

FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | AUGUST/SEPTEMBER 2019



PENSIONS FIGHT PAYS OFF

HOW THE FBU BEAT GOVERNMENT IN COURT – P14

**EYEWITNESS
TO ORGREAVE**
SEE P8

**GRENFELL
NEVER AGAIN**
SEE P16

**PETERLOO
200 YEARS ON**
SEE P18





MATT WRACK

WE WILL LEARN THE LESSONS FROM OUR MOMENTOUS VICTORY ON PENSIONS

PENSIONS

27 June 2019 is now a date marked in FBU history. The day we heard from the Supreme Court that our pensions legal case had been won. This victory is undoubtedly momentous for our union, and for the whole of the public sector.

We will take on the lessons learnt from our victory in our future challenges. Read more about our pensions fight on p14.

OUR NEW PRIME MINISTER

In July, the country welcomed (or booed?) our new Prime Minister into Number 10. His record on fire is well known to Londoners. In his time as Mayor he decimated fire services leading to increased fire deaths, as an under-resourced service struggled to meet its target response times.

The London Fire and Emergency Planning Authority tried to prevent the disastrous cuts, but Mayor Johnson overruled them.

He went on to lie to Londoners, insisting that he had improved fire cover, despite cutting the number of firefighters, fire engines, and fire stations.

When confronted, he told a Labour Assembly member to "get stuffed".

We're likely in for a bumpy ride with Johnson, given his record, and we can count on him being a thorn in the side of the FBU and fire and rescue services.

What we need is a general election now, so that the whole country, and not just 100,000 Conservative party



XINHUA NEWS AGENCY/PA IMAGES

members, can have their say on the future direction of our country and public services.

PAY

The executive council (EC) recently discussed the employer's pay offer of 2% for 2019/20, marking yet another real-terms pay cut for firefighters.

The EC believes that this money is better in the pockets of FBU members, instead of the bank accounts of employers. On that basis, the EC is recommending the implementation of the offer.

We will now consult members through the union structures; get in touch with your local officials to make your views heard.

While the employers

continue to oversee the destruction of our service, and the living standards of our members continue fall, it is appalling that they continue to ask FBU members to undertake new areas of work for free, abusing our members' goodwill.

This must and will be challenged over the coming months as part of a wider campaign to make the case for investment in services, including the urgent need for increased pay.

NEVER AGAIN

The Grenfell Never Again campaign seeks to change the system of fire and building safety. The campaign is centred on five key demands of the government.

Over 10,000 people have signed the petition so far, and members up and down the country are out campaigning on the issues.

As the professional voice of firefighting, we are uniquely placed to understand what change is needed within fire and building safety.

This is not only about London and the legacy of Grenfell; it is about the safety of residents from all corners of the country.

This affects every single fire and rescue service. We will continue to get our message out there.

As much as the government wants us to, we will not be quiet, we will not go away, and we will not give up this fight.



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NEWS

THE CASE AGAINST CUTS

Firefighters put the arguments to their MPs

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POLITICAL FUND

Make sure that our voice can be heard

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EMPLOYERS OFFER 2% PAY RISE

PAY

The FBU and fire service employers have agreed to pause discussions surrounding the broadening of firefighters' roles, with employers offering a 2% pay rise for 2019/20. FBU members will be consulted on the offer through union structures, with the executive council recommending that members accept it.

The executive council raised serious concerns that the pay rise on offer represents a real-terms pay cut, but said in a statement that "we must secure a pay increase for firefighters now to offset rising living costs".

Matt Wrack, FBU general secretary, said: "It's disgraceful that, in full knowledge of the existing pressures on firefighters, the employers have offered a real-terms pay cut. But this money is better in our pockets than in the bank accounts of the employers."

The executive council has resolved to prepare the ground for a major campaign addressing the increasing amount of work outside firefighters'

negotiated roles. After months of heated negotiations at the National Joint Council (NJC), it became clear that a breakthrough was not imminent.

Firefighters overwhelmingly rejected a hypothetical pay proposal from the employers earlier this year. The proposal was not linked to a guaranteed pay increase, instead proposing increases that employers would like to give. Any serious, funded offer from employers is likely to be dependent on the government's next spending review.

With a new Prime Minister entering office and political uncertainty over Brexit ahead, a delay to this autumn's spending review is expected. Any serious pay offer will likely hinge on

the outcome of the spending review, reducing chances of a breakthrough in negotiations.

Meanwhile, firefighters in Scotland have forced a new pay offer from their employers, after raising serious concerns about the expansion of their role, the reduction or loss of additional payments currently available, and the pay increase on offer.

FBU members in Scotland turned out in their masses at a series of "staff engagement meetings" organised by managers. The firefighters raised a number of issues concerning the expansion of their role, the reduction or loss of additional payments currently available, and the pay increase on offer.

"We'll consult our members on any serious final offer, but this offer was neither serious nor final," said Denise Christie, FBU Scotland regional secretary: "Firefighters deserve a pay rise, but this offer simply won't give them enough soon enough. The employer has rightly been sent back to the drawing board."

**'THIS MONEY IS BETTER
IN OUR POCKETS THAN
IN THE BANK ACCOUNTS
OF THE EMPLOYERS'**



FBU banner at Tolpuddle

FBU GRENFELL CAMPAIGN AT MINERS' GALA AND TOLPUDDLE

GRENFELL

Firefighters spread the message of the FBU's Grenfell Never Again campaign at the Durham Miners' Gala and Tolpuddle Martyrs Festival, two of the largest annual gatherings of trade unionists in the UK.

Hundreds of people lining the streets of Durham and guests on the balcony of the Durham County Hotel, including shadow foreign secretary Emily Thornberry and local MP Laura Pidcock (North West Durham), shadow minister for business, energy and

industrial strategy, watched and applauded as firefighters marched past with the Grenfell Never Again banner.

The FBU's campaign fire engine also promoted the campaign as hundreds of people visited to sign the union petition demanding that government take real action to make buildings safe and prevent another tragedy like Grenfell.

More petition signatures were collected at Tolpuddle as people, including Labour leader Jeremy Corbyn and Angela Rayner, shadow secretary for education,

visited the FBU stand. Many donated to the Grenfell Firefighters Support fund.

Matt Wrack, FBU general secretary, said: "We're proud of our history of fighting to improve the fire and rescue service and public safety, and we were incredibly proud to bring our Grenfell Never Again campaign to these events.

"Thank you to everyone for standing in solidarity with us in our fight for change within the fire and rescue service to ensure that a disaster like Grenfell never happens again."



FBU members at the Durham Miners' Gala

SOUNDING OFF

Clare Moseley, founder of the charity Care4Calais, explains its continuing importance

MORE FIREFIGHTERS WELCOME TO HELP

It's easy to think the refugee crisis is "old news" – unless you are living in the middle of it.

I recently met a man whose brother drowned next to him while they were crossing the Mediterranean Sea – an only-too-real consequence of the policy that our and other governments are following in a desperate quest to stop migration at all costs. Can it really be worth it?

In Calais we see the consequences of many events that happen around the world. We meet people who have been tortured in Libya, families that have been torn apart in Syria, children who have been orphaned in Sudan and heroes who have been persecuted for standing up for their beliefs in Iran.

What can we do in the face of all this? At Care4Calais we do whatever we can. We take out basics to make their daily life a little more bearable. Most are sleeping rough with limited sanitation or comfort, so clean clothes, blankets and toiletries are very much in demand.

The British and French authorities do all they can to dehumanise and demoralise people; we counter this by spending time with individuals, drinking tea, teaching English, playing football, giving haircuts, or even just mending their clothes.

We desperately need donations and volunteers to continue this. In August we welcome our first group from the FBU, and we can't wait to welcome many more. Firefighters help those in need; we can't think of anyone we would like to see here more.

In the UK we campaign for tolerance. Refugees are ordinary people that bad things have happened to. It is saddening to see them blamed for things they cannot control, and tragic when people fear them just because they come from far away.

■ To find out more our work visit www.care4calais.org



FIREFIGHTERS PUT THE CASE AGAINST CUTS TO THEIR MPs

LOCAL CAMPAIGNS

FBU campaigners have taken local battles to Westminster, lobbying MPs against cuts to fire and rescue services.

More than 30 firefighters from **Greater Manchester** spoke to over a dozen MPs from the area and beyond, including Rebecca Long-Bailey, the shadow business secretary, and a representative from Labour leader Jeremy Corbyn's office.

The FBU has been fighting cuts spearheaded by Manchester's Labour mayor Andy Burnham. The mayor's office agreed to



MARK THOMAS

defer one part of the cuts in advance of the meeting, amid mounting pressure from his Labour colleagues.

Firefighters from **Suffolk** had constructive conversations with local MPs as part of their #RescueSuffolkFire campaign, highlighting that cuts to their service were deeper than those to neighbouring brigades.

Surrey firefighters were "greatly disappointed" when local Tory MPs, including Jeremy Hunt and Michael Gove, failed to attend their lobby, despite a petition opposing the cuts gaining over 12,000 signatures.



Firefighters from Manchester (above and below) in Westminster

TRADES DISPUTE DECLARED

HEREFORD & WORCESTER

Firefighters in Hereford and Worcester could strike over the confrontational approach of managers and their lack of engagement with the FBU.

The union has declared a trade dispute. It centres on the implementation of a 10-hour day shift system without meaningful consultation.

After ignoring recommendations from a technical advisory panel, the service

gave the FBU a single day's notice before imposing the controversial system.

Andrew Scattergood, FBU West Midlands regional secretary, said: "From the start, we've been reasonable and open to discussion, but we've had no reciprocal response from management, despite assurances that discussions would be conducted in good faith.

"We're disappointed that it's come to this, but we have no choice but to lodge

this dispute."

The FBU set a deadline of 9 August for the service to agree to the union's terms.

Matt Wrack, FBU general secretary, said: "Local reps have worked tirelessly to engage constructively, only to be ignored and undermined by the chief fire officer. The arrogance is appalling. Firefighters in Hereford and Worcester will have the full support of the FBU and of firefighters across the country."

FBU COMMS TEAM WINS TUC AWARDS

The FBU's communications team was honoured at this year's TUC communication awards.

Last year's centenary brochure won "best designed publication" and *Firefighter* magazine was "highly commended" in the "best membership communications – print journal" category.

Frances O'Grady, TUC general secretary, presented the awards at Congress House in London, at a ceremony celebrating outstanding communications work across the trade union movement.

POSTER PUSHES MESSAGE ON CONTAMINANTS

As part of the union's contaminants research project, a three-year collaboration between the FBU and researchers at the University of

uclan CONTAMINANTS RESEARCH PROJECT

WHAT IS THE PROJECT?
A three year collaborative research project between the Fire Brigades Union (FBU) and the University of Central Lancashire (UCLan). The project will identify, quantify and assess the health risks of contaminants found in the workplace and how to reduce the potential health risks from the fire-fighter's environment.

WHY IS THIS PROJECT IMPORTANT?
Firefighters have been shown to have higher levels of contaminants in their bodies than the general public. This is due to the nature of their work and the equipment they use. The project will help to identify the health risks of these contaminants and how to reduce them.

WHAT DOES IT INVOLVE?

- STAGE ONE:** A confidential survey on brigades' policies on washing and storing PPE and attitudes towards contaminants
- STAGE TWO:** Analysing samples from working environments, skin and firefighters' PPE equipment
- STAGE THREE:** Analysing samples of blood, urine and/or hair

If you are interested in participating or would like any more information, speak to your FBU brigade or regional representative: fbu.org.uk/contacts

Central Lancashire, this poster will be included with copies of *Firefighter* going to branches. Please display it on your noticeboards and in mess-rooms.



STEFANO CASANOVI

MAKE SURE OUR VOICE IS HEARD

The FBU's political fund helps us fight for change, says national officer **Dave Green**

Westminster politicians make decisions every day that affect firefighters' lives. Central government funding provides half the money for fire and rescue services, for wages, equipment and much else. Politicians' decisions affect pay, conditions, pensions and safety.

We need to ensure that the FBU is at the forefront influencing those politicians, so that we can improve our members' place in society.

Andrew Scattergood, West Midlands regional secretary, explains the current political fund dynamic that the Tories have forced upon us: "Under trade union law, the political campaigning by the FBU is funded through a separate levy called the 'political levy'. This term is not ideal, as the use of this fund, which is paid separately to union subscription, is to ensure that the FBU can campaign.

"It's what makes us a fighting union, rather than merely a service union."

The FBU is distinct. We have an independent voice and, through the political fund, our independent trade union voice is heard loud and clear in Westminster.

Since 2010, UK firefighters have been affected by an unprecedented

number of attacks by the Tories on both our working environment and terms and conditions.

Tony Curry, North East regional secretary, believes the union's political fund has been crucial in fighting against draconian cuts: "In Tyne and Wear the political fund aided our campaign against IRMP cuts and secured a Westminster Hall debate with the fire minister.

"This debate was facilitated by the FBU's parliamentary group and was instrumental in delaying the cuts and seeking a fairer funding mechanism."

The political fund allows the FBU to bring local issues, like those in Tyne and Wear, to the heart of Westminster – where the FBU fights for the betterment of firefighters.

Unfortunately, the employers have huge advantage in the battles we fight, but the FBU's political fund allows the union to stand toe to toe with them.

Mark Rowe, North West regional

secretary, explains the importance and ease of signing up to the political fund to combat this: "Support for local campaigns comes from the political fund, so if you want to convince politicians and the public that closing your fire station, axing your fire engine or reducing firefighter numbers in your service should be opposed, you will need the resources to mount an effective campaign.

"Don't leave it to somebody else to fund your fight. Opt into the political fund, as it might be your fire station, your fire engine or your job that it saves."

The FBU has defended the service for over 100 years, the political fund will play a big role in securing a 100 more years for this union – opt in today and make a difference.

■ For more information on opting in to the political fund please speak to your branch rep or contact the membership department by email: membership@fbu.org.uk

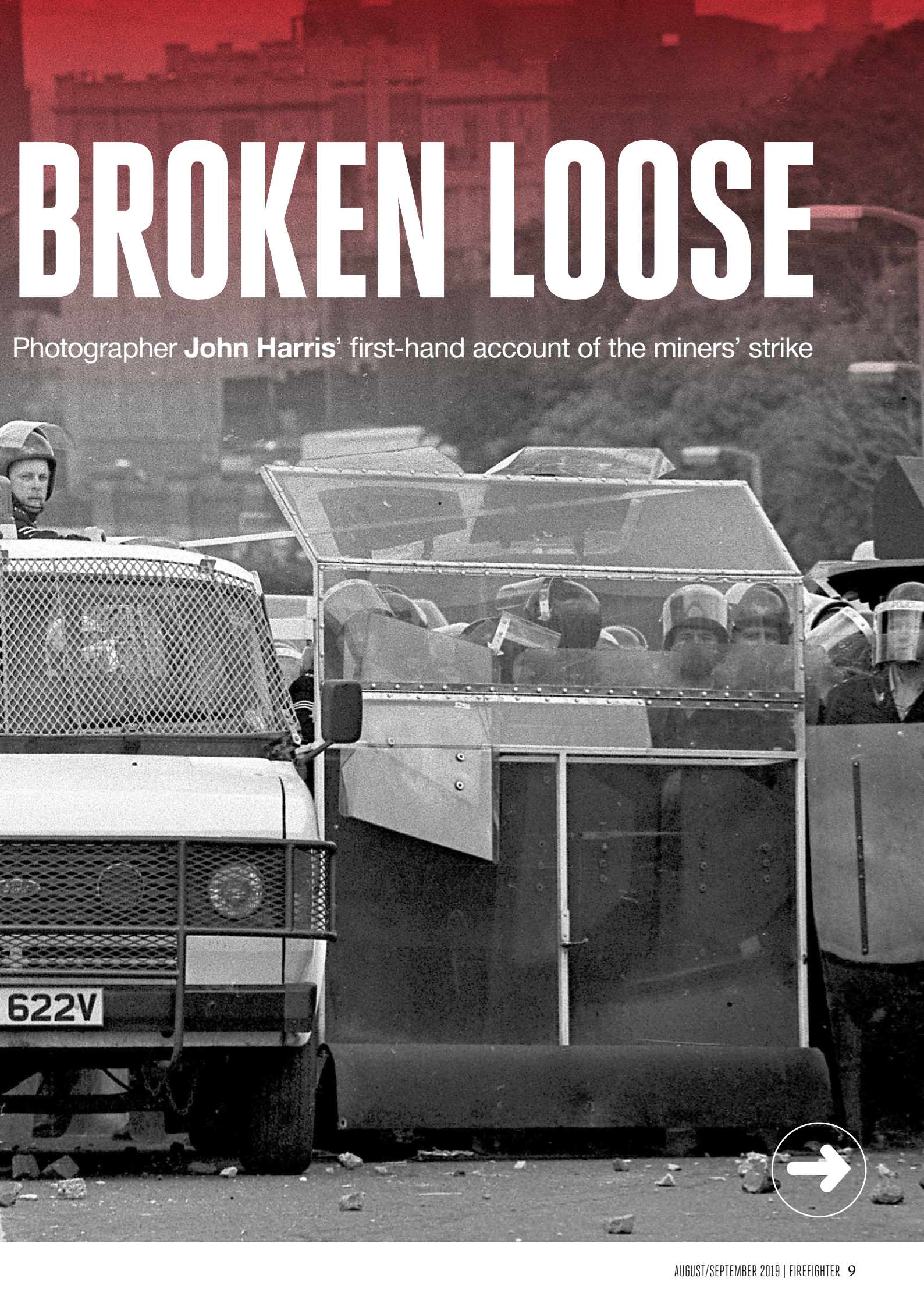
'DON'T LEAVE IT TO SOMEBODY ELSE TO FUND YOUR FIGHT. OPT INTO THE POLITICAL FUND AS IT MIGHT BE YOUR FIRE STATION, YOUR FIRE ENGINE OR YOUR JOB THAT IT SAVES'

ALL HELL HAD

The miners' strike, the battle of Orgreave and me ...



Police confront striking miners at the Orgreave coking works



BROKEN LOOSE

Photographer **John Harris**' first-hand account of the miners' strike





The 1984-85 miners' strike was a decade in the making. Driven to election defeat by the 1974 miners' strike, by 1978 the Conservatives had made a hard turn to the right. They had a new economic theory, "neoliberalism", which proposed that human wellbeing can best be advanced by liberating individual entrepreneurial freedoms within "free markets". This entailed tax cuts for the rich, deregulation in every sphere, privatisation of everything and the withdrawal of the state from any social provision.

Gains made by ordinary people in the post-war period were to be reversed. Any notion of the "social good" was to be replaced with "greed is good". To do all this they needed to break the unions.

The Ridley Report, leaked to *The Economist* in 1978, detailed the plan for dealing with the nationalised 30% of the economy: take on the unions, sector by sector, and dispose of the public assets. Beating the National Union of Mineworkers (NUM), the report noted, was going to be the toughest task. This would require "a mobile strike-breaking force" and recruitment of an army of non-union lorry drivers.

By 1984 they were ready. Coal stocks amassed, plans in place, with the union-buster Ian MacGregor heading the National Coal Board (NCB). His strategy? Demonise and discredit, in order to isolate, then beat and starve the miners back to work.

That spring the government provoked the strike by announcing the closure of Cortonwood colliery near Rotherham in South Yorkshire. It tore up the existing agreement on pit closures, knowing that NUM policy was immediate strike action.

As I nursed my old banger of a car into Yorkshire

ABOVE
Sheffield:
jubilation
outside as an
NUM special
delegate
conference
votes to
continue the
strike against
pit closures

in March 1984, I met coachloads of striking miners heading out to picket. The strike was on. I photographed it from day one, on and off for the entire year. The ethos of the photographic agency I had just joined was to show what was wrong with the world so that people of goodwill would do something about it. I have held this brief all my professional life.

The challenge for the NUM was Nottinghamshire. Labour had introduced a regional pay scheme that divided coalfields. Nottinghamshire's "easy coal" fed the power stations. Repeatedly reassured their jobs were safe, miners there had not really heard any arguments to the contrary.

With 20% of Nottinghamshire pits out, *The Nottingham Post* reported small groups of pickets were succeeding in persuading more Notts miners to join the action. Thatcher was alarmed. Police were deployed from all over the country and Nottinghamshire felt like a police state. A network of roadblocks on motorway junctions and rural roundabouts sealed off the county.

Thousands of pickets were turned around or



funnelled into a trap and criminalised.

I attended three mass pickets. At the first I was corralled behind police lines on pain of arrest “for my own safety”. It was the first use of riot shields in an industrial dispute, but I could see little more than injured and arrested pickets. As one was dragged past he shouted: “You want to get thyself up there and see what’s really going on.” From then on I was with the pickets.

NO ROAD BLOCKS AT ORGREAVE

There were no roadblocks stopping pickets getting to Orgreave, quite the opposite. Miners in trainers, jeans and t-shirts were helpfully directed by police into a stubble field nearby. After a ritual push against the police lines by pickets, the build-up of attacks on the miners commenced, snatch squads ran out into the crowd, bashing and arresting pickets. The din of police beating their batons on their line of long shields would reach a crescendo, the phalanx would open and mounted officers would charge.

In what seemed to be a lull, like many I took a comfort break. On my return all hell had broken loose. Apparently the pickets had again been attacked and driven down a railway embankment or over the bridge into the terraced streets.

The last charge by mounted officers knocked me off a wall backwards onto a concrete paved front garden as they galloped up the road clobbering whoever they could reach. Short shield units ran round me, chasing pickets through the backs of the terraces.

I gathered my cameras and took a risk crossing the police line of long shields that had now formed. I shot

THE DIN OF POLICE BEATING BATONS ON LONG SHIELDS WOULD REACH A CRESCENDO

**ORGREAVE
TRUTH AND
JUSTICE
CAMPAIGN**
otjc.org.uk

RIGHT Striking miners’ wives and families protest against the concerted media campaign vilifying the strikers



a sequence as a senior officer ran past me and started belting a bare chested youngster over a car bonnet, forcing him to hop along on one foot back to the lines to the sound of their laughter.

I had not checked my kit after my backflip – that camera was on 125th of a second with a 200mm lens – so that would be two stops overexposed with camera shake and subject movement. I was now in great danger, short shield units and mounted officers were everywhere wielding their batons with abandon.

I shot a couple of frames, got away, came back, shot, got away, came back. I was running out of film in all three cameras. Film was going to need changing and I couldn't stop to do so. Ahead some pickets were behind a low wall in a gap in the bushes. As I reached them, I saw they were trying to help an older picket on the ground who they thought was dying.

A woman started shouting "Get an ambulance!" to the police. The horses swung round and charged. "I'll have you as well, you b***h," shouted one officer as he took a swing at her head. I shot two frames as a miner pulled her back by the belt and the blow missed. It could have smashed her skull. I made my escape and changed films.

LIFE IMPRISONMENT

I got home later to watch with disbelief as BBC News reversed the timing of its footage in headline reports. Mounted officers had charged repeatedly before any retaliation by the pickets, yet the reversed footage reinforced the ongoing campaign to depict the miners as a violent mob. The rest of the mainstream media duly blamed the pickets. The home secretary mooted life imprisonment for the "rioters".

My picture of the attack on Lesley Boulton was used across the front page of *Labour Weekly* and subsequently by other left media, many unions and publishers abroad. It appeared on badges and posters becoming emblematic for the coalfield communities of the way they were being policed.

The blurry image of the lad being assaulted over the car bonnet was reproduced by *Der Spiegel* in Germany over a double page spread with the caption "In Germany we do not attack our trades unions, we incorporate them".

A year later and largely unreported, the trials of 79 pickets for "riot" at Orgreave collapsed. Not only had officers made up or had their statements dictated to them, but the existence of a new and secret police riot manual emerged. The purpose of the long shields, the drumming, the short shield units, police horse charges and snarling dogs, was firstly to intimidate, to create fear in the crowd and secondly to "disperse and/or incapacitate".

After Orgreave, police attacks on pit villages at the heart of the strike began. The same style of policing continued.

Whole villages would be sealed off in the early

LARGELY UNREPORTED, THE TRIALS OF 79 PICKETS FOR 'RIOT' AT ORGREAVE COLLAPSED



RIGHT Mounted police officer attacking Lesley Boulton of Women Against Pit Closures

FAR RIGHT Riot police use batons on striking miners' picket





hours. You couldn't get in or out. Police took on whole communities just to get a couple of strike-breakers into a pit requiring thousands to mine coal.

Day after day I attended picket lines where hundreds of strikers would emerge from the night having walked miles across fields to evade police cordons.

For me, the darkness meant getting dangerously close with a wide angle lens and a powerful flashgun. I dodged the batons. I used to pray for dawn ... for some light. It became a winter of increasing fear and exhaustion.

The government only just managed to keep the lights on as the strike ground on to ultimate defeat.

It was the biggest strike in history – 160,000 came out on strike, there were still 100,000 out after 12 months, 11,312 arrested (8.4% for violence), 180 imprisoned, countless injuries and five people were killed – three of them children.

The outcome has defined Britain ever since. In 2002 at a reception in Hampshire, Thatcher was asked: "What was your greatest political achievement?" She paused: "Tony Blair and New Labour. We forced our opponents to change their minds".

Successive governments have pursued her neoliberal policies, resulting in grotesque inequality, precarious work and mental distress. They produced the financial crisis of 2008, brutal austerity and the obscenity of Grenfell Tower.

TURNING POINT

We are now at another turning point. Jeremy Corbyn and a resurgent Labour Party membership are an expression of popular revulsion at four decades of corporate tyranny. They represent the only chance for the people of this country to escape a rapacious treadmill of despair and destruction.

We must learn from the miners' strike and not be deterred by smear campaigns designed to demoralise and confuse us.

For the many – not the few.

■ bit.ly/RD-miners-strike



ABOVE This image of a senior officer attacking a young picket was used across a double page in *Der Spiegel*

LEFT Police block miners from picketing delivery lorries leaving the Orgreave coking plant

PENSIONS

The FBU's determination to mount a successful legal challenge to unfair pension attacks demonstrates why all firefighters should be members of the FBU, says national officer **Sean Starbuck**

It has been over four years since the government forced thousands of firefighters onto an unworkable pension scheme that did not reflect the demands of their occupation. But now, after a long and bitter dispute, the FBU has been vindicated.

In December the Court of Appeal ruled that the "transitional protection element" of the government's 2015 attacks on firefighters' pensions is discriminatory.

The Supreme Court has denied the government leave to appeal against this decision. In simple terms: we won.

Pensions have been a fundamental underpinning of the post-war social contract in Britain. For decades, firefighters and other public sector workers have paid into an occupational pension, on the understanding that the government would provide a secure income in their retirement. Crucially for firefighters, the normal pension age reflected the realities of their occupation.

RENEGE ON CONTRACT

When David Cameron's Tory government entered into a coalition with the Liberal Democrats, it made clear its intention to renege on this contract.

Broadly, the government claimed that public sector pensions were too costly for the taxpayer. It proposed a new pension scheme with worse benefits that would force firefighters to work to the age of 60.

The FBU submitted clear evidence that showed the government's proposals were practically and financially unworkable,

but it was ignored. The government proceeded to move firefighters into worse pension schemes. Many firefighters were now expected to work longer and faced dismissal when they could no longer meet the recommended safe fitness standard.

There were some early successes in the union's campaign to stop this. In Northern Ireland, the FBU convinced legislators that 55 should remain the normal pension age for a firefighter. In Scotland, a more realistic actuarial reduction for firefighters who could not work beyond 55 was negotiated.

After a long industrial campaign, with more than 50 periods of strike action across England and Wales, the Welsh government accepted the same actuarial reduction as Scotland. But the Westminster government would not budge.

In December 2014, as the legislation was reaching its final stages in Parliament,

more than 250 firefighters lobbied MPs at Westminster against the changes. An amendment blocking the changes was spearheaded by Labour MP Hillary Benn, but it was defeated.

SERIOUS PRESSURE

After serious political pressure from firefighters and FBU officials, the government conceded that firefighters who, through no fault of their own, could not maintain operational fitness beyond the age of 55 would either be redeployed into non-operational roles, or retired early with their full pension.

By this time, many other unions had accepted terms dictated by the government, but the FBU persisted in its opposition.

The "transitional protection" element government attacks on our pensions kept older firefighters on better pension schemes while younger members were moved onto the new, worse pension scheme.

The FBU launched legal challenges on behalf of more than 6,000 firefighters from all over the UK, charging that this transitional protection discriminated against younger members. Working with our legal advisers, the case progressed through the legal system.

In December of last year, the Court of Appeal ruled in our favour, leaving the government with only one remaining avenue of appeal – the Supreme Court.

But the Supreme Court denied government that appeal in June. It was a triumph for firefighters and, ultimately,

THIS CASE IS
EVIDENCE OF WHAT
WE CAN ACHIEVE
TOGETHER. OUR UNITY
IS OUR STRENGTH

JUSTICE

for thousands of other public service workers whose pensions had similar “transitional protections”.

The government has said that it now accepts the FBU’s position and will also be working with other unions to discuss ways that they can remove the discrimination in other public service pension schemes.

This victory will take our case back to the employment tribunal for remedy.

The FBU is already making arrangements for this, including preparing what we believe is the right remedy for those who were affected. We will, of course, keep members updated as the tribunal progresses and as the final remedy becomes clear.

This has been a momentous victory for firefighters and other workers across the public sector. It was the huge support of our members – and the “never say die”

approach of our officials – which drove the FBU through this battle.

For any firefighter who questions why they should join the FBU, I say: look to victories like this. This case is evidence of what we can achieve together. Our unity is our strength.

■ To keep up to date with the latest news on pensions, you can follow the FBU on Facebook and Twitter, or subscribe to our e-newsletter Rollcall: bit.ly/FBURollCall



MARK THOMAS



GRENFELL

NEVER AGAIN

Two years after the Grenfell Tower fire, key questions about the policies that led to the disaster are unanswered and flammable cladding still covers large numbers of high rise homes. The FBU's Grenfell: Never Again campaign demands answers and action, says national officer Tam McFarlane

The second anniversary Grenfell silent walk



For many, the Grenfell Tower fire represented the damage that seven years of austerity and the Tory government's "bonfire of red tape" inflicted on the poorest in society.

Despite repeated empty promises to residents, Theresa May left office having done little to tackle the root causes of the fire. As the second anniversary of the fire passes, firefighters are campaigning to force the government into action.

This year, thousands joined the Grenfell community in a silent walk to mark two years since the tragedy on 14 June 2017. Similar silent walks have taken place every month since the fire. Each time, firefighters have stood in solidarity with the bereaved, survivors and residents in their search for justice.

While the walk served as a poignant memorial to the deceased, the second anniversary saw a swelling anger in the community at the lack of action from government. Two years on, the independent inquiry into the fire has delivered no answers, while next to nothing has been done to tackle building safety.

It is in this context that the FBU launched its Grenfell: Never Again campaign, demanding action on the



underlying, often ignored, issues that led to the fire. More than 10,000 people have signed a petition backing the campaign, which is supported by the *Daily Mirror* newspaper, Grenfell community groups, and the mayor of London, Sadiq Kahn.

In Parliament, Labour leader Jeremy Corbyn said: "Grenfell is a symbol of a failed housing system and the grotesque inequality in modern Britain ... the Fire Brigades Union has Labour's full support. We cannot stand by while tens of thousands of people are forced to live in fear in their own homes."

While the government has slowly been removing the flammable ACM cladding that was on Grenfell Tower from other buildings, no remedial work has been proposed to address the countless other fire safety failings.

NO ACTION

There has been no action to help those in buildings with other forms of flammable cladding and demands from residents for sprinklers to be retrofitted have been ignored.

In the fragmented fire and rescue landscape, there are no rigorous national standards and no national coordination of fire and rescue services. Fire safety inspections and enforcement are a patchwork of inadequacy, with rampant

private sector corner-cutting.

The FBU has long argued for national structures in the fire and rescue service – a case made all the more urgent by Grenfell.

A fully resourced and fully functioning fire safety system could have caught many of the risks at Grenfell early on, but the number of fire safety officers has been reduced even further than firefighter numbers overall.

A residents' group ominously predicted an impending catastrophe in a blog just months before the fire. But with no democratic tenants' organisation to hold the council to account, it was ignored.

Just as the remains of Grenfell Tower still loom over North Kensington, the fear of a similar incident hangs over those living in tower blocks and the firefighters who might be called upon to tackle a similar blaze.

After two years of broken promises from government, the FBU is determined that the second anniversary be a moment of change.

As each year passes, 14 June will be the benchmark against which government action, or the lack of it, is judged. The FBU is determined to make sure that Grenfell never happens again. Firefighters have made clear what steps

are necessary, but ultimately it is the government that must take action. As things stand, it has failed in that duty.

We know from FBU research, that fire and rescue services outside of London are not prepared for a fire like Grenfell.

There are more than 20 buildings with the same ACM cladding as Grenfell in Salford. There are at least 11 in Manchester and up to 10 in Liverpool and Leeds.

DAINGEROUS CLADDING

The likelihood is that the next tragic fire on that scale will be in one of the hundreds of other local authorities across the country with dangerous cladding and far fewer fire and rescue resources.

Firefighters are uniquely placed to campaign on issues of safety in their communities. And there can be no more worrying safety risk than that of another Grenfell. FBU members across the country are central to this campaign. It is firefighters who can deliver change to make people safe in their homes and ensure that fire and rescue services are prepared to protect them.

■ If you would like Grenfell Never Again resources for your branch, contact: gabriella.matkin@fbu.org.uk
Sign the petition at:
bit.ly/grenfell-never-again

AMAZON STUDIOS



Mike Leigh's film *Peterloo* (above) received its UK premiere in Manchester last October

This year marks the 200th anniversary of a key event for democracy and the trade union movement in Britain – one that was brushed under history's carpet for many years. **David Wibberley** tells the story



THE PETERLOO MASSACRE

It was a peaceful rally to call for political reform. It ended in a bloodbath in which 18 people died and 700 were injured. On 16 August 1819 in the area around what is now St Peter's Square in central Manchester, 60,000 to 80,000 peaceful pro-democracy and anti-poverty protesters gathered.

What followed became known as the Peterloo Massacre – the bloody Battle of Waterloo had taken place only four years earlier.

The horror of the event was airbrushed from official history; the original commemorative plaque, in place until

2007, mentioned only the “dispersal” of the crowd.

In the early 1800s, only 2 per cent of the British population had the vote. It was a time of immense political tension and mass protests; hunger was rife with the Corn Laws making bread unaffordable.

Political power in the early 19th century was dependent on social status. Even the new wealth of industrialists and the growing middle classes did not bring access to a parliamentary system dominated by the landed gentry.

A rapidly growing population of industrial workers in urban centres

like Manchester, transformed by mills, factories, mines and ironworks, lacked political representation and lived in conditions of squalor, overcrowding and lack of sanitation.

Workers were denied adequate wages and the right to form trade unions.

The tens of thousands of men, women and children who assembled on St Peter's Field in August 1819 were drawn from industrial towns and villages from all over Lancashire and beyond.

They carried flags, French revolutionary caps of liberty, and banners calling for reform and equal representation. Dressed in distinctive white cotton,



A contemporary illustration of Peterloo, showing the arrest of speakers, – including Henry Hunt and Sarah Hargreaves of the Female Union, a leading Manchester reformer – and the mounted attack on their audience

nearby window panicked at the sight of the assembly and read the Riot Act, ordering the few who could hear to disperse.

They had at their command 600 hussars (light cavalry), several hundred infantry soldiers; two six-pounder guns, 400 men of the Cheshire cavalry and 400 special constables.

The task of arresting the speakers went to the local yeomanry, a paramilitary force drawn from the ranks of local mill and shop owners. On horseback and armed with sabres and clubs, many had scores to settle with the leading protesters.

Heading for the hustings, they charged when the crowd linked arms to try to stop the arrests.

Mistakenly interpreted as the crowd attacking the yeomanry, the hussars were ordered in, slashing indiscriminately at the protesters with their sabres.

An estimated 18 people, including four women and a child, died from sabre cuts and trampling. Nearly 700 men, women and children received serious injuries. All in the name of liberty and freedom from poverty.

Although it must have looked to those involved like a crushing blow to both freedom and democracy, historians now acknowledge that Peterloo was hugely influential in ordinary people winning the right to vote and led directly to the rise of the Chartist movement from which grew the trade union movement.

Following Peterloo there were several acts of reform throughout the 19th century, but it was not until 1918 that all men over 21 gained the vote through the Representation of the People Act. Women over 21 got the vote in 1928.

According to Nick Mansfield, director of the People's History Museum in Manchester: "Peterloo is a critical event not only because of the number of people killed and injured, but because ultimately it changed public opinion to influence the extension of the right to vote and give us the democracy we enjoy today. It was critical to our freedoms."

The People's History Museum in Manchester is well worth a visit, providing opportunities for everyone to learn about, be inspired by and get involved in ideas worth fighting for; ideas such as equality, social justice, co-operation, and a fair world for all.

– 200 YEARS ON



Henry Hunt

women numbered around one in eight of the protesters. They were in the crowd and on the hustings at the heart of the gathering fighting for universal suffrage.

The meeting was one of a series of national rallies that took place in the years after 1815 as support for reform grew. Henry Hunt, a talented radical agitator, was scheduled to speak. The meeting had initially been called in the hopes of "electing" Hunt as popular representative for Manchester – a city which, like many heavily populated and productive areas, was not entitled to a local MP.

Local magistrates watching from a

FBU PRIDE MEMBERS JOIN WITH CELEBRATIONS ACROSS UK



FIREFIGHTERS SUPPORT LGBT+ MOVEMENT AT PRIDE

Fifty years on from the Stonewall uprising in New York, firefighters attended Pride events across the UK.

Cambridge firefighters had a stall at the city's first Pride on 8 June, while **Suffolk** FBU joined crowds marching at Suffolk Pride on 22 June.

The FBU joined Kids on the Green (KOTG), a community group helping children affected by the Grenfell Tower fire, at **London** Pride and at the first Pride held in Malvern,

Worcestershire, on 27 July.

Pat Carberry, FBU LGBT secretary, said: "We've come a long way over the years and it's fantastic to see so many firefighters attending Pride events across the UK. We will continue to push for improvement to ensure that LGBT+ issues are addressed in the fire service."

The FBU continues to take part in Pride events, including **Belfast** Pride on 3 August and **Milton Keynes** Pride on 14 September.



NATIONAL LGBT MEMBERS' SCHOOL

29 - 31 OCTOBER 2019

The Fire Brigades Union invites you to attend our 19th national LGBT school. It will take place from 29-31 October at Manchester Conference Centre, Sackville Street, Manchester, M1 3BB.

In the past, members have participated in a variety of workshops, including: confronting homophobia, understanding sexuality; LGBT activism; public speaking; building a respectful workplace environment; and LGBT collective bargaining issues.

The school is a great opportunity to get an update on all the issues concerning our community here in the UK and overseas and to find out about getting more involved in the Fire Brigades Union. It is a chance to meet other LGBT members of the FBU, share your experiences, get support, and engage in a weekend of collective discussion and activity.

Application forms are available from
www.fbu.org.uk/education/courses/schools/lgbt
www.fbu.org.uk

Applications to attend this year's LGBT school must be completed and returned no later than **MONDAY 9 SEPTEMBER 2019** by email to janr@fbu.org.uk or by post to Jan Ross, Fire Brigades Union, 68 Coombe Road, Kingston upon Thames, KT2 7AE
To download an application form go to:
www.fbu.org.uk/education/courses/schools/lgbt



SEXUAL ORIENTATION LEGAL PROTECTION AGAINST DISCRIMINATION

Despite the great strides over recent decades, discrimination against lesbian, gay, bisexual and transgender (LGBT) workers remains an entrenched and very much a live issue for many in the workplace.

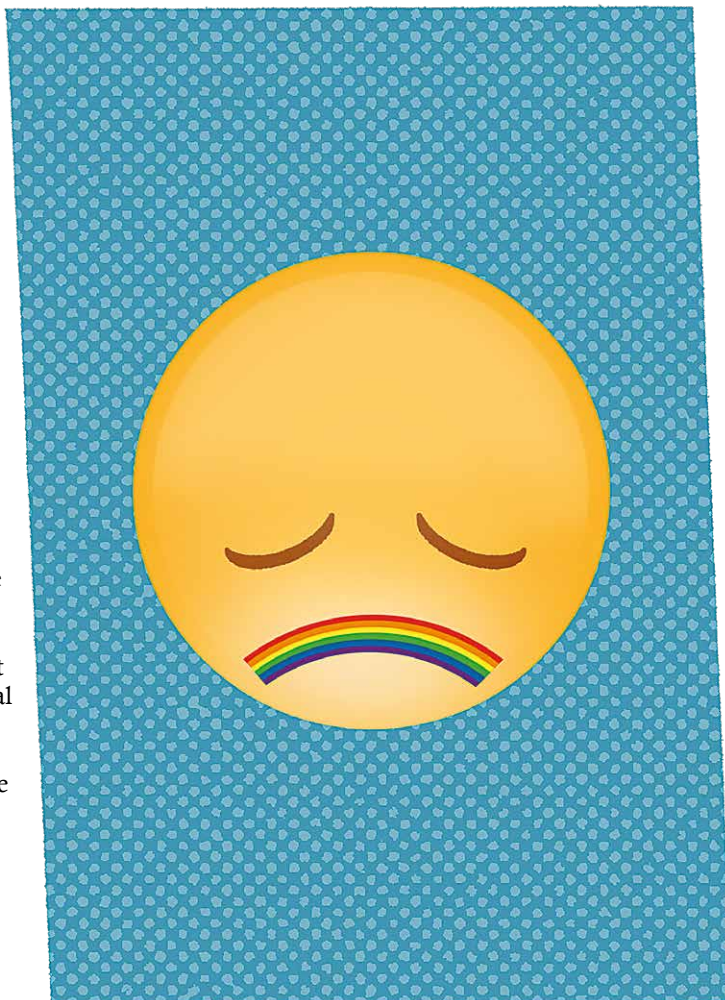
The results of a survey of over 100,000 LGBT people in the UK that was published by the government last year were disheartening for many. The survey found that 23 per cent of respondents had experienced a negative or mixed reaction from others in the workplace due to either being, or being thought to be, LGBT. A fifth of respondents had not been open about their sexual orientation with colleagues who were at the same or lower level than them, while 30 per cent were not open with senior colleagues.

It was also reported that 77 per cent of respondents stated that they had experienced a negative incident at work in the preceding 12 months. The report found that the most serious incident was not reported, primarily because the victim thought it would not be worth it, or that nothing would happen or change even if they did.

ACTION PLAN

In response to the survey, the government put together an LGBT “action plan” to help employers and employees deal with LGBT discrimination in the workplace.

While the action plan is welcome, it is clear that wider societal shifts are needed. The FBU negotiates with employers to protect LGBT workers from being



SATOSHI KAMBAYASHI

discriminated against, to promote inclusion in the workplace and to assist LGBT firefighters to enforce their legal rights in the workplace.

EQUALITY ACT 2010

The Equality Act 2010 protects LGBT staff from all forms of discrimination in the workplace, including recruitment, promotion, training or any other detrimental treatment because of sexual orientation.

If someone feels they have been treated less favourably in the workplace because of sexual orientation, they may be able to bring a claim

against their employer under the Act. This holds true even if the discrimination occurs because someone is thought to be LGBT.

LGBT people are also protected from harassment at work, including physical or verbal abuse, jokes or offensive comments.

While people with a “non-binary identity” – a gender identity that is neither masculine nor feminine and that does not necessarily correlate with a person’s sex – are not explicitly protected under the Equality Act 2010, a person may be protected if they are discriminated against because of perceived gender.

Where a successful discrimination claim is brought compensation can be awarded for what is known as “injury to feelings” and financial losses, if there are any.

Employment tribunals are also able to issue recommendations that will obviate or reduce the adverse effect of the discrimination on the person bringing the claim.

So, for example, where an LGBT worker was found to have been discriminated against in a promotion, a tribunal could recommend that those involved in the promotion process receive equality training.

Note, though, that a tribunal cannot recommend that the person be promoted as that would be seen to amount to positive discrimination.

If an employer fails without reasonable excuse to comply with a recommendation, the tribunal may order the compensation awarded to be increased.

YOUR FREE LEGAL SERVICE

The interests of FBU members are protected by a comprehensive package of legal services, provided by Thompsons solicitors. Members benefit from expert advice and support for breaches of employment law, such as discrimination against protected characteristics, as well as for personal injuries, serious injuries and industrial disease.

The legal scheme also provides a variety of services to members’ families and retired members too.

■ To find out more about Thompsons’ work with the FBU, visit: thompsonstradeunion.law/trade-unions/fbu



**FBU FREEPHONE
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IN SCOTLAND
0800 089 1331**

[WWW.THOMPSONSTRAD UNION.LAW/
TRADE-UNIONS/FBU](http://WWW.THOMPSONSTRAD UNION.LAW/TRADE-UNIONS/FBU)

LETTERS

FIREFIGHTER AND PLASTIC WRAPPING

It was brought to my attention by a Dorset and Wiltshire member that, whilst championing the efforts of Falmouth fire station to go plastic free as well as featuring a double page article on climate change in the recent issue of *Firefighter*, there is a certain irony that the magazine arrives in plastic wrap. While alternative wrapping may be difficult to source options do exist. If as an organisation we are going to preach about climate change we should be putting our money where our mouth is by sourcing a suitable alternative wrap asap.

Kate Scott, brigade chair, Dorset and Wiltshire FBU

■ The FBU has been looking into viable eco-friendly options

to the current *Firefighter* polywrap and, starting with this issue, the magazine will be mailed out in a 100% compostable wrapper made from potato starch. Please do not recycle the wrapper but dispose of it in your home compost heap, your garden waste or food waste bin.

BADGE OF HONOUR

May I take this opportunity to say a big thank you for my 40-year badge. It was a wonderful surprise. I will wear it with pride. I thoroughly enjoyed my time as a firefighter, also my time as branch secretary and then my time on the brigade committee. I follow events closely through the pages of *Firefighter* and wait eagerly for the next copy to arrive.

Thank you and keep up the good work.

A Birch

OUT NOW!

The FBU shop is now stocking high spec, FBU branded, cycling kit made by UK sportswear firm Endura at prices lower than the RRP While stocks last

shop.fbu.org.uk/collections/sportswear



TWEETS



Chris Starkey (FBU) @Cstarkey999 · Jun 27

An historical day for members of the #FBU. So proud to be part of this incredible Union and honoured to represent those members within.

@fbunational Par excellence

5 34



Chris Starkey (FBU) @Cstarkey999 · Jun 27

Another amazing VICTORY for the #FBU ... Standing strong for its members against a powerhouse of a government. Justice well and truly earned and served.



SouthWestFBU @SouthWestFBU · 16h

Public meeting in Woolacombe tonight thanks for your support @fbunational @D_S_FBU



1 4 11



Velosure

Velosure cycle insurance is offering a 15% discount to FBU members

The discount is applied at quote stage – go to:

newquote.velosure.co.uk/source399

Velosure cycle-specific insurance policies provide protection for all eventualities, featuring essential



cover such as theft and accidental damage, cycle rescue, personal accident, replacement cycle hire, worldwide cover up to 90 days and competition use.

STATION CAT LAWS, COURTS AND CUTS

COULDN'T HAPPEN HERE

It has come to your Cat's attention that a battle between the mayor of Rochester in New York, Lovely Warren, and the local firefighters' union has come to a head.

The union dismissed a plan by the mayor to end cutbacks, saying her proposed "compromise" – dipping into a special insurance tax fund – was illegal. She also suggested retired firefighters or suitably qualified volunteers could drive fire engines.

The city's "dynamic staffing" policy allows it to close fire stations when not enough staff are present.

Mayor Warren grabbed headlines when she tried to hijack a union press conference in order to announce her "compromise".

Staff shortages, closed fire stations, questionable management tactics ...

Your Cat is just pleased she lives in Britain.

NEVER MIND THE LAW, COUNT THE MONEY

Your Cat, as you know, is, every now and again, keen on a philosophical argument. So here we go: when is a law not a law?

The answer, if you are a member of Tyne and Wear Fire and Rescue Authority, appears to be: whenever you like.

In 2018, following a legal challenge, the authority's day crewing (close proximity call) system was found to breach employment law. The government's

Health and Safety Executive said any brigade using such systems would be breaking the rules "unless they have entered a collective or workforce agreement".

No such agreement exists in Tyne and Wear, and yet the authority continues to use the system at two of its stations.

A recent meeting of authority members heard that the system, was "working well" and saving a "considerable amount of money".

Considerable amount of money ... why didn't you say? There's no argument there then.

You Cat wonders what part senior managers at the authority are going to play in their own money-saving drive?

OLD FASHIONED VALUES

You would think that a petition of 12,000 signatures would at least make a county council listen. Apparently not so if you are Surrey County Council.

The petition calls on councillors to abandon their plans to leave seven wholtime fire appliances in Surrey without crews at night.

Rejecting the petition, a council spokesperson said: "This information is from an unofficial social media source and does not explain the whole picture in Surrey".

The spokesperson went on to say that, by using new technology, Surrey Fire and Rescue Service can continually monitor where all

its vehicles are. Your Cat was thinking ... she has yet to see a computer put out a fire. And what is wrong with good old-fashioned technologies such as fire engines with highly trained firefighters sitting on them?

Only saying.

LOOK OUT FOR YOUR PENSIONS

Unless you are an MP or a senior manager in the public sector, this government seems hell bent on preventing you having a pension that will provide for a comfortable retirement.

Even the Supreme Court agrees that what the government did with its pension reform in 2015 is not legal.

In a landmark case, the court has refused the government's application for permission to appeal against a Court of Appeal ruling which it lost in December, leaving the government nowhere to go.

In a defiant parliamentary statement, the government said: "The reasons for the 2015 reforms remain that public service pensions are a significant cost for the taxpayer, now and in the future. The judgment does not alter the government's commitment to ensuring that the cost of public service pensions is affordable for taxpayers and sustainable for the long term."

So, the message seems to be clear: put as much money away for your retirement as you can afford and when you retire



Hot time at
Hogwarts

TOPHAM PICTUREPOINT/
PRESS ASSOCIATION

we might just give some of it back.

Your Cat is still worried about her pensions; all nine of them.

MAGIC MOMENTS

Hertfordshire firefighters recently attended a *blaise* at Warner Brothers' studios in Leavesdon. All eight Harry Potter movies were filmed there.

Your Cat has it on good authority that it was a *granger-ous* fire, and it could very *weasley* have got out of hand. The heat was intense, and metalwork was being bent out of *snape*.

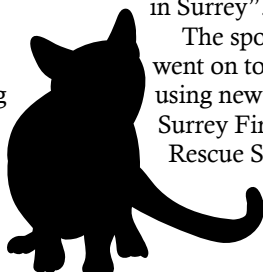
Conditions were poor; a tired and *hagrid* spokesperson said: "When we got here we had to harry up, things were *severous*. Crews managed to smash down a *griffindoor* before *slytherin* into the *chamber of secrets*, it was *far-sickle*, we were *fleur'ting* with disaster, *seer* madness."

Visibility was nearly zero but the magic of PPV *ex-spelled* the smoke. A last *quidditch* effort saved the day. Fortunately, there was no *charm* done.

"When the fire had run its *curse* and it was safe to have a *wand-er* around and look at the *hauror* of the night, and wonder, like the *phoenix* if anything would rise from the ashes.

"The cause of the *witching* hour blaze remains *myst-sirius* but officers believe it didn't start in the wardrobe department; it wasn't a *malfoy-ntion*.

"The fire is expected to affect the studio's *prophet* margin, but no money is coming from the public *percy*."



25-YEAR BADGES



Neil Hiscock (r), Group 2, Trowbridge, Dorset and Wiltshire, receives his 25-year badge from brigade organiser Andy Thompson with colleagues (l-r) Chris Johnson, Sam Allison, Colin Colton, Dickie Thwaites, John Salisbury and Hamish Daya



Paul Ellerington (l), blue watch, Calvert Lane, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall with colleagues looking on



Paul Bowden (r), Marionville, Edinburgh, receives his 25-year badge from East Scotland organiser Davey Strachan



Graham Clarke (l), white watch, Broughton, Greater Manchester, receives his 25-year badge from John Muggleton



Gale Coates (r), Eyemouth, Scotland, receives her 25-year badge from East Area secretary John McKenzie



Neil Tong (l), white watch, Pegswood, Northumberland, receives his 25-year badge from brigade secretary Guy Tiffin



Allan Dobbin (centre right), green watch, Dunfermline, Scotland, receives his 25-year badge from branch secretary Chris Murphy with the watch looking on



Paul Farmer (l), Torquay fire safety, Devon and Somerset, receives his 25-year badge from brigade vice-chair Chris Balcombe with Torquay and Paignton branch members



Simon Allen (r), Sutton Coldfield, West Midlands, receives his 25-year badge from branch rep Rob Smith with colleagues looking on



Paul King (r), Dundee officers' branch, Scotland, receives his 25-year badge from officers' national secretary Phil McDonald



Michael Keepin (r), red watch, Patchway, Bristol, receives his 25-year badge from brigade organiser Amanda Mills with members of red watch looking on



Jason Dickinson (l), green watch, Bridlington, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Stuart Starkey (l), red watch, Bridlington, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Andrew Browne (l), blue watch, Goole, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Martyn Coleman (l) branch rep, Birstall, Leicestershire, receives his 25-year badge from East Midlands regional secretary Adam Taylor



Simon English (l), blue watch, central, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Crawford Logan (r), blue watch, Pollok, Scotland, receives his 25-year badge from branch secretary Scott McKellar



Graham Wright (r), red watch, Peaks Lane, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Scott Reed (r), receives his 25-year badge from East Scotland organiser Davey Strachan



Neil Mizon (l), blue watch, Goole, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall with colleagues looking on



Steve Cousins (l), Peckham, London, receives his 25-year badge from former South West London official Dave Waterman with friends and colleagues looking on



Jason Richards (r) blue watch, Newcastle, Staffordshire, receives his 25-year badge from Staffordshire B&EMM rep Jaz Sokal with colleagues looking on



Nigel Cox (l), Sutton Coldfield, West Midlands, receives his 25-year badge from branch rep Rob Smith



Mark Walster (l) Business Safety, Beverley, Humberside, receives his 25 year badge from brigade secretary Gavin Marshall



Pete Walker (r), green watch, Chelmsford, Essex, receives his 25-year badge from FBU general secretary Matt Wrack



Mark Simes (l) Hastings, East Sussex, receives his 25-year badge from brigade organiser Graham Geer



John Sherrington (r), ONC, Cambridgeshire, receives his 25-year badge from brigade organiser James Pearce



Jonny Hunter (l), Seaham, Durham and Darlington, receives his 25-year badge from brigade organiser Holly Ferguson



John Wright (l), Seaham, Durham and Darlington, receives his 25-year badge from brigade organiser Holly Ferguson



Scott Davidson (l) Kilwinning, Scotland, receives his 25-year badge from West Area official Jamie McCallum



Rob Ward (r), blue watch, Sandyford, Staffs, receives his 25 year badge from Paul Cornwell with his watch colleagues looking on



Karen Goodwin (r), amber watch, Kingsway East, Dundee, Scotland, receives her 25-year badge from branch official Stuart Nicoll



Damien Griffiths (c), Temple, Avon, receives his 25-year badge from brigade organiser John Cowley with blue watch colleagues

25-YEAR BADGES



John Duncan (c), white watch, Kilwinning, Scotland, receives his 25-year badge from West Area official Jamie McCallum with Ian Robertson looking on



Trev Hadley (l) Clarkston, West Area, Scotland, receives his 25-year badge from branch secretary Craig McDougall with colleagues Kev Penny and Derek Gilmour



Jez Boxley (r) Aston, West Midlands, receives his 25-year badge from branch rep Steve Gregory with colleagues looking on



Chris Haggart (r), white watch, Tottenham, London, receives his 25-year badge from regional organiser Steve White with colleagues looking on



Martin Gosnold (l) green watch, Bridlington, Humberside, receives his 25-year badge from branch rep Stew Ball



Vaughan Godber (l), white watch, Peterlee, County Durham and Darlington, receives his 25-year badge from brigade organiser Holly Ferguson with (l-r) Ken Lyons, Chris Arnison, Andy Slater, Clive Hudson, Dan Charlton, Anth Laidler and Gary Tough and Odin the Staffy



Tam Brown (l), blue watch, Perth, Scotland receives his 25-year badge from branch chair John Brown with colleagues (l-r) Martin White, Andy Crichton, Wendy Duigan, Steve Mason, Jamie Crawley, Brian Teven, Tom Hodge, Alan Hunter, Gary Crockett and Rod MacAskill



Richie Clutton (r), Wrexham, North Wales, receives his 25-year badge from former executive council member Grant Mayos



Graeme Laird (r), Aberdeen officers' branch, receives his 25 year badge from ONC national secretary Phil McDonald



Bob Wendon (r), white watch, Tottenham, London, receives his 25-year badge from regional organiser Steve White with colleagues looking on



Alec Purdie (r), Aberdeen officers' branch, receives his 25-year badge from officers' national secretary Phil McDonald



Mick Richardson (r), fire safety, London, receives his 25-year badge from London regional secretary David Shek



Brien O'Keeffe (l), Hammersmith, London, receives his 25 -year badge from London regional secretary David Shek



Mark Thomas (l), headquarters, Leicestershire, receives his 25-year badge from HQ branch rep Patrick Silk

40-YEAR BADGES



Colin Colton (r), recently retired from wholtime operational, receives his 40-year badge from Dorset and Wiltshire brigade organiser Andy Thompson with colleagues (l-r) Chris Johnson, Sam Allison, Neil Hiscock, Dickie Thwaites, John Salisbury and Hamish Daya



Patrick Rosum (l), fire safety, Oxfordshire, receives his 40-year badge from brigade chair Jimmy Harris



Paul Sant, blue watch, Longton, Staffordshire, receives his 40-year badge from president Ian Murray (l) and general secretary Matt Wrack at the union's centenary event
[republished with correction]



Jane Gummery (centre), fire control, West Midlands, receives her 40-year badge from brigade chair Sasha Hitchins



Mike Toop (r), green watch, Yeovil, Devon and Somerset, receives his 40-year badge from brigade organiser Dave Lock with watch and Yeovil group support colleagues

Please send good quality, high resolution digital files or prints to:

firefighter@fbu.org.uk or

Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE.

For your image to look its best, we need the original, full-resolution image. One lifted from a website may not do justice to a unique occasion. We do our best with images that are low resolution, taken directly into a bright light or suffer from camera-shake, or have other

problems, but cannot perform miracles. Please include details for each image – full names of everyone who is in it; their station/brigade/watch etc; where they are in the picture (eg: left to right); their union posts/branch if relevant; and where/when it was taken.

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Change of address or next of kin

Advise your brigade organiser of any
change of address and head office of
changes to next of kin or nominations
for benefits.

FBU FREEPHONE LEGAL ADVICE LINE

0808 100 6061

ENGLAND, WALES AND N IRELAND

0800 089 1331

SCOTLAND

The line provides advice for personal
injury, family law, wills, conveyancing,
personal finance and consumer issues.
For disciplinary and employment-
related queries contact your local FBU
representative.

T THOMPSONS
SOLICITORS

23 July 1969: One of the coffins on a fire engine at the funeral of the five firefighters who died at Dudgeons Wharf
Below: The red plaque unveiling at Dudgeons Wharf on 17 July 2019



#WeRemember

A red plaque was unveiled on 17 July 2019 in honour of the five firefighters, Michael Gamble, Alfred Smees, John Appleby, Terrance Breen and Paul Carvosso, who died in a fatal explosion at Dudgeons Wharf, a disused oil storage depot in East London, 50 years ago.

The Hazchem Code was introduced as a result of this tragic incident.



**FIREFIGHTERS 100
LOTTERY**

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

The red plaque scheme is run by the Fire Brigades Union to honour firefighters killed in the line of duty. It is funded solely from proceeds of the Firefighters 100 Lottery.

HELP US REMEMBER OUR FALLEN COMRADES.
To buy a ticket go to: www.firefighters100lottery.co.uk

Always play responsibly, if you need to talk to someone about your gambling please contact www.gambleaware.co.uk.
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