YORKSHIRE

PAY AND CONDITIONS

18. COMPETENT PAY

Conference notes the importance of annual pay discussions and the removal of trainee rates of pay.

Conference also notes that development rate of pay is still significantly less than competent rate of pay.

Conference is aware that up and down the UK, UK Fire and Rescue Services award competent rate of pay at different times ranging from first day at station to 4 years of service.

Conference understands that there must be a period of development before a firefighter is competent, but that does not mean pay has to reflect this.

Conference notes that all firefighters whether on development or competent rate risk their lives performing the same duties day in day out.

Conference instructs the Executive Council to do all possible to ensure that firefighters nationally are paid competent pay from their first day on station and to report back by Conference 2027.

LONDON

OPERATIONS, HEALTH AND SAFETY

24. GENDER SPECIFIC HEALTH RECORDING

Conference notes the growing body of research demonstrating that women firefighters experience distinct health risks, including increased incidence of reproductive health issues, breast cancer, thyroid disorders, musculoskeletal injuries and menopause-related impacts.

Conference further notes that current health recording systems across UK Fire and Rescue Services (UKFRSs) and national data sets such as the Firefighters Cancer and Disease Registry (FCDR) do not consistently collect, record or analyse data in a gender-specific way. This results in gaps in understanding, under-reporting of women's occupational health issues and missed opportunities to identify trends and mitigate risk.

Conference recognises that:

- women are under-represented in the UKFRS workforce yet face unique exposure and health patterns
- lack of gender-specific data contributes to poorer workplace adjustments, reduced early detection, and missed preventative interventions
- national and international evidence highlights a pressing need for gender-granular health monitoring to support improved policy, PPE design, occupational health provision, and presumptive legislation
- meaningful gender-based analysis is essential to achieving equity, safeguarding women's health, and ensuring that the Fire Brigades Union (FBU) can effectively represent all members.

Conference believes that a strong evidence base is essential for campaigning, negotiation, and future health protections for women firefighters.

Conference therefore instructs the Executive Council to:

- campaign for UKFRSs to implement gender-specific health recording, including tracking injury types, cancer diagnosis, reproductive health impacts, menopause-related issues and musculoskeletal trends!
- work with the FCDR and academic partners to expand data categories so that women-specific occupational health outcomes can be monitored, analysed and published
- develop national guidance for brigades on collecting and reporting gender-granular health data in a consistent, ethical and confidential manner
- lobby for the inclusion of gender-specific health reporting in National Occupational Health Standards and National Fire Chiefs Council aligned frameworks
- provide an annual report to the FBU Women's School and Conference 2027 summarising national findings, emerging trends and priority areas for action.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 1

Change 1st paragraph to

'Conference notes the growing body of research demonstrating that women and ethnic minority firefighters experience distinct health risks, including increased incidence of reproductive health issues, breast cancer, prostate cancer at an earlier age, thyroid disorders, musculoskeletal injuries, menopause-related impacts, sickle cell anemia, hypertension, stroke and heart disease.'

B&EMM

AMENDMENT 2

Change 2nd paragraph to

'Conference further notes that current health recording systems across the UK Fire and Rescue Services (UKFRSs) and national data sets such as the Firefighters Cancer and Disease Registry (FCDR) do not consistently collect, record or analyse data in gender-specific or ethnicity-specific way. This results in gaps in understanding under-reporting of women's and ethnicity occupational health issues and missed opportunities to identify trends and mitigate risk.'

B&EMM

AMENDMENT 3

Change 1st bullet point to

- 'women and ethnic minority members are under represented in the UKFRS workforce yet face unique exposure and health patterns'

B&EMM

AMENDMENT 4

Change 2nd bullet point to

- 'lack of gender-specific and ethnicity-specific data contributes to poorer workplace adjustments, reduced early detection, and missed preventative interventions'

B&EMM

AMENDMENT 5

Change 3rd bullet point to

- 'national and international evidence highlights a pressing need for gender-granular and ethnicity specific health monitoring to support improved policy, PPE design, occupational health provision, and presumptive legislation'

B&EMM

AMENDMENT 6

Change 4th bullet point to

- 'meaningful gender-based and ethnicity-based analysis essential to achieve equality, safeguarding women's and ethnic minorities health, and ensuring that the Fire Brigades Union (FBU) can effectively representing all members.'

B&EMM

AMENDMENT 7

Change 5th bullet point to

- ‘campaign for UKFRSs to implement gender-specific and ethnicity-specific health recording, including tracking injury types, cancer diagnosis, reproductive health impacts, menopause-related issues and musculoskeletal trends’

B&EMM

AMENDMENT 8

Change 6th bullet point to

- ‘work with the FCDR and academic partners to expand data categories so that women-specific and ethnicity-specific occupational health outcomes can be monitoring analysed and published’

B&EMM

AMENDMENT 9

Change 7th bullet point to

- ‘develop national guidance for brigades on collecting and reporting gender and ethnicity granular health data in a consistent, ethnically and confidential manner’

B&EMM

AMENDMENT 10

Change 8th bullet point to

- ‘lobby for the inclusion of gender specific and ethnicity specific health reporting in National Occupational Health Standards and National Fire Chiefs Council alignment frameworks’

B&EMM

AMENDMENT 11

Change 9th bullet point to

- ‘provide an annual report to the FBU National Women’s School and Black and Ethnic Minority Members School and Conference 2027 summarising national findings, emerging trends and priority areas for action.’

B&EMM

32. PSYCHOLOGICAL HEALTH SURVEILLANCE IN FIRE AND RESCUE SERVICES

Conference notes that firefighters are routinely exposed to traumatic incidents, including fatalities, serious injury, incidents involving children and incidents involving colleagues.

Conference notes that cumulative exposure to trauma, sleep disruption caused by shift work and sustained operational pressures are recognised risk factors for poor mental health outcomes.

Conference notes that firefighters, like all workers, experience day-to-day pressures and stresses outside of work, including financial pressures, family responsibilities and wider social factors.

Conference notes that workplace demands, trauma exposure, shift patterns and organisational pressures can interact with and compound those external stresses, increasing overall psychological strain.

Conference notes that occupational data published by the Office for National Statistics confirms deaths by suicide among firefighters in England and Wales in recent years, and that several brigades have experienced multiple suicides within short periods.

Conference notes that fire and rescue services undertake mandatory health surveillance in relation to physical occupational risks, including respiratory health, asbestos exposure and hearing, but that there is currently no consistent national framework for psychological health surveillance within UK Fire and Rescue Services (UKFRSs).

Conference recognises that psychological injury arising from occupational exposure is a workplace health and safety issue.

Conference recognises that early identification and preventative intervention are preferable to reactive crisis response.

Conference recognises that mental health support and any associated assessment must be confidential, non-disciplinary and entirely separate from performance management processes.

Conference believes that firefighters deserve the same level of preventative protection for psychological health as they receive for physical health risks.

Conference believes that the absence of structured psychological health monitoring represents a gap in occupational health provision.

Conference instructs the Executive Council (EC) to commission research into best practice models of occupational psychological health surveillance within emergency services, both nationally and internationally.

Conference instructs the EC to consult with members and relevant experts in occupational health, trauma and suicide prevention.

Conference instructs the EC to develop a national best practice framework for an annual psychological wellbeing assessment which fire and rescue services can adopt.

Conference instructs the EC to ensure that any proposed framework includes confidential annual wellbeing screening, access to professional follow-up where required, structured post-trauma review pathways, and robust safeguards to ensure data protection and the exclusion of managerial access to individual results.

Conference further instructs the EC to campaign for the recognition of psychological health surveillance as an integral component of occupational health provision within UKFRSs.

STAFFORDSHIRE

EQUALITY AND FAIRNESS AT WORK

66. RETAINED DUTY SYSTEM (RDS) TO WHOLETIME RECRUITMENT AND DIVERSITY

Conference notes that recruitment pathways from RDS to Wholetime roles are increasingly used within UK Fire and Rescue Services (UKFRSs).

Conference is concerned that reliance on RDS to Wholetime recruitment can disadvantage groups who are under-represented in UKFRSs, as RDS roles often require working patterns, availability and geographic stability that are not accessible to all.

Conference further notes that recruiting Wholetime firefighters primarily from RDS risks weakening RDS provision by thinning out existing crews, effectively moving staff from one area of need to another rather than expanding overall workforce capacity.

Conference instructs the Executive Council to oppose recruitment models that rely primarily on RDS to Wholetime pathways, and to campaign for inclusive Wholetime recruitment processes that actively improve workforce diversity.

LANCASHIRE

AMENDMENT

3rd paragraph

Delete 'Conference further notes that recruiting Wholetime firefighters primarily from RDS risks weakening RDS provision by thinning out existing crews, effectively moving staff from one area of need to another rather than expanding overall workforce capacity.'

SCOTLAND

ACCIDENT AND INJURY FUND (AIF)

68. MODERNISING THE DEFINITION OF DEPENDENT CHILD WITHIN THE ACCIDENT, INJURY AND DEATH BENEFIT FUND (AIF)

Conference notes that the AIF exists to provide financial protection and security to the families of members in the event of death or serious injury.

Conference notes that the current definition of 'dependent child' within the Rule Book does not automatically include children of a cohabiting partner unless they fall within a narrow interpretation of dependency.

Conference notes that modern family structures increasingly include blended families in which members live with, support and act as parental figures to children who are not biologically theirs.

Conference recognises that members frequently undertake long-term parental responsibilities for children within their household, including financial support and the responsibilities of family life.

Conference further recognises that reliance on discretionary ex-gratia payments following bereavement creates uncertainty and inconsistency in the administration of the Fund.

Conference believes that the Rule Book should reflect the lived reality of modern family life and provide clarity, fairness and consistency in the administration of the AIF.

Conference further believes that children who have resided in the same household as a member for a sustained period and who were financially or materially dependent upon that member should not be excluded from entitlement solely on the basis of biological parentage.

Conference therefore resolves that it is the policy of the union that the definition of 'dependent child' within the AIF should be amended to include a child of a spouse or cohabiting partner who:

- has resided in the same household as the member for a continuous period of not less than 2 years immediately preceding the member's death; and
- was financially or materially dependent upon the member at the time of death.

Conference instructs the Executive Council (EC) to prepare and bring forward the necessary amendments to Rule F2 at the next Rule Change Conference in accordance with Rule C12.

Conference further instructs the EC that, pending formal rule amendment, the management committee should have regard to this stated policy position when exercising its discretionary powers under Rule F2(9)(iii).

Conference instructs the EC to ensure that any proposed amendments preserve the financial sustainability of the AIF in accordance with Rule F2(9)(iv)

STAFFORDSHIRE

LEGAL

7. ON-CALL TIME AND WORKING TIME

Conference recognises that the Retained Duty System (RDS) continues to operate under terms and conditions that fail to properly reflect the reality of the commitment placed upon our members.

Conference believes we cannot remain complacent in maintaining this position in light of the legal principles established in the ruling of the Matzak v Ville de Nivelles relating to working time.

Conference notes that this case raised fundamental questions regarding whether periods of on-call availability, where significant restrictions are placed upon an individual's ability to use their time freely, should properly be considered working time.

Conference believes this issue is directly relevant to the RDS.

Conference therefore instructs the Executive Council (EC) to:

- commission a legal report examining the potential implications and possible outcomes of legal action seeking recognition of RDS on-call time as working time
- ensure this report fully explores the risks, opportunities and strategic considerations of pursuing such a case
- that the findings are given full consideration by the EC
- communicate that consideration to the membership no later than Conference 2027.

Conference believes this work is necessary to ensure the union is fully informed and strategically prepared to challenge outdated retained duty arrangements where appropriate.

SOUTH YORKSHIRE

AMENDMENT

4th bullet point, 1st line:

Delete 'to the membership' and **replace with** 'through the unions internal structures' so that content reads: 'communicate that consideration through the unions internal structures no later than'.

SCOTLAND

INTERNAL ADMINISTRATION

78. CONFERENCE AND INCLUSIVITY

Conference believes that in order to demonstrate that the Fire Brigades Union is inclusive of its members across the whole of the United Kingdom (UK), Conference should be held in all 4 nations across the UK on a rotational basis.

Conference believes this is long overdue and therefore instructs the Executive Council and the Chair of Standing Orders, to commence with making arrangements to hold Conference in Northern Ireland, Scotland, Wales and England on a rotational basis.

NORTHERN IRELAND

EMERGENCY MOTIONS CARRIED

E1. SOLIDARITY WITH CUBA AND AGAINST EXTERNAL AGGRESSION

Conference condemns the comments made by the President of the United States (U.S.), Donald Trump, while speaking at an investment forum in Miami on 27 March 2026. During his speech, Donald Trump praised United States (U.S.) military successes in Venezuela and Iran as a precursor to his remarks, "Cuba is next".

In response, Cuban President Miguel Díaz-Canel has vowed "impregnable resistance" and stated his country is prepared to fight if the U.S. carries through with its threats.

Further to this, Donald Trump issued an Executive Order on 1st May, 2026 titled, 'Imposing Sanctions on Those Responsible for Repression in Cuba and for Threats to United States National Security and Foreign Policy.'

This Executive Order and the additional sanctions it imposes were condemned by Cuban Foreign Minister, Bruno Rodriguez, as "illegal and abusive."

This Conference notes that:

- Cuba continues to face longstanding economic sanctions, most notably the U.S.' embargo, which has and continues to have, significant humanitarian and developmental impacts on the Cuban people
- recent rhetoric and policy signals from the President of the U.S. have included renewed threats of intensified sanctions, political destabilisation, and potential military pressure
- such actions undermine the principles of national sovereignty, self-determination, and international law
- working people are disproportionately affected by economic sanctions, suffering shortages of essential goods, medicine, and infrastructure investment.

Conference is clear that:

- The people of Cuba have the right to determine their own political and economic system free from foreign interference
- economic sanctions function as a form of collective punishment against ordinary citizens rather than political opponents
- international solidarity among workers is essential in resisting unjust foreign policy and promoting peace.

Conference resolves that:

- the Fire Brigades Union (FBU) oppose all threats of military intervention, regime change, and coercive economic measures against Cuba
- the FBU will work with international trade union bodies to build solidarity campaigns supporting Cuban workers and civil society.

Conference further resolves to:

- affiliate with and support campaigns that challenge economic sanctions globally
- issue a statement of solidarity to Cuba and its trade unions affirming our support in response to President Trumps recent aggression and threats
- Write to the UK government to advocate for the immediate lifting of the U.S. embargo on Cuba.

MERSEYSIDE

E2. ESTABLISHING A NATIONAL STANDARD, FRAMEWORK AND PROTECTIONS FOR EMERGENCY BLUE LIGHT RESPONSE DRIVING

This Conference notes the recent jailing of Police Constable Mark Roberts who was involved in a road traffic collision that resulted in the death of a member of the public whilst responding to an emergency incident. Conference is also aware that a number of Fire Brigades Union (FBU) members are either awaiting criminal trials for charges relating to driving to an emergency incident or awaiting a decision to prosecute by the Crown Prosecution Service.

Conference further notes:

- the critical role that emergency service drivers play in protecting life, property, and public safety
- the absence of a unified, enforceable national standard governing training, assessment, exemptions and ongoing competency for blue light (emergency response) driving across services and regions
- evidence of inconsistent training quality, varying operational policies, and differing thresholds for driver authorisation, which only serves to increase risk to firefighters and the public
- rising operational pressures, including increased call volumes, local unagreed time-critical response standards, insufficient and unagreed ridership levels, increased cross-border mobilisations and the growing complexity of modern road environments
- that emergency response driving is a high-risk, safety-critical activity requiring advanced skills, judgement, and continuous professional development
- that fatigue, insufficient refresher training, and lack of standardised assessment frameworks can compromise safety outcomes
- that current guidance and best practice are fragmented and not consistently embedded across all employers and services.

This Conference Believes:

- that all emergency service personnel and the public deserve the highest possible standards of safety during emergency response driving
- that a nationally agreed, evidence-based framework would improve consistency, accountability, and risk management
- that proper investment and standardisation in training, instructor capacity, and welfare support is essential to maintaining safe and effective emergency response capabilities.

Conference instructs the Executive Council (EC) to:

1. Campaign for the immediate development and implementation of a national standard for emergency blue light driving, applicable across all emergency services.
2. Demand a mandatory national training framework, including:
    - Standardised initial training requirements
    - Accredited instructor qualifications
    - Uniform assessment and certification processes
    - Defined competency benchmarks
3. Call for mandatory, periodic requalification and refresher training, with protected time and funding allocated by employers.
4. Advocate for the inclusion of fatigue management, wellbeing, and human factors training within the framework.
5. Press for the establishment of a central oversight body or regulator responsible for monitoring compliance, quality assurance, and continuous improvement.

6. Ensure that data collection and incident reporting systems are standardised nationally to support learning and prevention strategies.
7. Work with government, employers, and sector stakeholders to secure adequate funding and resources to implement and sustain the framework.
8. Place firefighter safety and public protection at the heart of all policies relating to emergency response driving.
9. Seek to secure through the National Joint Council, indemnity cover, paid for by the employer, to protect FBU members facing the risk of prosecution due to incidents which occur as a direct result of responding to an emergency incident.

Conference further instructs the EC to provide a full report back to conference on progress within 12 months.

CHESHIRE

E3. MAY 7 ELECTION RESULTS - THE FIRE BRIGADES UNION (FBU) AND OUR FIGHT FOR THE FUTURE LABOUR PARTY

Conference notes on 7 May 2026 we saw the devastating defeat suffered by Labour Party representatives in the local elections and the Scottish and Welsh Parliaments that means there has to be change and we have to shape it.

Conference notes that Labour lost almost 1500 council seats across England. Labour lost in its longstanding heartlands in Wales, including dropping to 9 out of the 96 seats in the Senedd and losing its role as the governing party. Labour also suffered losses in Scotland. By contrast, Reform UK made significant gains in Wales, Scotland and England.

Conference believes that responsibility for this defeat lies with the decisions and policies of the current Labour leadership.

These results demonstrate that working-class voters overwhelmingly have rejected Starmer's Labour and that he does not have their trust and support to be their Labour leader and Prime Minister.

Conference condemns Starmer for the disastrous series of decisions made since the July 2024 general election. These include inadequate central funding for fire and rescue services, scrapping winter fuel payments, keeping the two child benefit cap, its proposed attacks on the welfare state, the appointment of Peter Mandelson, his intervention to prevent Andy Burnham standing in the Gorton and Denton by-election, the stance on Gaza, his role in the Birmingham bin workers' strike, many of which have had to be reversed due to public outcry.

Conference believes that Starmer has failed to deliver the 'change' promised in Labour's 2024 general election manifesto. Starmer has failed to stop the rising tide of the far right across the UK and is not capable of gaining the support of the electorate to oppose Farage and Reform UK. The local election defeats will have a negative impact on fire and rescue authorities and boards.

Conference therefore is of the view it is time to change the direction of the Labour Party to win back over the electorate and that change cannot be achieved with the current leader of the party.

FBU Conference believes the Prime Minister should set out a timetable for his departure as leader that allows for a full and fair, open democratic process that allows party members and trade unions to have their voices heard and shape the direction of the Labour Party.

The factions within government and the National Executive Committee must not act in a way that denies members a democratic choice.

AFFILIATION TO THE LABOUR PARTY

Conference notes that the FBU is well placed to intervene in the election of a new Labour leader, as a result of our affiliation to the Labour Party.

The FBU played a key role in securing the Employment Rights Act, which has removed some anti-union laws and begun to implement positive rights for trade unionists, making organising and taking action easier, supporting equalities and pushing back anti-union employers.

The FBU has secured unprecedented access to Labour ministers and other politicians, to advance FBU policies. For the first time in decades, FBU officials have held regular meetings with the Westminster fire minister, be it stand alone meetings or through the Ministerial Advisory Group (MAG) and other channels.

Our current affiliation has seen our union make headway on Pay. Prior to the General Election, pay progression was an ambitious aim of the union. Since the inception of the MAG, the discussions had across governmental departments, we have seen a significant shift and a joined up approach with the Fire Minister that must now deliver investment into our service.

The FBU has secured an historic step forward in health monitoring for firefighters, following the union's health and safety summit in April. The union has a generational opportunity to ensure early monitoring and treatment of firefighters who develop cancer and other diseases.

The FBU has been able to intervene in Labour's annual conference, National Policy Forum, National Executive Committee and the Trade Union Liaison Organisation, working closely with other affiliated unions, to oppose Starmer and fight for FBU policies.

In autumn 2025, thousands of FBU members had the opportunity to vote for Lucy Powell as deputy Labour leader, who defeated Starmer's preferred candidate Bridget Phillipson.

The FBU has made progress on pay and conditions, flood duty, equalities, health and safety, fire policy and pushing back fire cuts – all through critical engagement within the Labour Party and with the Labour government at Westminster.

LABOUR LEADERSHIP CONTEST

In the event of a Labour leadership contest, around 12,000 FBU members in England and Wales who pay into the political fund will get to vote.

FBU members will have the unique opportunity to decide not only the next Labour leader but also the new Prime Minister. This is a result of the FBU's 2015 recall Conference decision to affiliate members in England and Wales to the Labour Party.

That means our members and officials, in coordination with other trade unionists, can change the direction of the party and the Westminster government.

We can only change the policies and direction of the party from within to make it what we want it to be – a true representative for the working class.

Conference believes that the FBU never walks away from a fight – and in the likely event of a leadership contest and on other issues, FBU members and officials will make a real difference.

Conference notes that neither Your Party, the Green Party nor any other current party offer a viable working class political alternative to the Labour Party. The FBU retains the same latitude to criticise Labour politicians where necessary, as we have on many occasions but importantly, retaining more channels to advance our agenda on behalf of our members than that of non-affiliated unions.

Conference's role is enshrined in our Rule Book as the sovereign policy making body of the FBU.

Conference continues to be the best democratic forum for making strategic and tactical decisions, as it has done on this matter at previous Conferences in 2004, 2015 and at the last four Conferences.

Conference therefore reaffirms that the FBU maintain its existing affiliation to the Labour Party in order to:

- **shape and play a part in the change of direction necessary for the Labour Party and Westminster government**
- **play a part in any future leadership contest and**
- **maintain the current positive dialogue with government ministers on securing investment in the fire service to deliver pay reform.**

EXECUTIVE COUNCIL

E4. CAMPAIGN AGAINST CLIMATE CHANGE

This conference notes the findings from the European State of the Climate Report, published 28 April, 2026, which stated:

- 95% of Europe's land area experienced above-average temperature in 2025
- Europe experienced its largest wildfire season on record, with over a million hectares burned
- the intensity of heatwaves is leading to more explosive wildfire events.

Conference further notes that on 22 April, 2026 the United Kingdom (UK) Parliament's Environment, Food and Rural Affairs (EFRA) Committee launched a call for evidence on the growing threat wildfires pose to both rural and urban areas. The Committee spoke on how 2025 broke UK records for the most reported incidents of wildfires, surpassing the previous record of 2022; and the fact that 54% of UK wildfires between 2009 and 2021 occurred in built up areas.

Conference further notes that since the beginning of May, forecasts from meteorological organisations are predicting high probability of a 'super El Niño event', leading to record-breaking global temperatures. Climate change already increases UK fire risk from higher temperatures and reduced rainfall in summer. On top of this, from autumn 2026, El Niño would affect UK weather, and could lead to the UK again experiencing temperatures above 40C in summer 2027.

Conference notes the strength of Reform UK in the 7th May local elections; and that, like most of the rising far right globally, Reform has made climate change-denial and undermining climate action central to their message.

Conference welcomes the ongoing Year of Trade Union Climate Action, following the decisions of TUC Congress, supported by the Fire Brigades Union (FBU) delegation. We welcome TUC policy "that the climate emergency will affect all jobs and all workers [and] is a key trade union issue", as well as "an immediate industrial issue for many sectors"; and for "a rapid and just transition away from fossil fuels to prevent catastrophic climate breakdown".

Conference also welcomes the FBU support for the campaign in opposing the UK government approval for the climate-wrecking Rosebank oil field, during the year of action.

Conference recognises that climate change and environmental degradation are both an urgent issue for the whole working class, in Britain and globally, and pressing industrial issues for our members, working on the front lines of the climate crisis. We reaffirm this is a crucial priority for the FBU.

Conference believes that while our employers highlight the impact of the climate crisis, only the FBU demands the policies to address it – through majorly increased funding for fire and rescue services; a statutory standard-setting body with union representation to ensure adequate and consistent services across the country; and radical policies to tackle climate change.

Conference calls for stronger climate action by the UK and other governments. Fighting climate change requires, across economies and societies, the kind of transformation the FBU have advocated for consistently – strong government action; expansion of democratic public ownership, funding and control; and asserting workers' voice at every level.

Conference instructs the EC to establish a climate and environmental working group, with a remit including:

- Strengthening this element in political and industrial campaigning and education
- Encouraging brigade committees to have a working group or member/s responsible
- Holding a national discussion and organising meeting for members in 2026, linked to the Year of Trade Union Climate Action
- Involving members in wider protests and activity
- Exploring connections with international climate solidarity initiatives, including campaigns for a Fossil Fuel Non-Proliferation Treaty and to make high-emitting capitalists fund climate finance for poorer countries and regions
- Encouraging engagement with labour movement-connected climate and environmental groups including: Heat Strike; Campaign Against Climate Change TU Group; Climate Justice Coalition; Greener Jobs Alliance; Workers' Planet; Energy for All.

MERSEYSIDE

E5. DEGRADATION PLANS AND CUTS TO FRONTLINE FIRE AND RESCUE SERVICES BY STEALTH

Conference notes Fire and Rescue Authorities are increasingly using so called “degradation”, “resilience” or “availability” plans to manage routine service delivery. These arrangements normalise reduced crewing and fewer fire engines rather than responding to exceptional or short-term circumstances.

Conference further notes that on the 30 April 2026, County Durham and Darlington Fire and Rescue Service (CDDFRS) implemented a revised version of their degradation plan. This degradation plan normalises the reduction of fire cover across the county, making it an everyday occurrence, rather than using it for exceptional circumstances that are unforeseeable and cannot be planned for. The degradation plan is being used to implement under-staffing for dates in the future, an example of this is their plan to remove a fire appliance from Peterlee Fire Station by splitting members of that crew and using them to cover shortfalls in staffing across the county. This, in effect, means that the Community Risk Management Plan, which allocates resources based on the risk data, is being circumvented, putting crews and communities at greater risk.

Conference also notes that due to low and unstable levels of staffing within fire and rescue services across the UK, the implementation of degradation plans is becoming common practice and are no longer being implemented as a worst-case scenario when all other avenues have been exhausted.

Degradation plans are often implemented by Fire and Rescue Services, without consultation with the Fire Brigades Union (FBU). They are also introduced and amended without any meaningful public or democratic scrutiny. Such plans mask the true impact of long-term underfunding and staffing cuts imposed by central and local government, whilst increasing the risk to those on the frontline and the public whom we are there to protect. Those risks are never truly assessed and mitigated against, either prior to being implemented or once cover is returned to normal levels, in the hope that the worst never arises.

Conference believes, the routine use of degradation plans, in foreseeable and avoidable circumstances, constitutes cuts to frontline services by stealth. Degradation shifts risk from employers and politicians onto firefighters on station and in control rooms and the public.

Normalised reduced availability undermines public safety, increases response times, and compromises effective emergency response. Degradation plans place unacceptable pressure on firefighters and control staff, damaging health, safety and welfare. The continued erosion of operational cover disproportionately affects working class and high-risk communities.

Conference resolves that The FBU opposes the routine or planned use of degradation arrangements to deliver permanent reductions in fire and rescue cover. Any genuine short term contingency arrangements must not be used to justify long term service reduction. Fire and Rescue Authorities must be held publicly accountable for any reduction in frontline provision rather than disguising cuts as operational necessity.

Conference instructs the Executive Council to:

1. Support regions and branches in resisting degradation plans through negotiation, political campaigning, legal challenge and, where necessary, industrial action
2. Produce national guidance to assist reps in identifying, challenging and opposing degradation arrangements

3. Expose the link between austerity, funding cuts and the growing use of degradation plans.
4. Campaign further for properly funded Fire and Rescue Services with safe crewing levels, adequate appliance availability and nationally consistent standards of fire cover
5. Assist officials with scrutinising fire service finances, to allow for investigations to be carried out into whether Services have used their funding in the most cost effective and beneficial way for the protection of their communities.

DURHAM AND DARLINGTON

MOTIONS DEFEATED

ECPS 3. FIRE BRIGADES UNION –INDEPENDENT, UNITED AND STRONG	EXECUTIVE COUNCIL
5. REDEPLOYMENT OPPORTUNITIES	SOUTH YORKSHIRE
8. MEMBERSHIP CONSULTATION ON PAY OFFERS	MERSEYSIDE
13. PAY NEGOTIATIONS: PROTECTING MEMBERS FROM REAL-TERMS PAY CUTS	STAFFORDSHIRE
56. LABOUR PARTY AFFILIATION	MERSEYSIDE
69. INJURY OR WORSE DUE TO THREE PERSON CREWING	CUMBRIA
ER6. THE RELATIONSHIP BETWEEN THE FIRE BRIGADES UNION AND THE LABOUR PARTY	WEST MIDLANDS

ALTERATIONS TO THE FIRE BRIGADES UNION RULE BOOK

Rule B2 (1) (x)	EXECUTIVE COUNCIL	Carried
Rule F2 (5) (iv)	EXECUTIVE COUNCIL	Carried
Rule H1	EXECUTIVE COUNCIL	Carried

ALTERATIONS TO CONFERENCE STANDING ORDERS

Standing Order number 3	SCOTLAND	Carried
Standing Order number 4	LONDON	Carried

FINAL APPEALS COMMITTEE

REGION/SECTION	NAME
Region 1	John McKenzie
Region 2	Dermot Rooney
Region 3	Karl Wager
Region 4	Gavin Marshall
Region 5	Ian Hibbert
Region 6	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	Amanda Mills
NRC	Paul Revill
NWC	Robyn Richardson
ONC	Tony Walker
B&EMM	Kasey LeGall
LGBT+	Maria Buck
CSNC	Caroline Saunderson

ELECTION OF STANDING ORDERS COMMITTEE

ELECTED

Rebecca Savin	4 years
Stephen Hanley	4 years

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