

FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | OCTOBER/NOVEMBER 2019

COVER PHOTO

**THIS YEAR'S
FBU COMPETITION
WINNER**

SEE P22

CUTS, PAY, PENSIONS DEFEND OUR FIRE & RESCUE SERVICE

SEE P2

**FBU, LABOUR AND
THE ELECTION**

SEE P10 & P12

**SOLIDARITY
WITH REFUGEES**

SEE P16

**CHECK YOUR
PENSION**

SEE P14





MATT WRACK LOOKING FORWARD TO SEEING YOU ALL

JOSH GARDENER

As we were going to press, we learned of the sad loss of our brother Josh Gardener, who tragically died carrying out routine training for water rescue on 17 September.

Our heartfelt condolences go to his family and friends at this incredibly sad time.

Firefighters risk their lives daily to keep people safe; they prepare and train for all eventualities, and in this heartbreaking case, a colleague, brother and comrade, has lost his life in this endeavour.

No worker should ever die while fulfilling their role. We will be investigating the causes and circumstances of Brother Gardener's death to ensure that lessons are learnt.

The FBU will do all it can to support Josh's family.

ROADSHOW

Over the next few months, I and other FBU officials will be visiting brigades across the country to talk to members directly about issues affecting them: from pay and pensions to cuts and climate change.

Since the 2 per cent pay deal was accepted, the executive council has committed to campaign for more investment in the fire and rescue service.

We want to use the events as an opportunity to hear from you on what you think the FBU should prioritise and your views on pay, work outside of contract and more.

We are finalising meeting details, some already confirmed are listed here.

Please contact your local officials for further

information. I look forward to seeing you all.

GRENFELL TOWER INQUIRY

We are expecting the first report of the inquiry to be published in late October.

We know from the focus of the inquiry so far, that

it is our members who are likely to come under fire for what happened that night.

I have repeatedly said that the building was a death trap before any firefighter arrived on the scene that night.

Of course there are lessons to be learned and

questions to be answered, but the real culprits are the governments that deregulated fire safety and building companies that made homes unsafe.

The union will not stand idly by if firefighters are told they are the ones to blame.

FIGHTING CUTS, DEFENDING PENSIONS, DEMANDING PROPER PAY

ROADSHOW DATES

EAST MIDLANDS Region 6:

Tuesday 15 October @19:30 Ascot Drive Fire Station, Derby, DE24 8GZ

Wednesday 16 October @18:00 Newark Fire Station, Boundary Road, Newark, NG24 4AT

NORTHERN IRELAND Region 2:

Monday 21 October – details and venues tbc

Tuesday 22 October – details and venues tbc

NORTH EAST Region 3:

Thursday 31 Oct @14:00 Royal Station Hotel, Neville Street, Newcastle-upon-Tyne NE1 5DH

Friday 1 November @10:00 Eston & Normanby Social Club, 30 High Street, Eston, Middlesbrough TS6 0QU

WALES Region 8:

Wednesday 6 November – details and venues tbc

Thursday 7 November - details and venues tbc

YORKSHIRE AND HUMBERSIDE Region 4:

Wednesday 13 November - day meeting in Sheffield (South Yorkshire) approx. 12:00 and afternoon/evening meeting in Leeds (West Yorkshire) approx 17:00 – exact times and venues tbc

Thursday 14 November - day meeting in York (North Yorkshire) and afternoon meeting in Hull (Humberside) – exact times and venues tbc

EASTERN Region 9:

Tuesday 26 November @19:00 Oxlease House, Travellers Lane, Hatfield, AL10 8TJ

Wednesday 27 November @19:00 The Labour Hall, Collingwood Rd, Witham CM8 2EE



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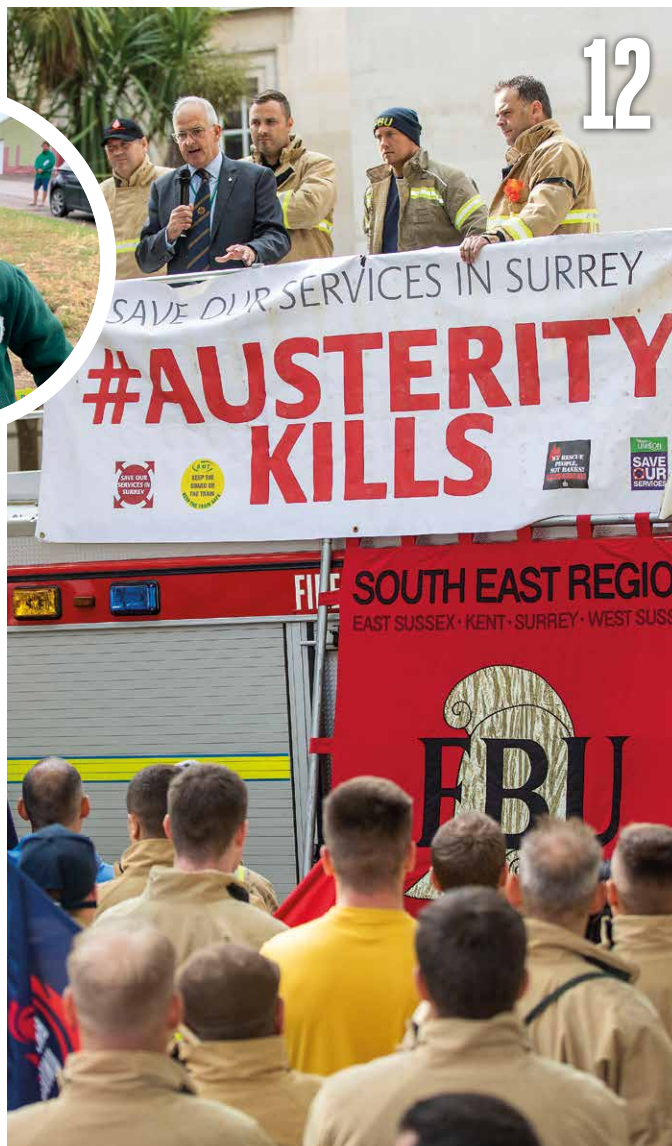
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JESS HURD



GUY SMALLMAN

FIREFIGHTER

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NEWS

MP AT AUSTERITY PROTEST

MP Angela Rayner donned a firefighter's jacket at a protest against austerity p6



GRENFELL AND THE LAW

How decades of deregulation by successive governments led to the disaster p7



Firefighters and supporters rallied outside council headquarters in Kingston upon Thames. They were joined by FBU officials from Suffolk, Devon & Somerset and London Fire Brigade, who are also suffering the effects of nationwide cuts

FIREFIGHTERS LAUNCH DISPUTE OVER DANGERS CAUSED BY CUTS

SURREY

FBU members in Surrey have launched a trade dispute with their employer over dangerous working conditions.

They are demanding that management end unsafe working practices and staffing arrangements.

Firefighters and concerned residents protested outside Surrey County Hall in Kingston upon Thames.

The dispute is over a number of issues, including the removal of seven fire engines, unsafe staffing levels, firefighters having to work on off-duty

days, a culture of bullying and intimidation, and the withdrawal of vital emergency equipment.

Lee Belsten, the FBU Surrey brigade secretary, said: "Conditions in Surrey fire and rescue service simply aren't safe for members of the public, or firefighters for that matter.

"Our members have told us that they won't stand by and put up with dangerous staffing arrangements for any longer. Firefighters have asked the FBU to challenge the chaos in Surrey fire and rescue service.

"The union has tried engaging

constructively but have been dismissed by management and the county council.

"It's shameful that it has come to this, but we cannot continue to compromise public safety."

Matt Wrack, FBU general secretary, said: "Firefighters in Surrey have the full support of their union. We will not stand by and let them be mistreated."

As *Firefighter* went to press, the union was demanding that Surrey fire and rescue service address its concerns by 7 October. The union said that if this demand was ignored, it would ballot its members for industrial action.

FIREFIGHTER NUMBERS IN CRISIS AS 10% MORE FIRES ARE RECORDED

FIREFIGHTER NUMBERS

In a year that has seen the number of fires rise by nearly 10%, only 318 firefighter posts have been created in the whole of the UK, despite the loss of 11,500 since 2010.

FBU research has revealed this crisis in firefighter numbers.

In England, firefighter numbers have been cut by 21% since 2010, despite a 1% increase this year. Recruitment was concentrated in London and the North West.

Northern Ireland and Wales have seen firefighter numbers fall by 4% and 1% respectively, while Scotland has seen a slight increase of 3%.

Matt Wrack, FBU general secretary, said: "This shameless Westminster government is doing nothing to ease the pressure on overstretched and underpaid firefighters, all while making dubious claims of spending elsewhere.

"Fire and rescue services are in crisis after years of brutal cuts."

Firefighters in Northern Ireland are currently facing more cuts, leading Jim Quinn, FBU executive council member, to ask: "Why is it that Northern Ireland is seeing bigger reductions in firefighter numbers than the rest of the UK?"

"Lives here matter no less than they do in England, Scotland or Wales."

Arwel Roberts, FBU Wales regional secretary, attributed the fall in Welsh numbers to "a decade of Tory austerity", warning that "another year of cuts to firefighter numbers could threaten crewing levels, posing a very real threat to community fire cover."

Scotland fared slightly better than the rest of the UK, but still has nearly 700 fewer firefighters than in 2010.

Chris McGlone, FBU executive council member, Scotland, said that the "incremental increase" in posts was "nowhere near enough to make up the difference".

Fires in three of the four UK nations are on the rise, with a 10% spike in England and an 8% spike in Northern Ireland over the last year, after wildfires tore across the country.

The latest data for Wales reveals a 3% increase in fires, while Scotland saw a 4% decline.

Climate change and cuts to fire safety officers may have driven the spike in wildfires. Matt Wrack warned that long, dry summers are making fires more likely. "Firefighters are responding to a huge number of floods across the country," he added.



MARK THOMAS

Matt Wrack with (l-r) Nick Wyndham, Rob Mitchell, Steve Pearce, Paul Groom, Paul Grant and Simon Veal, the Cosham and Southsea duty crew

Matt Wrack, FBU general secretary, joined local firefighters and others to unveil a Red Plaque at Portsmouth's Historic Dockyard. It honours 21 firefighters who lost their lives defending the dockyard during the Second World War. The unveiling was followed by guest speakers and a showing of the FBU's *The Firefighters Story* film that chronicles 100 years of the union. The 21 who died included a female auxiliary fire service member, Queenie Pickett. The Red Plaque scheme is funded by the Firefighters 100 Lottery.

SOUNDING OFF

West Yorkshire FBU chair Dave Gillian on getting and holding attention

IS YOUR BRANCH NOTICE-BORED?

As we stare deep into our smartphones we could be forgiven for overlooking the old-fashioned paper and pins of traditional union noticeboards (even mess table chats over a pot of tea are slipping into WhatsApp groups with a craft coffee blend). But good content on well-kept noticeboards still has its place.

Hello? Anyone still reading ...? How can we hold people's attention – the clue's in the name, we need people to NOTICE.

NEWS: fresh up-to-date news.

ORIGINAL: don't just regurgitate circulars, pull out key messages; nobody likes #DeathByPowerpoint; post local media cuttings and campaigns from other unions.

TEAM: take pride in your branch and help out busy reps – noticeboards are often the last things on our mind and first to be forgotten; nominate members of each watch to pin up and highlight the latest mail.

INSPIRING:

celebrate victories and achievements.

CREATIVE: what will make a busy member stop and look? Firefighters are a creative bunch – use skills to make boards eye-catching.

EDUCATE: knowledge is power.

BUY-IN: share petitions and sign-up sheets for union events.

ORGANISE: our strength comes from our unity – organise collective action.

AGITATE: firefighters are humanitarians, rally your members against injustice.

READ: members make the effort to read what your reps share.

DEMONSTRATE: it's not only members who read it (so take care) but use it to convey strength of feeling to a wider audience.

Boss makes a dollar, I make a dime, that's why I read noticeboards on work time!

■ FBU noticeboard competition winner – page 22



FIREFIGHTERS 'ECSTATIC' OVER CUTS VICTORY

SOUTH YORKSHIRE

Firefighters have claimed victory in their fight against cuts to South Yorkshire Fire and Rescue Service.

After a campaign by FBU members, the fire authority voted overwhelmingly to shelve proposed plans to reduce the number of firefighters on an engine from five to four, which would have seen 84 firefighter posts cut.

Instead, the authority agreed to use its reserves to maintain safe crewing levels while lobbying central government for investment in the service.

Commenting on the resounding

victory, Neil Carbutt, FBU South Yorkshire brigade secretary, said: "We're ecstatic that the fire authority has rejected these unacceptable cuts".

He said the authority "must now go to the government and demand adequate funding so that we can provide a safe service to local communities.

"We'd like to say a huge thank you to the public and the labour and trade union movement for their unwavering support. It's thanks to them, and the hard work of FBU members that we've been able to win our campaign and continue to keep South Yorkshire safe."

DEDICATED AND ACTIVE MEMBER AND AN INSPIRATION

ALEX MERRY

7 December 1945 – 25 September 2019

The FBU has announced the passing of Brother Alex Merry and acknowledged the special contribution he made to the union.

From the day that Alex joined the FBU in 1965, he was an active and dedicated member and became one of the union's most successful officials.

He played an important role as chair of the standing orders committee in building the FBU annual conference, using his dedication and skill to support delegates and ensure that everyone received fair treatment.

After retirement, Alex continued to support members by sharing his knowledge and skill in the union education programme, giving sessions at many FBU schools and inspiring members with his enthusiasm and commitment to trade union values and principles.

Alex was a true socialist and an FBU member to his core. His belief in equality and justice for all working people shone through and he was a man of high principle and integrity.

Alex could not have served FBU members in the way he did without the support of his wife Ann. The union thanked her for that support and sent deepest condolences to his family.

SHADOW MINISTER JOINS FBU AT AUSTERITY PROTEST

Angela Rayner, MP for Ashton-under-Lyne, and shadow secretary of state for education, donned a firefighter's jacket when she joined the FBU fire engine at a People's Assembly march and rally against austerity policies outside the Conservative Party conference in Manchester.



JESS HARRISON/REPORTAGE/GETTY IMAGES



PEOPLE'S ASSEMBLY



UNION'S PENSIONS CHALLENGE ENTERS A NEW STAGE

PENSIONS JUSTICE

The next stage in the FBU's battle for pensions justice will begin on 18 December, when a provisional hearing of the union's case has been listed at the Employment Tribunal.

Following rejection of government arguments in the courts, it will look at proposals to address how firefighters' pensions must

be changed to comply with the law.

The battle began in 2015, when the Tory-Lib Dem coalition government made a series of attacks on firefighter pensions, including "transitional protection" that kept older firefighters on better pension schemes while younger members were moved onto a new and worse scheme.

In December 2018, the

Court of Appeal ruled that this transitional protection arrangement constituted age discrimination and was therefore illegal.

The government's attempt to appeal against this ruling at the Supreme Court was denied in June 2019, ending its legal challenge. The government has since confirmed that the ruling will be applied to all public sector pensions.

The date for the hearing of the firefighters' case is later than those scheduled for similar claims from judges and police officers because the judge who presided over the original employment tribunal relating to the FBU case has retired.

This caused a delay while the tribunal made alternative arrangements for the hearing.



FBU members at the silent walk on the monthly anniversary of the disaster at Grenfell Tower

FBU DETAILS HOW DEREGULATION BY GOVERNMENTS LED TO GRENFELL

Central government bears ultimate responsibility for the Grenfell Tower fire, the FBU has said in a new pamphlet which details how deregulation by consecutive governments led to the tragedy.

Decisions made by every government since Margaret Thatcher's election in 1979 led to the gutting of the UK's fire safety regime and, ultimately, to Grenfell, as outlined in *The Grenfell Tower Fire: a crime caused by profit and deregulation*.

The report's damning conclusion is that consecutive Westminster governments have failed to regulate high-rise residential buildings properly for fire safety, and asserts that the expertise of firefighters "has mostly been substituted with management consultants, industry lobbyists and chief fire officers. These agents have operated within a political climate that has emphasised the need for reducing regulation ... driven by central government."

Commenting on the report, Matt Wrack, FBU general secretary, said: "The terrible loss of life at Grenfell Tower was ultimately caused by political

decisions made at the highest level.

"For at least 40 years, policies relating to housing, local government, the fire and rescue service, research and other areas have been driven by the agenda of cuts, deregulation and privatisation."

In a meticulous history of fire safety deregulation, the pamphlet covers the scrapping of the Central Fire Brigades Advisory Council (CFBAC) in 2004.

This body had governed fire safety since 1947 and delivered major improvements in fire protection.

Edward Heath's Conservative government (1970-74) ignored a recommendation that only those with "operational firefighting experience" should be responsible for enforcing fire safety – paving the way for privatisation of the fire safety regime.

The Thatcher government cut building regulations from more than 300 pages to just 25, ending a formal requirement to ensure buildings were "deemed to satisfy" fire safety regulation.

David Cameron's "one in, two out" policy on new regulations slashed regulations further, with Eric Pickles, then communities secretary, repealing local fire safety measures.

More recently, the coalition government of 2010 cut fire budgets by around 28% in real terms.

Successive governments have ignored warnings from fires that exposed the risks that led to the Grenfell Tower disaster, including the Harrow Court fire in 2005, the Lakanal House fire in 2009, and the Shirley Towers fire in 2010.

'FOR AT LEAST 40 YEARS, POLICIES RELATING TO HOUSING, LOCAL GOVERNMENT, THE FIRE AND RESCUE SERVICE, RESEARCH AND OTHER AREAS HAVE BEEN DRIVEN BY THE AGENDA OF CUTS, DEREGULATION AND PRIVATISATION'

'CURSED EARTH'

KENT FBU member David Franks was a runner-up in the union's photography competition this year. This is the description that accompanied his image 'Cursed Earth':

This is a photo of desolation, peace and devastation while attending the Saddleworth Moors fires in 2018, responding with our all-terrain vehicle all the way from Kent. One of the most arduous and gruelling jobs we have ever attended. The effort put in by all crews from all over the country was overwhelmingly passionate and dedicated.

■ Competition results – page 22





A RADICAL NEW AGENDA

Dave Green, national officer, reports from the TUC and Labour Party conferences where FBU policies and members took centre stage

With a general election just around the corner, it is more important than ever that the FBU has a voice in the Labour Party's policy-making process. This year's TUC Congress and Labour Party

Conference set a more radical agenda for the Labour Party than ever before, after major motions on climate change and repealing anti-trade union laws, put forward by the FBU, were overwhelmingly approved by delegates.

At the TUC congress in Brighton, FBU general secretary Matt Wrack laid out demands for a more radical pro-union stance from the Labour Party. Jeremy Corbyn has pledged to "bring about the biggest extension of rights for workers that our country has ever seen", but Labour has not yet committed to repealing all of the UK's anti-union laws.

THE RIGHT TO STRIKE

Wrack called for the party to go beyond simply repealing the 2016 Trade Union Act and repeal all of the UK's anti-union laws, replacing them with positive rights, including the right to strike.

In the same speech, he pointed out that this was a chance to "turn the table on the bosses and the Tories" after 30 years of attacks on the trade union movement. The motion was passed unanimously to become TUC policy.

The importance of repealing anti-trade

union laws and allowing workers the right to strike was highlighted in lively discussion at the FBU's Free Our Unions fringe meeting. A member of the PCS union struck a chord with the audience by sharing his experience of going on strike to fight the financial hardship he suffered on low wages.

Ruth Cashman, a Free Our Unions campaigner, gave an impassioned speech declaring that repealing the laws will make workers "the force that changes the world".

With climate change at the forefront

**'A CHANCE TO TURN THE
TABLE ON THE BOSSES
AND THE TORIES'**



ANDREW WARD

of the public and political agenda, the Green New Deal was one of the hottest topics at Labour conference. The number of motions calling for Labour to adopt a Green New Deal far exceeded any other submitted by constituency Labour parties (CLPs) and trade unions.

After negotiations between CLPs and unions, the FBU's preferred position came out on top. Delegates overwhelmingly voted for a radical socialist green new deal with a target of net zero emissions by 2030.

CLIMATE CRISIS

There was thunderous applause for Matt Wrack's speech, in which he said that the "climate crisis is here already" and praised the young climate strikers who took action to "put the issue on the global political agenda".

He pointed out that it is firefighters who are "dealing with the effects of climate change", highlighting the 19 firefighters who lost their lives in the 2013 Yarnell Hill fire in Arizona, USA, the worst loss of firefighter lives in a wildfire.

A keynote speech from shadow secretary for business, energy and industrial strategy Rebecca Long-Bailey echoed praise for the youth strikers and the urgent need to move the UK to a net-zero carbon economy.

The Green New Deal, she said, is more than just tackling climate change – it is "the biggest economic lever we have to rebuild Britain" and create an economy that works for the people, not profit-driven corporations.

**Matt Wrack addresses the
Labour Party conference**

The FBU stand was a firm favourite with delegates. Many stopped by to learn more about the Grenfell Never Again campaign. Delegates and MPs signed the petition and took pictures with pledge cards calling on the government to take immediate action, including shadow fire minister Karen Lee, shadow minister for voter engagement and youth affairs Cat Smith, and Chi Onwurah MP, shadow minister for industrial strategy, science and innovation.

There was also great interest in the FBU's latest publication *The Grenfell Tower fire: A crime caused by profit and deregulation*, focusing on the long-term issues which led to the fire. This was a central theme at the FBU's Grenfell Never Again fringe at Labour Conference.

The problems with the Grenfell Tower inquiry were laid out by Matt Wrack, who argued that it is wrong to focus on the actions of individual firefighters when "the whole system of fire safety in Grenfell Tower had been destroyed" before the fire thanks to the building's cladding.

Emma Dent Coad, MP for Kensington and a local councillor in the borough where the tower stands, said: "It's right to point the finger" at the government and the Royal Borough of Kensington and Chelsea for failing to keep residents safe.

SUCCESS FOR FBU

The conference was one of the most successful to date for the FBU, laying the groundwork for an election-winning manifesto written by the many, for the many. To top it off, FBU president Ian Murray was elected vice-chair of Labour's national executive committee, the first time the post has been held by the union.

Labour leader Jeremy Corbyn's keynote speech reflected this optimism. In one of his most heartfelt and stirring speeches to date, he declared to the hundreds of delegates that Labour is ready to take on Boris Johnson with "the biggest people-powered campaign this country has ever seen" – and that, if Labour win, "it will be the people who win".

■ From the top: FBU officials and delegates to the Labour Party conference: (l-r) Joe Weir, Andy Noble, Denise Christie, Ben Selby, Dave Green, general secretary Matt Wrack and president Ian Murray

■ Shadow chancellor John McDonnell

■ Chi Onwurah, MP for Newcastle upon Tyne Central, with Joe Weir at the FBU stall

■ Matt Wrack speaking at the FBU's Grenfell Never Again fringe meeting with (l-r) Kevin Maguire, associate editor of the Daily Mirror; Emma Dent Coad, MP; and former Grenfell resident Gill Kernick

ANDREW WARD



ANDREW WARD



GUS CAMPBELL PHOTOGRAPHY



JESS HURD





JESS HURD

OUR FRIENDS IN

London firefighters know all too well that, behind Boris Johnson's headline-grabbing buffoonery and hate-mongering, he is driven by a brutal ideology, hell-bent on pushing back the state, even at the expense of public safety.

As mayor of London, Johnson forced through the biggest cuts in the London Fire Brigade's history, closing fire stations and axing firefighter jobs, leading to a deadly increase in response times. At a time when overall fires fell, fatalities increased. In one case, a 60-year old man died in a fire just minutes away from Downham fire station, closed by Johnson two years earlier.

The impact could still be felt on the night of the Grenfell Tower fire, when it took 38 minutes for an aerial appliance to arrive. Johnson's cuts had removed

them from the predetermined attendance for high-rise buildings.

Now, as prime minister, he has led this country into crisis after crisis and an election is imminent. In that election, it is crucial that the impact of nine years of Tory austerity and the decades of neoliberal policies before it are not overlooked.

Austerity has ravaged public services, leaving them desperately underfunded and facing privatisation. The fire and rescue service is hanging by a thread, with overstretched and under-resourced crews struggling to keep the public safe.

A decade of pay restraint has made every firefighter in the UK worse off. Real-terms pay has dropped by more than £4,000 since 2008. Make no mistake – while employers deserve their share of the blame for this, it is the Tory government in Westminster that has refused to fund a pay-rise for firefighters.

They will not provide for even the most basic provisions needed to properly keep the public safe. Firefighter numbers



REAL-TERMS
FIREFIGHTER PAY HAS
DROPPED BY OVER
£4,000 SINCE 2008

Firefighters rally at Surrey County Hall in Kingston upon Thames against cuts to the county's fire service

have been slashed by nearly 11,500 since the Tory-Liberal-Democrat coalition government took office in 2010; overall spending on UK fire and rescue services has fallen by 38% since 2005.

The Tories have repeatedly made dubious claims that "austerity is over". While minor funding increases, wholly insufficient to make up for years of cuts, are announced for other public services, the fire and rescue service did not even get a mention in the chancellor's autumn spending review. It is clear that there will be no more money for firefighters under any Tory government.

But the rhetoric declaring an "end to austerity" proves one thing – the brutal cuts which have scarred this country were a political choice, not an

economic necessity. They were driven by an ideology – neoliberalism – that is the beating heart of not only the Conservative Party, but also of the Liberal Democrats.

We should not forget that the Liberal Democrats, now home to many of the Conservative MPs who championed the austerity project, are equally complicit with the Tories in creating the current dire situation for firefighters.

It was their coalition government that waged war on firefighter pensions, forcing many of us to work to the age of 60 – a move that was evidentially dangerous in a physically demanding environment like the fire and rescue service.

Indeed, the Court of Appeal has ruled that some of their attacks on our pensions are illegal – a fact that will resonate with the current prime minister, given his own disregard for the law.

In 2014 the FBU produced a bulletin updating our members on the fight against the Tory and Lib-Dem pension



**FIREFIGHTER
NUMBERS HAVE BEEN
SLASHED BY NEARLY
11,500 SINCE 2010**

NEED

With an election looming, firefighters should bear in mind which politicians are responsible for the parlous state of the fire service and the cuts to their pay and which politicians opposed these policies, says **Matt Wrack**, general secretary



**SPENDING ON UK
FIRE AND RESCUE
SERVICES HAS FALLEN
BY 38% SINCE 2005**

attacks. While we were not, at that time, affiliated to the Labour Party, it was Labour MPs who fought for us in parliament, with John McDonnell, now shadow chancellor, leading the charge, backed by Labour's then leader Ed Miliband.

That bulletin contained a roll of shame listing the Liberal Democrat MPs who signed an early day motion supporting our pension battle, but who ultimately voted in favour of the great pension robbery.

Their leader, Jo Swinson, may now be touting her so-called progressive credentials, but she was an integral part of the government that made some firefighters poorer in retirement.

Those of us involved in the national strikes in the early 2000s will remember that it was Tony Blair's Labour government that dismantled much of this country's fire and rescue infrastructure and refused to cede to pay demands.

In those dark days, Jeremy Corbyn and John McDonnell remained our

closest allies in parliament, standing up to the Blair government on behalf of firefighters. It was the current Labour leader and shadow chancellor who founded the FBU's parliamentary group in 2005.

They have transformed the Labour Party and we, as an affiliated union, have helped lead that transformation.

When the country goes to the polls, firefighters must not forget who is responsible for the destruction of their service and the decimation of their pay. And we should also remember who our friends have been in all of our battles in recent years.

Only a Labour government will properly fund the fire and rescue service, increase firefighter numbers, and give us the pay rise we have long deserved. Moreover, it would deliver a shift in power away from wealthy elites and towards workers.

The Tories and Liberal Democrats have left the country and its fire safety infrastructure in tatters. We must remove them from power.

IT'S YOUR MONEY BY

Sean Starbuck, FBU national officer, explains why you should check to see if you are losing out on pension benefits

SPLIT PENSIONS – WHAT ARE THEY?

If you are a member of the 1992, 2006 or RDS modified firefighters' schemes, your pension is based on final salary.

Despite government attacks on your pension, you have the small comfort of knowing that, gradually, your salary has increased and your final pension along with it.

But what if your pensionable salary reduces? Perhaps you were demoted, or no longer receive a weighting, flexi-duty or a training allowance. You are now making pension payments from a

lower salary and expect to receive a lower pension.

What will happen to the benefits accrued from your higher contributions from a higher salary?

The split pension rule was introduced so that pension benefits at the higher level are still recognised after your salary decreases. You should have the higher payments honoured and receive the level of benefit payable up to the point when your pensionable pay dropped.

At the point when your pensionable salary goes down, your pension will be split and the reduced pension payments will only be used to calculate future benefits.

All previous payments are protected.

Rules were amended in 2018 to ensure that pension payments due from part one of the split pension are indexed automatically to take account of inflation.

This means that, even if you have received pay rises since your pension was split, you still may be better off with a split pension.

Your employer should be able to provide this information and at the end of your career your employer should calculate automatically whether you are better off with a split pension or a single one based entirely on your final salary. At this point you should receive whichever is the higher.



RIGHT, SO CHECK

HAS YOUR FIRE AUTHORITY CHECKED?

The FBU won a groundbreaking case earlier this year which resulted in clarification of pensionable pay.

All fire and rescues authorities were told that they must check that they are treating payments correctly and have done so in the past. Some authorities have failed to do this, so some retired fire-fighters are not receiving correct pension payments. In some cases, the difference could be substantial.

The FBU wants to make sure that no member is missing out. Union officials have been briefed and have been asked to raise this issue with management. If you think you have missed out, it is vital that you speak to your FBU rep.

Even if you are already retired, you should check you are getting the right amount. The FBU has discovered retired members who were not receiving their full pension entitlement and has ensured that this is rectified.

The Scheme Advisory Board for England issued guidance on this issue in April 2019. See: <http://fpsregs.org>

TIMESCALES AND CRITERIA

Because of changes to rules on how pay during temporary promotion is deemed pensionable, some timescales need to be considered to see if it counts in respect of split pensions.

FBU officials have full details but, basically, to be deemed pensionable,

temporary promotion needs to have been undertaken after 1 April 2007 (or have started before and continued after this date).

Scheme rules were changed so that temporary promotion was not deemed pensionable for final salary purposes from 1 July 2013 (unless it was a continuation of a period before this date).

The cut-off date of 1 July 2013 is slightly different in Northern Ireland and Scotland, so check with your FBU official.

■ **The bottom line is that your pension could be worth substantially more than it is currently. You may be selling yourself short if you do not check with the help of the FBU.**



SOLIDARITY

A COMMUNITY FULL OF PRIDE

FBU East Midlands regional secretary **Adam Taylor**
on a solidarity visit to refugees in northern France



**FBU officials
with Care4Calais
volunteers at their
warehouse in Calais**



When we arrived in Dover before our ferry crossing to Calais, many conversations were shared about what we expected to find at the refugee camps we were heading to. It would later become apparent that many of our expectations were not accurate, nor what the government and media would like us to believe.

We were heading to the Care 4 Calais (C4C) warehouse, on a mission of solidarity, not just with the many volunteers at C4C, but more widely with workers of the world. Firefighters, in common with many of the refugees, are workers. We wanted to show solidarity with people of the same class.

WELL-OILED MACHINE

The C4C warehouse is a surprisingly well-oiled machine, considering that it is run primarily by short-term volunteers. We met volunteers and hosts before getting stuck into tasks preparing for the daily trip to a refugee camp in Dunkirk. Before we set off, we had a well-informed briefing and were each given tasks to undertake upon arrival.

We had a van full of long-sleeved tops – it is getting cooler at night now – a car full of children's toys and sports equipment, medical equipment to set up a makeshift medical walk-in centre, as well as tea and coffee making equipment.

I was a mix of emotions about what to expect from the individuals we would meet: How will they greet us? Will they trust us? Should they trust us? After all, it is governments of the West that have continually invaded countries, causing much of the conflict in the lands from which refugees at the camps come from.

On arrival, we were greeted by refugees from a camp that consisted of around 600 people, this being the largest of only a few left in northern France.

There was clearly a buzz surrounding our arrival, from both adults and children. They knew that our visit brought not only necessities and



FBU officials and volunteers preparing to take provisions to the Dunkirk refugee camp



A young boy receives some birthday gifts, blissfully unaware of the dangers he has survived

who respect the land in which their community is based.

People laughed and shared jokes with each other, greeted each other with smiles and chatted like any one of us would with our neighbour.

This was a community full of pride, where etiquette matters, and while most of its members could be forgiven for thinking they were at the lowest their life could possibly get, there was an air of positivity and happiness, perhaps caused by the optimism brought to them by the wonderful volunteers.

During the two days I learnt so much about what forces people to leave the country they were born in, where they grew up, had good jobs, and where they left family behind.

Some are fleeing conflict, fleeing for the fear of persecution for having differing political beliefs to that of the establishment, similarly for religious beliefs, some for the fear of being open about their sexuality, and many are fleeing to escape being



MIGRANTS, FORCED TO LEAVE A LIFE BEHIND IN A DANGEROUS LAND ARE DOING SO IN ORDER TO SURVIVE

materials, but also that, in some perverse sense, it brought hope – that they are not the forgotten people of the world.

My job was to front up the queue for the handing out of long-sleeved tops, a role that required more eye contact and smiles than that of a typical security guard.

I wanted to try to gain the trust of the many Kurdish men waiting to get their hands on the donated tops which would provide much needed warmth. It quickly became clear that a smile is internationally recognised and goes a long way to start earning trust.

Despite the difficulties in language, I shared many jokes and laughed with the queuing men, all incredibly grateful for the work of volunteers. After the distribution, some of us participated in a game of rugby, with the rules applied very loosely, but with a mixture of firefighters and refugees on each team, the sides evenly balanced. All enjoying the opportunity to experience comradeship, something that we can take for granted in the fire service.

I met a young boy whose birthday it was. He was too young to realise the sacrifices his parents were making, the dangers he has unwittingly faced in the country where he was born and the journey he had taken to get to the camps.

The camp in Dunkirk, like others, is a community, a community like one you and I are used to. A community is not brick-built houses, high-rise flats, cottages with village greens.

A community is built and focused around people, people who respect one another, people who welcome others into their community, people

forcefully recruited into ISIS and Daesh. All of the above come with the seriousness of facing death.

Many only had memories of loved ones who were not so fortunate as to be in a position to leave and flee the dangers they faced.

I spoke with Hamed, a 15-year-old boy, a boy who witnessed both his parents killed by ISIS for their refusal to join the organisation. Hamed managed to flee with his older brother, but he lost contact with him when they were split up on their journey. His English was good, one of the reasons he wants to ultimately get to the UK. He speaks very little French and life in France is difficult.

MANY REASONS

But there are many reasons why migrants want to go to the UK, including the ability to speak English. Many have family already here, many left behind jobs but want to use those skills in the UK and, for some, after being mistreated and hounded out of countries they have previously travelled to, they see the UK as a more tolerant and fairer society.

We would probably do anything for the happiness of our loved ones, their safety and their survival. Migrants, forced to leave a life behind in a dangerous land are doing so in order to survive. Why should we deny anyone that opportunity?

■ **For information on the work of Care4Calais visit care4calais.org**

■ **If you would like to get involved in a future delegation, please contact your local FBU officials.**





Top: FBU delegation helping Care4Calais volunteers sort clothes before distributing them in the refugee camps. **Above left:** West Midlands regional secretary Andrew

Scattergood gives young refugees a tour of the FBU fire appliance. Above right: Camaraderie between refugees in the Dunkirk camp around a makeshift stove

PICTURES: JESS HURD

HATE v HOPE

WE MUST CHAMPION PEACE AND EQUALITY

To mark Black History Month, **Cameron Matthews**, chair of the FBU's black and ethnic minority members committee, explores the context of current right-wing nationalism

"If you are silent in situations of injustice, you have chosen the side of the oppressor"

Desmond Tutu



Across the globe we are seeing a disturbing rise in the sinister ideology of right-wing nationalism, an ideology that seeks to sow division and fear in our communities.

Mass murders by right-wing terrorists in minority communities show that the threat to human life is at a dangerous and increasing level.

In the UK, both race and religious hate crimes have risen exponentially over the last few years. This is in combination with a doubling of hate crimes against people who are LGBT+, and a trebling of hate crimes against those in the trans community.

Is it any wonder that we have moved towards such a dystopian reality given the incendiary narratives that occupy so much of our traditional media outlets?

Many individuals are radicalised by online commentators. The combination of rhetoric around racism, "dog whistle" politics, scapegoats and false tropes are weaponised, both subtly and overtly, to push the extremist nationalist narrative.

More disturbing still are the sinister funding streams of many of these right-wing online media outlets. They are funded by elitist, anti-worker, anti-trade union, dark money. Money earned from, and used for, the exploitation of working people.

This is why it is crucial that, as trade unionists, we are alive to this real and present danger.

FBU officials, as leaders, have a duty to continue to uphold our union's proud principles and ensure we robustly tackle hate, wherever it raises its ugly head.

Due to the insidious nature of this menace, it is crucial we keep ourselves informed and alert. We must not fall into the trap of defending the indefensible, because we do not have access to, comprehend or appreciate the full information and, as a consequence, neglect our core values.

Our fire and rescue service is proudly a humanitarian service. Firefighters help people in our communities regardless

of race, religion, sex or sexual orientation. The FBU is an extension of those principles. Our communities put their faith and trust in us to safeguard and support them.

As a cadre of principled FBU firefighters we must see right-wing nationalists for what they are – rotten apples intent on decaying our comrades and our society.

We must step up and oppose nationalist ideology, whether inside or outside the fire and rescue service, that seeks to sow hate and division, and to terrorise people.

We must be champions of a strong, progressive society based on peace, equality and collectivism, living up to our reputation as one of the guardians of our communities.

The British working class has a long history of tackling the nationalist right. At the Battle of Cable Street in 1936 an entire community united with trade unionists and others to stop Britain's home-grown fascists marching through the East End of London.

We have done it before. We can do it again.

And the principled firefighters of the FBU, so often lauded for their bravery throughout history, will be there again when we do.

WE MUST STEP UP AND OPPOSE NATIONALIST IDEOLOGY, WHETHER INSIDE OR OUTSIDE THE FIRE AND RESCUE SERVICE, THAT SEEKS TO SOW HATE AND DIVISION

RIGHTS AT WORK

FACILITIES TIME FOR UNION OFFICIALS

Richard Arthur of the FBU's solicitors, Thompsons, on the rights of union reps

The FBU is an independent union recognised by employers, so its officials have the right to reasonable paid time off to carry out trade union duties or undergo training under sections 168 and 169 of the Trade Union and Labour Relations (Consolidation) Act 1992 and the ACAS code of practice.

TRADE UNION 'DUTIES' AS AN 'OFFICIAL'

Duties must be concerned with:

- negotiations regarding collective bargaining matters;
- performance of functions on behalf of employees related to collective bargaining;
- collective information and consultation under collective redundancies legislation and TUPE (and 'relevant insolvency proceedings' under TUPE).

The ACAS Code gives the following examples of duties under (i):

- preparing for negotiations, including attending relevant meetings;
- informing members of progress and outcomes;
- preparing for meetings with employers about matters for which the union has only representational (as opposed to negotiating) rights.

It is important to establish whether an official is entitled to take part in a committee or other meeting as part of their duties as an official. If they are, they may be entitled to paid time off.

An official attending a union meeting to consider proposals for strike action may amount to the performance of a union "duty". However, refusal to grant paid time off to plan industrial action may be regarded as reasonable.



SATOSHI KAMBAYASHI

TRAINING AND NEWLY APPOINTED OFFICIALS

Officials are entitled to paid time off to undergo training in collective bargaining matters relevant to their duties. The code provides that relevant factors include:

- collective bargaining arrangements at work;
- the union's structure;
- the official's structure; and
- handling any proposed collective redundancies or TUPE transfers.

The code provides that employers should consider allowing new officials reasonable time off for training in basic representational skills as soon as possible.

'REASONABLE' TIME OFF

The right is to reasonable time off during "working hours". Under the Trade Union and Labour Relations (Consolidation) Act 1992, the amount of permitted time off, its purpose, the occasions on which it may be taken, and any other conditions that are "reasonable in all the circumstances", having regard to the ACAS code of practice, may be negotiated in a facilities agreement.

The code provides that the union should have regard to the:

- size of employer and workforce;
- delivery process for the service;
- need to maintain delivery of the service;

- need for health and safety.

Employers should have regard to issues the union will face such as:

- shift patterns;
- those employed at dispersed work locations;
- workers with particular domestic commitments, including those on leave for maternity, paternity or care responsibilities.

The code directs officials to provide management with as much notice as "practically possible" as to the purpose of the time off, the intended location, duties to be carried out and the timing and duration of the request.

PAY

If the official's ordinary pay does not vary with the amount of work done, they are paid as if they had worked the time off. If their pay does vary according to hours worked, they are entitled to average hourly earnings for the time off.

FACILITIES AGREEMENTS

The code suggests that facilities agreements should specify the:

- amount of time off permitted;
- occasions on which it can be taken;
- arrangements for taking time off at short notice;
- circumstances when time off will be paid;
- how pay is calculated;
- officials for whom time off will be paid;
- other facilities to be provided;
- confidentiality arrangements and rules on data use;
- role of line managers;
- procedure for requesting time off;
- procedure for resolving grievances.

The content of any facilities agreement does not curtail an official's statutory rights.

■ More about Thompsons' work with the FBU, at www.thompsonstradeunion.law/trade-unions/fbu



**FBU FREEPHONE
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IN SCOTLAND
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WWW.THOMPSONSTRADITION.LAW/TRADE-UNIONS/FBU

THIS YEAR'S FBU PHOTO COMPETITION WINNERS

A big thank you to Garech Butler from College Hill Press who, in addition to coughing up the money for the prizes for this year's FBU photo competition on behalf of College Hill, also came to head office to help judge this year's photo competition, along with general secretary Matt Wrack, professional photographer Mark Thomas, editor/designer Alan Slingsby and Anna Zych, FBU communications and campaigns co-ordinator.

The photos were of a very high standard and the judging proved difficult, so much so that, instead of two runners-up, three were chosen.

The winner was Phil Musgrove and the three joint runners up were Rodney Harrington (also a runner-up in 2017), Fraser Smith and David Franks.

A very big thank you to all those members who sent in their photos, and there were many.

Keep up the good work.

WINNER

PHIL MUSGROVE, TAUNTON: August (2018), whilst we were dealing with a field fire near Taunton in Somerset. It was captured whilst the firefighter was attempting to shut down the local hydrant (captured with my iPhone 7).

Picture on cover

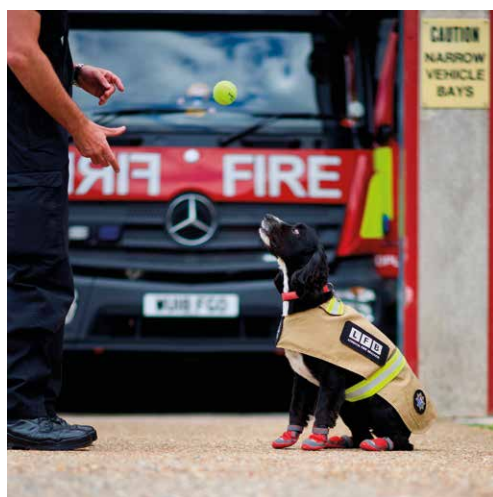
JOINT RUNNERS UP

FRASER SMITH, LANCASHIRE: On-call colleague after a devastating mobile home fire (*top right*) that completely destroyed the property. I was surveying the damage as OIC. FF Paul Farman was working in an estate agents, then found himself in BA and ripping-out. Nobody was injured in the fire but, for me, the picture encapsulates the reality of our work and consequences of a fire in somebody's home.

RODNEY DORRINGTON, LONDON: Sherlock the LFB fire investigation dog (*right*) is rewarded with some playtime after a tough training session.

DAVID FRANKS, KENT: 'Cursed Earth' – this is a photo of desolation, peace and devastation whilst attending the Saddleworth Moors fires in 2018, responding with our all-terrain vehicle all the way from Kent. One of the most arduous and gruelling jobs we have ever attended. The effort put in by all crews from all over the country was overwhelmingly passionate and dedicated.

Picture page 8



NOW THAT'S WHAT I CALL A NOTICEBOARD

Our contest asked for "eye-catching, stylish and, above all, organised FBU noticeboards".

St Austell members in Cornwall have just that and are the first winners of the FBU Noticeboard of the Year Competition. A boxload of FBU goodies will be sent to the winning branch.



CORRECTION

Our feature in the June/July 2019 issue about Cambridgeshire firefighter John Humphries, who died in the line of duty 30 years ago, stated in error that he was the only firefighter from the Eastern region to have died in the line of duty.

We apologise for this error and thank former FBU regional chair and treasurer Pat Baker, now retired, who drew our attention to it.

STATION CAT SAM MAKES WAY FOR MORE MANAGEMENT PUPPETS

New police and fire minister Kit Malthouse – see Where's the fire experience?



ISABEL INFANTES/PA IMAGES

PUTTING OUT FIREMAN SAM ...

Britain's most famous firefighter is being forced to hang up his fire kit.

Lincolnshire Fire and Rescue Service has removed the iconic children's TV character from all its promotional material – apparently to attract more recruits.

Lincolnshire chief fire officer Les Britzman, said: "Firefighters nationally and residents locally have raised some concerns that 'Fireman Sam' doesn't reflect the fire service today, in terms of both the job itself and our workforce."

"It's important to us that our open days and community events don't make anyone feel excluded and therefore we took this decision."

In an attempt to make everyone feel included, Sam's replacements are three talking fire extinguishers, Freddy, Filbert and Penelope who all live together in the same house.

Freddy is all red and a little accident prone, Filbert is all blue and not much better and Penelope is cream, with long hair and pink lipstick.

You know what your Cat is thinking don't you?

That's right. Mr Britzman is out of date. All fire extinguishers should conform to BS EN3 and are manufactured with a red body and have a band of a second colour, covering between 5-10% of the surface relating to the extinguisher's contents.

Come on Mr Britzman, keep up.



Freddy, Penelope and Filbert and, below, Fireman Sam in happier times – on his way to meet the Queen in Buckingham Palace in 2006

... FIREMAN SAM: WHOSE SIDE WAS HE ON ANYWAY?

To be honest your Cat hasn't been a fan of Mr Sam for quite some time.

Since joining the fire service in 1987, Fireman Sam has, through his 200-plus training videos, peddled a constant stream of management propaganda encouraging the attrition of the fire service.

Where did we first see crews of two or three firefighters riding to an incident in what amounted to a tactical response vehicle? That's right: Pontypandy in the Welsh countryside.

Where did we first see wholetime and retained firefighters ride on the same pump? Correct: Pontypandy again.

And who can forget station officer Steele facing compulsory retirement?

Did Sam contact the union to see what could be done? Did he heck as like, he was more concerned with getting his boss a "decent present".

Then, in the very next scene, we see Sam on his way to an incident



sat in Jupiter's OIC seat. Rank to role if I ever saw it.

And another thing, despite Pontypandy appearing to have a population of less than 10, the fire station must be one of the busiest in Wales.

Your Cat has got to ask the question – what fire prevention and community engagement work did Sam actually carry out?

At least Postperson Pat had a cat!

HOUSE FIRE? NO, JUST A FLEA BOMB

The Isle of Wight Fire and Rescue Service recently sent two pumps to reports of a fire alarm activation.

Appliances from Newport and East Cowes were dispatched to the incident

which was at first thought to be a property fire.

However, as they headed toward the address in East Cowes the owner of the property phoned to say they were not needed.

The cause of the alarm was a "flea bomb" which was being used to decontaminate the property.

Your Cat would like it known she has never been to the Isle of Wight.

WHERE'S THE FIRE EXPERIENCE?

It didn't take long for new prime minister Boris Johnson to announce his new cabinet.

Kit Malthouse, MP for North West Hampshire, has replaced Nick Hurd as minister of state at the Home Office with responsibility for police and fire services.

Should we be concerned that Mr Malthouse is a close ally of Boris Johnson?

In May 2008 Mr Malthouse was appointed deputy mayor of London for policing by then mayor Boris Johnson.

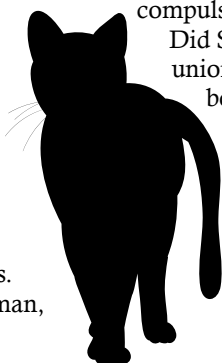
Five months later he was appointed vice chairman of the Metropolitan Police Authority, again by Mr Johnson.

Mr Malthouse was also a member of the board of the Association of Police Authorities and the London Regional Resilience Forum.

He was also involved in the ministerial steering group of the London Criminal Justice Partnership.

So, there you have Mr Malthouse's credentials.

He has friends in high places and apparently a lot of bobby experience, unfortunately none of it appears to be in fire bobbies.



25-YEAR BADGES



Michael Kirkland, blue watch, Ascot, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



John Wade (l), Macalpine, Dundee, Scotland, receives his 25-year badge from branch chair Gary Lennie



Gary Booth, Matlock, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Paul Blackburne (r), white watch, Sandyford, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams



Dom McGlynn, red watch, Buxton, receives his 25-year badge from brigade secretary Chris Tapp



Deryck Mackay (l), Inverness, Scotland, receives his 25-year badge from regional secretary Denise Christie



Fraser McGeoghie (l), North area, Scotland, receives his 25-year badge from North area vice-chair Colin Brown



Bob Curry, response, Derbyshire, receives his 25-year badge from Chesterfield MP Toby Perkins



General secretary Matt Wrack (3rd r), with Derbyshire members and their 25-year badges: **Marc Redford, Mark Caine, Ali Sadiq, Rich Wort, Raj Ghei, Gareth Turner, Steve Wells, Steve Ratcliffe, Andy Mountain, Paul Green, Nick Phillips, Mick Riley, Steve Fell and Valentine Morrell**



Nick Flint (l), white watch, Alfreton, John Lester (c), driver training, and Terry Brown, white watch, Alfreton, Derbyshire, receive their 25-year badges from H&S official Mark Hudson



Eddie Oliver (r), Tyne and Wear, receives his 25-year badge from brigade secretary Russ King



Steve Mills (r), Southport, Merseyside, receives his 25-year badge from Bob Tyrer



Nick Froud (l), RDS, Ferndown, Dorset and Wiltshire, receives his 25-year badge from membership organiser Scott Blandford with colleagues looking on



Mick Mangan (l), and Dave English (r), Tyne and Wear, receive their 25-year badges from brigade chair Brian Harris



Gavin Paterson (r), white watch, Balmossie, Tayside, Scotland, receives his 25-year badge from branch secretary Billy Cordiner with colleagues looking on



Ian Allsop (r), West Denton, Tyne and Wear, receives his 25-year badge from branch rep Phil Waddell



John Belshaw (l), Rainton, Tyne and Wear, receives his 25-year badge from divisional rep Chris Moore



Jon Anderson (l), training centre, Tyne and Wear, receives his 25-year badge from brigade organiser Wayne Anderson



Michael Griffin (r), branch rep, Tamworth, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams



Paul Hopkins (c), Wallsend, Tyne and Wear, receives his 25-year badge from branch rep Gordon Chalk



Neil Sheppard (c), FBU brigade organiser, blue watch, Buxton, Derbyshire, receives his 25-year badge from general secretary Matt Wrack and East Midlands EC member Ben Selby



Karl Dumelow, RDS, Wirksworth, Derbyshire, receives his 25-year badge from brigade chair Tony Dempsey



Brian Moss (r), former Staffordshire brigade secretary and regional chair, receives his 25-year badge from current brigade secretary Rich Williams



Dave Allsop (l) Rainton Bridge, Tyne and Wear, receives his 25-year badge from divisional rep Chris Moore



Robert Windsor (r), white watch, Sandyford, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams



Michael Connor (r) Aberfoyle, Stirling and Clackmannanshire, Scotland, receives his 25-year badge from local senior officer rep Gary Wood



Philip Sanson (l) and **Paul Turnbull** (c) Tyne and Wear, receive their 25-year badges from brigade secretary Russ King



Andy Blower (l) Hebburn, Tyne and Wear, receives his 25-year badge from divisional rep Chris Moore with colleagues Darren Davies (l) and John Dutton



Bob Tyrer (r), Southport, Merseyside, receives his 25-year badge from regional secretary Mark Rowe



Nigel Brown (r), Gloucester, receives his 25-year badge from brigade organiser Rosie Tully with red watch Gloucester North & South colleagues looking on



Dean Yates (r), Solihull, West Midlands, receives his 25-year badge from branch rep Simon Cotter



Karl Foxall (r), Louth, Lincolnshire, receives his 25-year badge from branch rep Ed Hughes with colleagues looking on

25-YEAR BADGES



Steve Adams, green watch, Long Eaton, Derbyshire, receives his 25-year badge from FAW rep Dan Carter



Gary Hollings (c), green watch, Great Yarmouth, Norfolk, receives his 25-year badge from brigade chair Alan Jaye



Phil Day (r), white watch, Falmouth, Cornwall, receives his 25-year badge from brigade secretary Stu Pulley with colleagues looking on



Jonny Moulder (l) green watch, Rewley Road, Oxfordshire, receives his 25-year badge from brigade chair Jimmy Harris with colleagues looking on



Terry Whyte (l) North area secretary, Scotland, receives his 25-year badge from North area vice chair Colin Brown



Philippe Villain (r), road safety officer, Dorset and Wiltshire, receives his 25-year badge from membership organiser Scott Blandford with reps and regional officials looking on



Ricky Stroud (l) white watch, Perth, Scotland, receives his 25-year badge from North area vice chair Colin Brown with colleagues looking on



Graham McCartney (l), amber watch, Polmadie, Glasgow, Scotland, receives his 25-year badge from Scott McIntosh with colleagues in the background



Lee Moran (r), Solihull, West Midlands, receives his 25-year badge from branch rep Simon Cotter



Davie Dawson (r), red watch, Stirling, Scotland, receives his 25-year badge from East area secretary John McKenzie with colleagues looking on



Eastern region EC member Brian Hooper (r), receives his 25-year badge from general secretary Matt Wrack



Mike Mortimer (r), green watch, Eastleigh, Hampshire, receives his 25-year badge from branch official Andy McCheyne with colleagues looking on



Paul Hartburn, Consett, Durham and Darlington, receives his 25-year badge from brigade chair Holly Ferguson with red watch colleagues (l-r) Craig Hannant, Angus Herdman and Tom Pattison looking on



Wayne Roberts (r) white watch, Longton, Staffordshire, receives his 25-year badge from branch rep Wes Southall with colleagues looking on

40-YEAR BADGES



Dave Chappell (r), central health and safety co-ordinator, Devon and Somerset, receives his 40-year badge from brigade organiser **Dave Lock** with colleagues **Graham Rooms** and **Jennifer Bussell** (Exeter group support) and **Rob Pugsley**, **Sam Sansome** and **Paul Stevens** of **Danes Castle green watch**



Pete Martin (l), Birley, Sheffield, South Yorkshire, receives his 40-year badge from brigade secretary **Neil Carbutt**



Steve Hill (l), control, Avon, receives his 40-year badge from Avon control branch secretary **Andy Hiscox**



Phil Pearce (r), driving instructor, South Wales, receives his 40-year badge from **Steve Nelmes** of red watch, Malpas



Ken Griffin (r), safe and well adviser, Dorset and Wiltshire, receives his 40-year badge from brigade organiser **Andy Thompson** with (l-r) **Nick Ratcliffe**, **Henry Whittaker**, **Samson Van Weenen** and **Gareth Challinor**

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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Bristol, BS7 9RE
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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



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to create more guaranteed cash
winners every week!**

- **At least 50p from each £1 ticket** will continue to fund our work helping commemorate the bravery and sacrifice of firefighters killed and injured in the line of duty and to establish a fund for the future benefit of firefighters, their bereaved families and the firefighting profession.
- There are still **guaranteed cash winners** each week - we've just split the prize tiers so more people win in every draw.
- Thanks to the generosity of our supporters **we've raised over £400,000** so far and supported projects across the country.

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