

The Fire Brigades Union



Executive Council's

Annual Report **2009**

84th Annual Conference

13th, 14th and 15th May 2009

FBU – Campaigning For You



THE FIRE BRIGADES UNION

FOUNDED 1918

Affiliated to the Trades Union Congress
and Trades Councils

Executive Council's Annual Report to the 84th Annual Conference 2009

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Vice-President:	Alan McLean
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JOHN McGHEE
National Officer



SEAN STARBUCK
National Officer



PAUL WOOLSTENHOLMES
National Officer

Dean Mills, National Officer, resigned in February 2009

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President's Introduction

2008 has proved to be a very interesting year, not just here in the UK but throughout the world. Few people would have predicted the scale and severity of the current economic crisis, nor the exceptional political climate that it has produced. When the Tories are attacking bankers' bonuses and the Liberal Democrats are calling for the nationalisation of the banks, we know that we have entered extraordinary times.

It would be a very bold person who would attempt to predict with any accuracy what will occur in the next 12 months. What can, however, be said with certainty is that it will be a difficult year for working people everywhere and one in which strong trade unions will be needed more than ever.

I am therefore pleased to report that, despite these difficulties, the FBU has continued to effectively represent and campaign on behalf of firefighters and emergency fire control staff throughout the UK in 2008.

The campaign on firefighter fatalities, with the publication *In the Line of Duty*, launched at a lobby of Parliament in November 2008, highlighted the difficult and sometimes dangerous job carried out by our members. We showed how the 2004 Fire and Rescue Services Act, with the abolition of the Central Fire Brigades Advisory Council and various statutory regulations governing the service, had created a vacuum in terms of fire service governance; and how the creation of that vacuum had coincided with a significant increase in firefighter deaths, after a quarter of a century in which they had declined.

The campaign has been successful in forcing politicians and civil servants to begin to address the issues of training, fatal accident investigation and the issuing of essential operational guidance. I hope that this will quickly lead to procedures being put in place that will result in bringing to an end the upward trend of deaths of our members. This campaign has yet again shown conclusively that it is only the FBU which is able and willing to speak effectively on behalf of the UK Fire and Rescue Service and the men and women who work in it.

We have also had to continue to campaign on pensions, to ensure that our members who are unable to continue to work due to ill health or injury are able to receive proper compensation; and to attempt to extend the recent increase in commutation figures to members who retired before October 2007. On the first issue, we are currently awaiting the outcome of a hearing in the Court of Appeal. On the second, we await a response from the Department for Communities and Local Government, before we decide our next step. Our long-running legal case to ensure that our members working the Retained Duty System have fair access to pension provision finally succeeded and we are currently negotiating to see if a settlement can be agreed without returning to an Employment Tribunal.

Our campaign against the disastrous project to regionalise English Emergency Fire Control Rooms has continued to win the argument with the public and almost all within the service, both those who work within it and those responsible for running it at local government level. As the costs associated with the project increase still further and the start dates recede ever further into the distant future, we will step up that campaign.

We managed to agree a pay increase at the National Joint Council. At local level many campaigns have been successful against cuts in fire cover and firefighters' jobs. On all of these fronts – pay, jobs and pensions – the situation is likely to be more difficult over the coming year. The strengths of the FBU are its committed and hard-working officials at all levels and its loyal membership, backed by the staff and officials at Head Office. I am confident that these strengths will enable us to face the challenges ahead.

Mick Shaw

Section



**National
Joint Council**

A1 FBU Representation at NJC

2008

The Union appointed the following representatives to the National Joint Council for 2008:

Bro. M Wrack (Employees Side Joint Secretary)
Bro. A Dark
Bro. M Shaw (Employees Side Chairperson
and NJC Vice Chair)
Bro. A McLean
Bro. J Barbour
Bro. R Robertson
Bro. W Gee
Bro. D Green
Bro. J Ford
Bro. M Nicholas
Bro. T Mitchell
Sis. S Riley
Bro. M Smith
Bro. D Whatton

The National Joint Council met on the following dates in 2008:

13 March
10 June
30 September
16 December

A2 Report of the Independent Chair of the NJC/MMNB

The first report of the Independent Chair of the NJC, Professor Monojit Chatterji, was tabled at the meeting of the National Joint Council (NJC) and Middle Managers' Negotiating Body (MMNB) held on 13 December 2008.

The report was circulated by way of NJC Circular (13/08) on 9 December.

Circular NJC/13/08

30 September 2008

Dear Sir/Madam

FIRST ANNUAL REPORT OF THE INDEPENDENT CHAIR – 2007/8

1. *The role of Independent Chair now requires the postholder to issue an annual report setting out the activities and achievements of both the National Joint Council and the Middle Managers Negotiating Body.*

A copy of Professor Chatterji's report, relating to 2007/8 is attached.

Yours faithfully

SARAH MESSENGER
Joint Secretaries

MATT WRACK

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

FIRST ANNUAL REPORT OF THE INDEPENDENT CHAIR 2007 – 2008

SEPTEMBER 2008

The National Joint Council for Local Authority Fire and Rescue Services is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire Services Act 1947-59. To this end the NJC's principal role is to reach agreement on a national framework of pay and conditions for local application throughout the fire and rescue service in the United Kingdom. The NJC is committed to the local democratic control of fire and rescue services to the community.

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

An Independent Chair is supported by a Vice-Chair. The appointment of Vice-Chair alternates between the sides on an annual basis. In 2007/8 the Vice-Chair was held by the Employees' Side.

The membership of the National Joint Council (and the Middle Managers Negotiating Body) during 2007/8 is attached to this report.

Introduction

1. This is the first Annual Report of the Independent Chair of the National Joint Council for Local Authority Fire and Rescue Services (NJC). It covers the period from 1 October 2007 to 30 September 2008. Issues dealt with at the meetings of the National Joint Council on 28 September 2007 are also recorded in this report.

What do we do

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

The main outcomes in 2007–2008

3. The National Joint Council issues circulars from time to time detailing agreements reached. Below is a list of

agreements reached since September 2007 together with the relevant circular number:

- a) Continual Professional Development scheme – circular NJC/15/07
This Scheme is designed to recognise and reward experienced employees who are able to demonstrate continual professional development over and above that required at 'competent' level under each of the national standards.
- b) Revised constitution – circular NJC/16/07
The main changes were:
 - a broadening of the responsibilities of the Independent Chair;
 - a reduction in the number of representatives on each Side of the Council. The Employees' Side reduced from twenty seven to fourteen and the Employers Side from thirty to fourteen;
 - the introduction of a Middle Managers Negotiating Body (MMNB) with plenary powers to deal with issues relating to employees in Station Manager to Area Manager roles;
 - the introduction of a mechanism for minority trade union representation.
- c) Protected pay points – circular NJC/2/08
The 2003 Pay and Conditions Agreement introduced a competency related pay structure. As a consequence it was necessary to transfer employees from the pre-existing rank structure to the new role structure. In most cases the pay assimilation from one to the other was straight-forward. However it did include protected pay points at Station Officer, Fire Control Officer, and Principal Fire Control Officer Levels which were subject to review in July 2007. The NJC agreed in 2007 to continue with the arrangements for a further year. This agreement, reached in June 2008, detailed the arrangements in place for July 2008 onwards.
- d) Recognition of the Fire Officers Association on the Middle Managers Negotiating Body – circular NJC/3/08
Confirmation of the independent audit of the level of membership of the Fire Officers Association, resulting in one seat on the Middle Managers Negotiating Body.
- e) Car allowances – circular NJC/4/08
Revised car allowances effective from 1 April 2008.
- f) Continual Professional Development scheme (minimum increase on promotion) – circular NJC/5/08
Continual professional development payments are discontinued on promotion until such time as attained in the new role. As a consequence the NJC agreed the principle of a minimum increase on promotion.
- g) Pay settlement 2008 – circular NJC/6/08
The NJC agreed a pay increase of 2.45% for employees covered by the Grey Book, effective from 1 July 2008.
- h) Continual Professional Development payments – circular NJC/7/08
The NJC agreed an increase in the level of Continual Professional Development payments of 2.45%, effective from 1 July 2008.

- i) Fairness and Dignity at Work— circular NJC/8/08
The NJC agreed an updated and revised Section 2 of the Scheme of Conditions of Service (Grey Book) on Fairness and Dignity at Work
- j) Rolemaps and national occupational standards - circular NJC/10/08
Establishment of a sub-Committee of the NJC to consider and make recommendation upon proposed changes to the NJC's agreed rolemaps and national occupations standards.
- k) Skills in the Workplace – circular NJC/11/08
The National Joint Council agreed to encourage fire and rescue services to commit to:
 - Actively encourage and support employees to gain the skills and qualifications that will support their career development, future employability and meet the needs of the organisation;
 - Actively encourage and support employees to acquire basic literacy and numeracy skills, and work towards at least their first full Level 2 qualification in an area that is relevant to the organisation;
 - Demonstrably raise employees' skills and competencies to enhance their personal development and improve the organisational performance of fire and rescue services through investing in economically valuable training and development.

Fire and Rescue Services were further encouraged to support the Skills Pledge in England, the National Basic Skills Strategy for Wales and the Skills Strategies in both Scotland and Northern Ireland, as appropriate.

Additional circulars

- 4. In addition to the circulars referred to in paragraph 3 above, the following circulars have been issued since September 2007:
 - a) Pay and numbers survey 2008 – circular NJC/1/08 Survey form and guidance notes.
 - b) Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2008 – circular NJC/9/08 Update on the test cases that are the subject of an Employment Tribunal.

Middle Managers Negotiating Body

- 5. In September 2007 the National Joint Council agreed a revised constitution which included the introduction of a mechanism for minority trade union representation on both the National Joint Council and the newly introduced Middle Managers Negotiating Body. The latter body has plenary powers to deal with issues relating to employees in Station Manager to Area Manager roles.
- 6. Following this, the Fire Officers Association applied for recognition on the Middle Managers Negotiating Body and in accordance with the mechanism referred to in paragraph 5 above, a membership audit of the Fire Officers Association was conducted by Popularis Ltd on behalf of the National Joint Council. Based on the information provided by fire and rescue services and the Fire Officers Association, Popularis Ltd identified that the Fire Officers

Association was entitled to one seat on the Middle Managers Negotiating Body, which took effect from 13 March 2008.

Joint Secretariat Activity

- 7. Members of the Joint Secretariat meet formally at least once a month to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.
- 8. The Joint Secretariat also leads discussions in National Joint Council working parties which inform negotiations and again tend to meet on a monthly basis.
- 9. In both cases meetings can be held more frequently depending upon the complexity of the issues and/or the agreed timescale for conclusion.
- 10. The Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements. The Joint Secretariat has a good record of either assisting the parties to reach agreement at the time of conciliation or developing a position that can later be built upon by the local parties to achieve resolution. Over the last year ten fire and rescue services have referred various issues to the Joint Secretariat for conciliation.
- 11. In addition to the above, on occasion and when jointly requested to do so, the Joint Secretariat can also provide support to parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement. This occurred once in the last year.
- 12. The Joint Secretariat will also have handled a considerable number of informal requests from local parties seeking either interpretation or clarification of Scheme of Conditions of Service issues which were under debate at local level, and/or advice in connection with local consultation or negotiation issues.

Other National Joint Council Activities

- 13. To acknowledge the importance of the National Joint Council's Protocol for Good Industrial Relations in the Fire Service and to further encourage all parties to do all they can to build upon the protocol at local level, the National Joint Council held a seminar in central London in January 2008 for representatives from fire and rescue services across the UK including elected members, senior managers and trade union representatives.
- 14. The seminar explored the background to the Protocol, its purpose and what it was expected to achieve as well as promoting the benefits to the fire service and its employees to reduce the number of disputes at local level.
- 15. The seminar was very well supported and positive feedback received. The experience of the Joint Secretariat is that where the Protocol has been embraced at local level it has improved industrial relations. Where the relationship is not as strong as it could be then the Protocol provides a very useful tool to address the problem.

SECTION A — NATIONAL JOINT COUNCIL

16. At the invitation of CFOA, the Joint Secretaries facilitated a workshop on Good Industrial Relations at the Fire Conference held in Liverpool in August 2008. The session was chaired by the Independent Chair of the NJC.
17. At the invitation of the Employees' Side Secretary, the Employers' Side Chair and Secretary attended the Fire Brigades Union National School in November 2007 to discuss industrial relations within the UK fire and rescue service.

Resolution Advisory Panel

18. The National Joint Council's Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the National Joint Council's Resolution Advisory Panel. The panel comprises an Independent Chair, Professor William Brown, who is assisted by the Joint Secretariat. The purpose of the Panel is to endeavour to facilitate an agreement between the parties, but where that is not possible Professor Brown will make recommendations.
19. During the last year there has been one referral to the Resolution Advisory Panel.

Technical Advisory Panel

20. The National Joint Council also operates a Technical Advisory Panel which can consider a new duty system proposed at local level where it has not been possible to reach agreement on its introduction. The panel comprises the Independent Chair, Professor John Gennard, who is assisted by the Joint Secretariat. As with the resolution Advisory Panel its purpose is to endeavour to facilitate an agreement between the parties, but where that is not possible Professor Gennard will make a recommendation.
21. During the last year there have been no referrals to the Technical Advisory Panel.

Matters in Progress

22. The National Joint Council agreed at its meeting in June 2008 to determine pay increases for 2009 and 2010 by 31st March 2009.
23. Furthermore, at that same meeting the National Joint Council agreed that a joint working party (including Middle Manager Negotiating Body representation) will discuss a number of issues on a without prejudice basis within the context of paragraph 22 above, again to conclude by 31st March 2009. On the Employers' Side these issues include a review of the current provisions for Middle Managers and recall to duty arrangements. On the Employees' Side these issues include a review of the Continual Professional Development Scheme and the process for determining pay in the future.
24. Further work will be undertaken over the next year to further embed the Joint Protocol on Good Industrial Relations at local level. This work will firstly be informed by a survey of the parties at local level to ascertain the current position in respect of the Protocol.

25. Consideration will be given to changes to the Maternity provisions contained within the Scheme of Conditions of Service (Grey Book).
26. Consideration will also be given to provision of health and safety guidance as referred to in Section 5, part A, paragraph 2 of the Grey Book.

Conclusion

27. This has been a productive year for the NJC. It is satisfying to note that the new constitution, including the introduction of the Middle Managers Negotiating Body, has bedded down satisfactorily.
28. The launch of the Protocol for Good Industrial Relations in the Fire Service is another milestone. It is envisaged that further work based on a survey will help embed the Protocol especially its key empowering element viz. "a culture of no surprises" even more deeply at local level.
29. The professionalism of the working relationships at Joint Secretary level has been noted and the Protocol is fully embraced at this level. However, the quality of the working relationship goes beyond the Protocol into other areas. The ability to disagree without being disagreeable is a major factor in moving NJC business forward to the benefit of the Service.
30. On a personal level, the Independent Chair is very grateful to the Joint Secretaries and their teams for their support. The wide ranging induction programme (visits to the Fire Service College, Gloucester control centre, Southwark Training Centre, a retained station at Moreton-in the Marsh, and a London station) organised by the Joint Secretaries has been of enormous value to the Independent Chair.
31. At the invitation of the Employees' Side Secretary, the Independent Chair and the Employers' Side Secretariat attended the Fire Brigades Union National Annual Conference in Southport in June 2008.
32. The NJC is not complacent about its successes this year. It is very aware of the challenges that lie ahead. But it is confident that the progress made this year will enable the challenges of the future to be handled in the best interests of employers, and employees and ultimately of the public that we are all proud to serve.

Professor Monojit Chatterji
Independent Chair

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2007 TO 30 SEPTEMBER 2008

Employers' Side

Local Government Association

Cllr C Bowden
Cllr L Byrom (30/9/07 to 16/6/08)
Cllr S Comer
Cllr D Goddard
Cllr M Grimston
Cllr L McGuire
Cllr I Swithenbank
Cllr F Walker
Vacancy
Vacancy (17/06/08 to 30/9/08)

Convention of Scottish

Local Authorities

Cllr M Bridgeman

Cllr M Raeburn

Cllr B Wallace

Cllr P Watters

(3 members drawn from the above
on a meeting by meeting basis)

Welsh Local Government Association

Cllr T Roberts

Northern Ireland Fire and Rescue Service

Mr W Gillespie

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr A Dark
Ms S Riley
Mr J Ford
Mr W Gee
Mr D Green
Mr A McLean
Mr T Mitchell
Mr M Nicholas
Mr R Robertson
Mr M Shaw

Mr M Smith

Mr D Whatton

Mr M Wrack

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2007 TO 30 SEPTEMBER 2008

Employers' Side

Local Government Association

Cllr C Bowden
Cllr L Byrom (30/9/07 to 16/6/08)
Cllr S Comer
Cllr D Goddard
Cllr M Grimston
Cllr L McGuire
Cllr I Swithenbank
Cllr F Walker
Vacancy
Vacancy (17/06/08 to 30/9/08)

Convention of Scottish

Local Authorities

Cllr M Bridgeman

Cllr M Raeburn

Cllr B Wallace

Cllr P Watters

(3 members drawn from the above
on a meeting by meeting basis)

Welsh Local Government Association

Cllr T Roberts

Northern Ireland Fire and Rescue Service

Mr W Gillespie

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr D Beverley
Mr D Cain
Mr A Dark
MR J Denvir
Mr J Ford
Mr A Guest
Mr A McLean
Mr P Poullais
Mr R Robertson
Mr M Shaw

Mr M Smith

Mr M Wrack

Fire Officers Association

Mr Graham Setterfield

(full member from
13/3/08)

A3 Pay

The Fire Brigades Union entered negotiations on pay, seeking to achieve a pay rise in accordance with the APT formula which operated at Stage 4 and Stage 5 of the 2003 pay and conditions agreement.

Extensive discussions took place resulting in a pay offer of 2.45% for all members, which was reported to branches in Head Office Circular 2008HOC0370MW. An NJC Circular (06/08) was also issued on the matter.

Circular: 2008HOC0370MW

10 June 2008

TO: ALL MEMBERS

Dear Brother/Sister

NATIONAL JOINT COUNCIL – PAY INCREASE 2008

The National Joint Council met today to discuss a range of issues, including that of Pay.

I am able to inform you that the APT Formula for 2008 produces an increase of 2.45%.

I am pleased to report that the National Joint Council has agreed to a pay increase of 2.45% with effect from 1 July 2008. An NJC Pay circular will be issued soon.

Further details from the NJC will be reported as appropriate in due course.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

CIRCULAR NJC/06/08

10 June 2008

Dear Sir/Madam

PAY SETTLEMENT: 2008

1. The NJC has agreed an increase of 2.45% with effect from 1 July 2008.

The following appendices contain the revised rates of pay.

Appendix A

Pay rates for firefighting roles

Protected point H (Firefighter aged 19 during 4th year) has been deleted, as nobody will be on this point on 1st July 2008.

Appendix B

Pay rates for the retained duty system

Appendix C

Pay rates for control specific roles

Protected point H (Firefighter aged 19 or over during 4th year) has been deleted, as nobody will be on this point on 1st July 2008.

Appendix D

Pay rates for non-operational staff and junior firefighters

2. In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).
3. Continual Professional Development payments have also been increased by 2.45%. Please see separate NJC circular for the increased payments. (NJC/7/08 refers.)

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

APPENDIX A

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2008

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter			
Trainee	20896	9.54	14.31
Development	21766	9.94	14.91
Competent	27851	12.72	19.08
Crew Manager			
Development	29601	13.52	20.27
Competent	30877	14.10	21.15
Watch Manager			
Development	31546	14.40	21.61
Competent A	32422	14.80	22.21
Competent B	34529	15.77	23.65
Station Manager			
Development	35916	16.40	24.60
Competent A	36994	16.89	25.34
Competent B	39614	18.09	27.13
Group Manager			
Development	41364	18.89	
Competent A	42605	19.45	
Competent B	45855	20.94	
Area Manager			
Development	48560	22.17	
Competent A	50017	22.84	
Competent B	53268	24.32	

PROTECTED PAY POINT*

Station Officer/Watch Manager B

Protected Pay Point L	36644	16.73	25.10
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APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2008
(RETAINED DUTY SYSTEM)

	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ
Firefighter				
Trainee	2090	1045	9.54	3.65
Development	2177	1089	9.94	3.65
Competent	2786	1393	12.72	3.65
Crew Manager				
Development	2961	1480	13.52	3.65
Competent	3088	1544	14.10	3.65
Watch Manager				
Development	3154	1578	14.40	3.65
Competent A	3243	1622	14.80	3.65
Competent B	3453	1727	15.77	3.65
Station Manager				
Development	3592	1796	16.40	3.65
Competent A	3699	1849	16.89	3.65
Competent B	3962	1980	18.09	3.65
Group Manager				
Development	4137	2068	18.89	3.65
Competent A	4260	2131	19.45	3.65
Competent B	4586	2293	20.94	3.65
Area Manager				
Development	4856	2429	22.17	3.65
Competent A	5002	2501	22.84	3.65
Competent B	5327	2664	24.32	3.65

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day
crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

APPENDIX C

CONTROL SPECIFIC ROLES – PAY RATES FROM 1st JULY 2008

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)			
Trainee	19851	9.06	13.60
Development	20677	9.44	14.16
Competent	26459	12.08	18.12
Crew Manager (Control)			
Development	28120	12.84	19.26
Competent	29333	13.39	20.09
Watch Manager (Control)			
Development	29970	13.68	20.53
Competent A	30802	14.06	21.10
Competent B	32801	14.98	22.47
Station Manager (Control)			
Development	34120	15.58	23.37
Competent A	35144	16.05	24.07
Competent B	37634	17.18	25.78
Group Manager (Control)			
Development	39297	17.94	
Competent A	40474	18.48	
Competent B	43563	19.89	

PROTECTED PAY POINTS*

Fire Control Officer			
Protected Pay Point L	34794	15.89	23.83
Principal Fire Control Officer			
Protected Pay Point P	44217	20.19	

APPENDIX D

NON-OPERATIONAL STAFF – PAY RATES FROM 1st JULY 2008

	£pa
Fire Control Operator equivalent	
During first six months	17797
After six months and during 2nd year	18585
During 3rd year	19469
During 4th year	20426
During 5th year	22246
Leading Fire Control Operator equivalent	23823
Senior Fire Control Operator equivalent	
During 1st year in rank	24436
During 2nd year in rank	25361

JUNIOR FIREFIGHTERS – PAY RATES FROM 1st JULY 2008

	£pa
Aged 16	9666
Aged 17	10388
Aged 18	20896

A4 Pay Differentials – Promotion and CPD

Following the agreement reached at the NJC through which a 2.45% pay rise was achieved, the Fire Brigades Union was successful in achieving an increase of 2.45% to the differentials on promotion, including payments for Continual Professional Development. This was reported in NJC circular 07/08, and to branches via Head Office Circular 2008HOC0382MW.

CIRCULAR NJC/07/08

10 June 2008

Dear Sir/Madam

CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS 2008:

PAYMENTS BY AUTHORITY

1. The NJC has agreed an increase of 2.45% on the above payments effective from the 1 July 2008.
2. Appendix A attached contains the revised payments by individual fire authority.
3. You will be aware that in order to ensure all employees receive a pay increase on promotion where they otherwise may not as a result of the loss of a CPD payment, the NJC agreed a minimum guaranteed increase upon promotion of £300. In the case of employees on the retained duty system the figure was set at 25% of £300 (i.e. £75).

These figures have also been increased by 2.45% and are now £307 and £77 respectively.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

APPENDIX A

CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS (CPD) from 1ST JULY 2008

Fire Authority	CPD (£)
Avon	688
Bedfordshire & Luton	607
Buckinghamshire	525
Cambridgeshire	536
Central Scotland	795
Cheshire	694
Cleveland	885
Cornwall	279
Cumbria	482
Derbyshire	717
Devon and Somerset	512
Dorset	602
Durham and Darlington	782
Dumfries & Galloway	629
East Sussex	507
Essex	550
Fife	486
Gloucestershire	346
Grampian	702
Greater Manchester	838
Hampshire	599
Hereford & Worcester	629
Hertfordshire	669
Highland & Island	204
Humberside	654
Isle of Wight	298
Kent	589
Lancashire	655
Leicestershire	613
Lincolnshire	358
London	853
Lothian & Borders	604
Merseyside	650
Mid & West Wales	573
Norfolk	564
Northern Ireland	587
Northamptonshire	616
Northumberland	749
North Wales	579
North Yorkshire	429
Nottinghamshire	856

Oxfordshire	636
Royal Berkshire	638
Shropshire	630
South Wales	602
South Yorkshire	937
Staffordshire	644
Strathclyde	667
Suffolk	366
Surrey	661
Tayside	630
Tyne & Wear	905
Warwickshire	538
West Midlands	872
West Sussex	477
West Yorkshire	798
Wiltshire	644

A5 Protected Pay Points

Following extensive discussions between the two parties and extensive consultation with affected members, in March 2008 the NJC agreed transition arrangements for those who remained on the following protected pay points:-

- Station Officer Point L
- Fire Control Officer Point L
- Principal Fire Control Officer Point P

This was reported in NJC Circular 02/08.

CIRCULAR NJC/2/08

13 March 2008

Dear Sir/Madam

PROTECTED PAY POINTS

- The 2003 Pay and Conditions Agreement introduced a competency related pay structure. As a consequence it was necessary to transfer employees from the pre-existing rank structure to the new role structure.
- In most cases the pay assimilation from one to the other was straight-forward. However it did include protected pay points at Station Officer, Fire Control Officer, and Principal Fire Control Officer levels.
- A number of the protected pay points are no longer relevant as employees on those points have subsequently moved through the scale and are now on the highest point.
- The remaining points were subject to review by 1 July 2007:
 - Station Officer Point L
 - Fire Control Officer Point L
 - Principal Fire Control Officer Point P
- You will be aware from circular NJC/10/07 that it was agreed at the NJC meeting in June 2007 that salary levels should not be affected for 2007 other than to apply the annual pay award for 2007 and that discussion should

SECTION A — NATIONAL JOINT COUNCIL

continue at Joint Secretaries level to conclude the review as quickly as possible.

6. *Following a conciliation hearing and subsequent substantial discussions between the Joint Secretaries, the basis for an agreement in principle emerged.*
7. *At the NJC meeting today agreement was reached between the two Sides on future arrangements for employees as defined in paragraph 4 above.*
8. *The details of this agreement are attached. For clarity, the 4th bullet point under "additional issues" does not apply to affected employees who are temporarily promoted or are acting up.*

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

PROTECTED PAY POINTS REVIEW

This review covers the following pay points:

- Watch Manager 'B'/protected pay point L
- Watch Manager 'B' (control)/protected pay point L
- Group Manager 'B' (control)/protected pay point P

Both Secretaries will explore with their respective Sides the potential of the following options to conclude the protected pay points review.

Watch Manager 'B' protected pay point L

Watch Manager 'B' (control)/protected pay point L

- Application of the pay award minus £350 each year for the next 3 years (2008 – 2010)
- Those remaining in one of the above protected posts on 1 July 2011 to receive a lump sum, non-pensionable, payment of £1050 and to be assimilated to the Watch Manager 'B'/Watch Manager 'B' (control) pay rate at that time.

Group Manager 'B' (control)/protected pay point P

The 'gap' for this group is markedly less and therefore will close sooner. The proposal for this group is therefore:

- Application of the pay award minus £350 each year for the next 2 years (2008 – 2009)
- Assimilation to the Group Manager 'B' rate on 1 July 2010
- Those remaining in a Group Manager 'B' post on 1 July 2010 to receive a lump sum, non-pensionable, payment of £700.

Additional issues

- It is recognised that this is a national agreement which may be supplemented or improved upon by local agreement.
- Where there are already local agreements specifically on this matter in place, these shall remain extant.

- Authorities are encouraged to identify those employees receiving pay protection under these circumstances and are encouraged to make such arrangements as necessary in order to reduce the numbers of those staff eligible for pay protection. Whilst not an exhaustive list these arrangements may include: targeted development; rewarding utilisation of specific skills.
- An individual shall no longer be covered by this agreement where he/she is placed on a salary above their protected level.
- The application of these pay protection arrangements will not result in any individual's salary being reduced until such time as the pay protection arrangements finish. At that point individuals will move on to the substantive role-based salary applicable at that time.

A6 Middle Managers' Negotiating Body (MMNB)

The Union appointed the following representatives for 2008-2009:

Bro M Wrack (Employees' Side Joint Secretary)
Bro A Dark
Bro M Shaw (Employees' Side Chairperson and NJC Vice Chair)
Bro A McLean
Bro J Barbour
Bro R Robertson
Bro M Smith
Bro J Ford
Sis S Riley
Bro D Beverley
Bro A Guest
Bro P Poullais
Bro J Denvir

By agreement, Bro Poullais was subsequently replaced by Brother P Moss.

The Middle Managers' Negotiating Body met on the following dates in 2008:

13 March
10 June
30 September
16 December.

A7 Revised Allowances including car

Increased car allowances were agreed by the NJC which were effective from 1st April 2008. These were reported in NJC circular 04/08.

CIRCULAR NJC/04/08

28 May 2008

Dear Sir/Madam

Revised car allowances

- The following revised allowances (Part E, paragraph 6 of the 6th Edition of the Scheme of Conditions of Service) apply with effect from 1st April 2008:

	451- 999cc	1000- 1199cc	1200- 1450cc
Essential Users			
Lump sum per annum	£753	£849	£1,095
Per mile up to 8500 miles	34.0p	36.9p	45.8p
Per mile over 8500 miles	13.3p	13.6p	15.8p
Casual Users			
Per mile up to 8500 miles	42.9p	46.9p	58.7p
Per mile over 8500 miles	13.3p	13.6p	15.8p
Amount of VAT per mile in petrol element	1.374p	1.460p	1.592p

- Authorities are reminded that while, under the terms of Section E paragraph 6, the allowance payable shall be in accordance with such grading as the fire authority may approve, where an essential user who is conditioned to the flexible duty system actually uses a vehicle with an engine capacity in excess of 1199cc then the allowance payable shall be for the category 1200 to 1450cc.
- Please ensure that all interested parties in your fire authorities (i.e. Finance departments) are aware of the new car allowances.

Yours faithfully

Sarah Messenger M. Wrack

SARAH MESSENGER
Joint Secretaries

MATT WRACK

A8 Technical Advisory Panel (TAP)

There was one matter which was formally referred and considered by the Technical Advisory Panel (TAP) in 2008 – Proposed Changes to Wholetime Duty Shift System (Strathclyde). The issue was considered by the Panel on 13th October 2008 and the final recommendations were issued to the local management and FBU joint secretaries on 22nd October.

It was subsequently circulated as an NJC Circular (14/08) on 9 December 2008.

CIRCULAR NJC/14/08

9 December 2008

Dear Sir/Madam

TECHNICAL ADVISORY PANEL (Strathclyde, October 2008)

- Section 4, part A, paragraphs 3, 4 and 5 of the Scheme of Conditions of Service (Grey Book) outlines the principles on which duty systems should be based.
- Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Technical Advisory Panel (TAP) whose role is to seek agreement, but where that is not possible, to make recommendations.
- Professor John Gennard, who is assisted by the Joint Secretaries, currently chairs the panel.
- The TAP met on 13 October 2008 to consider a referral from Strathclyde Fire and Rescue Service.
- A copy of the recommendation, which is applicable only to Strathclyde Fire and Rescue Service, is attached.

Yours faithfully

Sarah Messenger M. Wrack

SARAH MESSENGER
Joint Secretaries

MATT WRACK

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

TECHNICAL ADVISORY PANEL (TAP)

PARTIES: STRATHCLYDE FIRE AND RESCUE SERVICE (SFR) FIRE BRIGADES UNION (FBU)

1. The TAP met at Local Government House, Smith Square, London on 13th October 2008.
2. In accordance with the Grey Book, Section 4, Part A, Paragraph 5, the TAP encouraged the parties to make a voluntary agreement in order to settle the difference between them concerning whether the introduction of a Five Watch duty system to be piloted from 12th January 2009 complies with Section 4, Part A, Paragraph 3(4) of the Grey Book, namely "The Duty System should have regard to the special circumstances of individual employees and be family friendly". The remaining three principles were not a matter of disagreement and were therefore not included in the referral to TAP.
3. In the absence of an agreement, the TAP is required to make recommendations having regard to the deployment of resources that the Service has determined is necessary in order to implement its IRMP and the four principles set out in the Grey Book, Section 4, Part A, Paragraph 3.
4. In the event, the parties were unable to reach agreement and accordingly the Independent Chair of the TAP is required to make recommendations.
5. SFR proposes to pilot a five watch duty system applicable to 450 full-time operational personnel within the roles of firefighter to watch manager in two of Strathclyde's ten areas. 9 of the 450 personnel are women. The pilot is to last for one year. The system is designed to ensure that the correct numbers of staff are on duty at any given shift to meet normal crewing requirements and any spare capacity is available for non-operational duties.
6. How the five watch duty system will operate is well understood by the parties. The difference between them centres on Short Notice call under which personnel may be contacted up to ninety minutes prior to and thirty minutes after the start of the shift and be directed to report for duty if availability is insufficient. Alternatively where availability levels are sufficient personnel may be told they are not required. In such instances personnel will be recompensed for any inconvenience. SFR envisages that an individual would be placed on short notice call on average four times per year and notice of the potential dates will be provided at the beginning of the year.
7. The FBU considers the proposed pilot is not family friendly as it could involve their members in having to re-arrange hastily carer provision at short notice, is discriminatory in that it is women rather than men that take responsibility for care arrangements and has little regard to the special circumstances of individual employees.
8. SFR have provided a degree of flexibility in their proposed new shift pattern to off set possible negative impact on family life, including head for head shift and leave exchanges and retention of time off in lieu.
9. The recommendations are as follows:
 - a. The 450 personnel involved in the pilot to begin on 12th January 2009 should receive their duty pattern for the whole of 2009 no later than 7th November 2008.
 - b. The Joint Working Party should:
 - i. monitor at least quarterly the progress of the pilot;
 - ii. agree jointly at the outset the criteria by which the decision will be made as to whether the pilot has been a success or not;
 - iii. commission a joint survey amongst the personnel participating in the pilot as to their views on the working of the pilot. The survey to be undertaken by an organisation independent of the parties;
 - iv. carry out a concurrent pilot scheme within one 'Area' where granting of leave will be handled centrally whilst the current 2-2-4 shift system remains in place. This is to assess whether the management objectives can be achieved without movement to the five watch duty system.
 - c. Nine months in to the pilot, on the basis of a thorough joint evaluation, a decision will be made as to the success or otherwise of the pilot. This shall include whether there has been any detrimental impact on the personnel involved in the pilot and if so whether there may be some financial recompense in compensation as well as consideration of the outcome of the leave management in a non-pilot area as defined in b(iv) above. There will still, whatever the outcome of the evaluation, be time for a reasonable amount of notice to be given to staff as to the Watch Duty System to operate from January 2010.

Professor John Gennard
Independent Chair
Technical Advisory Panel
22 October 2008

A9 Resolution Advisory Panel (RAP)

There was one matter which was formally referred and considered by the Resolution Advisory Panel (RAP) in 2008 – Local day related duty system and annual leave (Tayside). The issue was considered by the Panel on 2nd July 2008 and the final recommendations were issued to the local management and FBU joint secretaries on 7th July 2008.

It was subsequently circulated as an NJC Circular (15/08) on 9 December 2008.

CIRCULAR NJC/15/08

9 December 2008

Dear Sir/Madam

RESOLUTION ADVISORY PANEL (Tayside, July 2008)

1. Section 6, Part C, paragraphs 1-14 of the Scheme of Conditions of Service (Grey Book) outlines the local negotiation procedure.
2. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Resolution Advisory Panel (RAP) whose role is to assist parties unable to reach agreement at local level by endeavouring to facilitate an agreement or, where that is not possible, to make recommendations.
3. Professor William Brown, who is assisted by the Joint Secretaries, currently chairs the panel.
4. The RAP met on 2nd July 2008 to consider a referral from Tayside Fire & Rescue Service in respect of the local day duty system and annual leave.
5. A copy of the recommendation, which is applicable only to Tayside Fire and Rescue Service, is attached.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

NJC FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

TAYSIDE FIRE AND RESCUE SERVICE

RE: LOCAL DAY RELATED DUTY SYSTEM AND ANNUAL LEAVE

Procedure

Those involved were:

Resolution Advisory Panel:

Professor William Brown (Chair)
Andy Dark (Joint Secretary, Employees' Side)
Gill Gittins (Joint Secretary, Employers' Side)

For the Union:

Jim Malone (FBU, Brigade Secretary)
John Docherty (FBU Regional Official)
Sean Mellon (FBU, Tayside)

For the Employers:

Alasdair Hay (Deputy Chief Fire Officer, Tayside FRS)
Caroline Rochford (Human Resources Manager, Tayside FRS)

The meeting was held in London on 2 July 2008. It was not possible to achieve an agreement between the parties. The following are the written recommendations of the Chair.

The issue

To consider the difference of opinion between the local parties over the allocation of annual leave for staff on the local day related duty system.

Background

Following the introduction of the 6th edition of the Scheme of Conditions of Service (Grey Book) in 2004, day related staff working hours changed from a 9-day fortnight (36 hour week) to a flexible 5 day (Monday to Friday) working week (42 hour week). This new duty system was the subject of a local agreement.

However, the parties disagreed over whether or not such a change should impact upon the management of annual leave.

Recommendation

- 1) Watch Managers assimilated from Station Officers should have, as a transition measure, the possibility of 6 days extra Scale A leave, on the basis of Brigade Order (2005) 4.7.1. This should be protected until 31 December 2010.

Measures should be taken to take account of leave already taken in 2008.

It should be backdated to April 2005.
- 2) Non-assimilated Watch Managers appointed between 2003 and 2005 should also, on the same basis, have the possibility of 6 extra days Scale A leave. This should be backdated from the date of their appointment.
- 3) Non-assimilated Watch Managers appointed between April 2005 and 2 July 2008 should have 4 days extra Scale A leave, back-dated from the date of their appointment.
- 4) Watch Managers appointed after 2 July 2008 should have 4 days extra Scale A leave.
- 5) Backdated leave identified in paragraphs (1), (2) and (3) above should be implemented on a phased basis up to 31 December 2010.

Assurances should be given that when a 9 day fortnight is worked by compressing hours, the day saved can be banked.

Note:

The above recommendation is relevant to the management of annual leave within Tayside Fire and Rescue Service in respect of time free from duty and its definition as Scale A leave.

It should not be interpreted as an increase in the actual Scale A annual leave entitlement set out in the Scheme of Conditions of Service (Grey Book).

Professor William Brown
7th July 2008

A10 Ad hoc NJC Joint Working Party of the NJC/MMNB

The June meeting of the NJC considered and agreed the creation of an ad hoc NJC Joint Working Party of the NJC/MMNB to consider any proposed revisions to Rolemaps and National Occupational Standards.

The matter was circulated by way of NJC Circular (8/08) on 10 June 2008. It was notified to members via Head Office Circular 2008HOC0374MW.

The FBU members of the Joint Working Party are Andy Dark (AGS), Sean Starbuck (National Officer), Dave Green (EC Region 6) and Dave Beverley (ONC Secretary)

CIRCULAR NJC/10/08

10 June 2008

Dear Sir/Madam

ROLEMAPS AND NATIONAL OCCUPATIONAL STANDARDS

1. Section 3, paragraph 1, of the National Joint Council's Scheme of Conditions of Service (Grey Book) sets out the roles and responsibilities of employees covered by the Scheme:

"1. The roles of fire and rescue service employees are those defined within the Integrated Personnel Development System and set out in accredited occupational standards determined by the Emergency Fire Services Vocational Standards Group*. The roles used shall be as the fire and rescue authority considers necessary and specific activities within those roles will be determined by the authority to meet the local needs of the service based on risk."

* now known as the Fire and Rescue Sector Vocational Standards Group

Furthermore, Section 3, paragraph 6, states:

"6. The units of competence that form each of these roles are laid down in the NJC document – Fire and Rescue Services Rolemaps. Fire and rescue authorities can require any reasonable activity to be carried out by an individual employee within his or her role map..."

The Fire and Rescue Services Rolemaps document was issued by the National Joint Council in August 2005. The rolemaps and national occupational standards contained therein were developed in October 2001 and May 2003.

At its meeting today the National Joint Council recognised that it may be in the best interests of the UK fire and rescue service for rolemaps and/or national occupational standards to be reviewed and if necessary revised from time to time, as appropriate.

Accordingly, the National Joint Council has decided to create a small sub-Committee specifically to consider any proposed changes put forward either by the external bodies responsible for the development of such issues or by either side of the National Joint Council, including the Middle Managers Negotiating Body.

The sub-Committee, which will include Middle Manager Negotiating Body representation, will meet as and when necessary in order to make recommendations to the National Joint Council and/or Middle Managers Negotiating Body as appropriate.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A11 Skills in the Workplace

In June 2008, the NJC made an agreement to encourage fire and rescue services to promote and assist in the acquisition of skills and qualifications by service employees. This was a successful outcome for the Fire Brigades Union, which has been at the forefront of promoting the benefits of lifelong learning for many years through the Union Learning Fund initiative. This was reported in NJC/11/08.

CIRCULAR NJC/11/08

10 June 2008

Dear Sir/Madam

SKILLS IN THE WORKPLACE

1. The National Joint Council recognises the importance of developing and retaining a skilled and qualified workforce, enabling employees to attain the skills necessary to develop and achieve their professional ambitions and assisting fire and rescue services to continuously improve organisational performance.
2. The National Joint Council encourages fire and rescue services to commit to:
 - Actively encourage and support employees to gain the skills and qualifications that will support their career development, future employability and meet the needs of the organisation;
 - Actively encourage and support employees to acquire basic literacy and numeracy skills, and work towards at least their first full Level 2 qualification in an area that is relevant to the organisation;
 - Demonstrably raise employees' skills and competencies to enhance their personal development and improve the organisational performance of fire and

rescue services through investing in economically valuable training and development.

3. *Fire and Rescue Services in England are further encouraged to support the Skills Pledge, which is a voluntary, public commitment by the leadership of an organisation to encourage and support all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant qualifications to at least a Level 2 (equivalent to 5 good GCSEs).*
4. *It is understood that administrations in Scotland and Northern Ireland have also explored Skills Strategies and fire and rescue services in those administrations are encouraged to support the outcome of such work, similarly committing to the aims identified in paragraph 2 above, including equivalent qualification levels.*
5. *The Welsh Assembly has agreed a National Basic Skills Strategy for Wales which encourages adoption of the Basic Skills Employers Pledge. The Pledge aims to improve the standards of language, literacy and numeracy of adults through specific support for the workplace. As such the National Joint Council encourages fire and rescue services in Wales to actively support the Pledge in order to similarly commit to the aims identified in paragraph 2 above, including equivalent qualification levels.*
6. *Unions play an important role in engaging and supporting learners in the workplace and key to this is the role of Union Learning Representatives. Initiatives such as the Skills Pledge will assist unions and employers in promoting joint commitment and action on skills in the workplace.*
7. *Further information in respect of the skills strategies referred to above can be found on the following internet links:*
<http://inourhands.lsc.gov.uk/employersSkillsPledge.html>
<http://www.scotland.gov.uk/Publications/2007/09/06091114/0>
<http://www.delni.gov.uk/index/successthroughskills.htm>
http://www.basic-skills-wales.org/bsastrategy/en/post_16/employer_pledge.cfm

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A12 Part-Time Workers

In 2000, the Fire Brigades Union commenced a long legal battle to gain recognition of the part-time status of fire and rescue service employers who work the retained duty system. The FBU had to fight on behalf of retained firefighters from the original Employment Tribunal all the way to the House of Lords in order to get it referred back to the Employment Tribunal. The eventual successful outcome was finally achieved when the case was referred back to the Employment Tribunal and the Union's case was upheld in March 2008. The Fire Brigades Union was the only organisation that had the will and the resources to pursue this matter.

As a result of the Union's success on behalf of its members, a period of negotiation took place throughout 2008 on the practical implications for retained firefighters regarding both terms and conditions and pensions. These discussions are not yet finalised.

The outcome of the legal case was reported in NJC Circulars 09/08 and 12/08.

CIRCULAR NJC/09/08

10 June 2008

Dear Sir/Madam

PART-TIME WORKERS (PREVENTION OF LESS FAVOURABLE TREATMENT) REGULATIONS

1. *The National Joint Council (NJC) agreed in November 2000 that both sides would co-operate to ensure that a test case was brought as speedily as possible to an Employment Tribunal.*
2. *Since that time test cases in two authorities, Kent and Berkshire, were identified and have been subject to the Employment Tribunal, Employment Appeal Tribunal, Court of Appeal and House of Lords processes returning finally at the request of the House of Lords to the original Employment Tribunal again for re-consideration and determination earlier this year.*
3. *The judgement of the Tribunal on that occasion was:*
 - (i) *The Tribunal finds and declares that the Claimants were engaged in broadly similar work as their named comparators.*
 - (ii) *The Claimants were treated less favourably than their named comparators in respect of access to pension rights and payment for sickness absence.*
 - (iii) *The Respondent's arguments of justification are dismissed.*
 - (iv) *The Claimant's claim for increased pay for additional responsibilities is adjourned for 8 weeks."*
4. *The Tribunal indicated that it believed the parties should endeavour to reach a negotiated settlement. Following discussion within the respective Sides an approach was made to Tribunal to allow the parties until September For those negotiations to take place, with the possibility that it may take slightly longer. Tribunal has accepted that*

SECTION A — NATIONAL JOINT COUNCIL

request and the cases will continue to be stayed in the interim.

5. The pension aspects of the cases are being handled by CLG and overall acceptance of a negotiated settlement will be dependent upon Tribunal being satisfied that all aspects have been settled.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

5. It is anticipated that this matter will be returned to at the next meeting of the NJC in December.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A13 Changes to Section 2 of the Grey Book – Fairness and Dignity at Work

In June 2008, following extensive work carried out by a joint working party convened for that purpose, the NJC agreed changes to Section 2 of the Grey Book in order to ensure that it was brought up to date with current and acceptable employment practice.

This was reported via NJC Circular 08/08.

CIRCULAR NJC/12/08

30 September 2008

Dear Sir/Madam

PART-TIME WORKERS (PREVENTION OF LESS FAVOURABLE TREATMENT) REGULATIONS

Background

1. You will be aware that test cases in two authorities, Kent and Berkshire, were identified in 2001 under the above legislation. Those test cases have been subject to the Employment Tribunal, Employment Appeal Tribunal, Court of Appeal and House of Lords processes returning finally at the request of the House of Lords to the original Employment Tribunal again for re-consideration and determination earlier this year.
2. The judgement of the Tribunal on that occasion was:
 - (i) The Tribunal finds and declares that the Claimants were engaged in broadly similar work as their named comparators.
 - (ii) The Claimants were treated less favourably than their named comparators in respect of access to pension rights and payment for sickness absence.
 - (iii) The Respondent's arguments of justification are dismissed.
 - (iv) The Claimant's claim for increased pay for additional responsibilities is adjourned for 8 weeks."
3. Circular NJC/8/08 advised authorities that the Tribunal had indicated it believed the parties should endeavour to reach a negotiated settlement. Therefore, following discussion within the respective Sides an approach had been made to Tribunal to allow the parties until September for those negotiations to take place, with the possibility that it may take longer. Tribunal accepted that request and the cases remain stayed.

Current position

4. Whilst there is a willingness on both Sides to resolve these negotiations, it was recognised at today's NJC meeting that this is a complex issue requiring additional time. Accordingly both Sides instructed their legal representatives to approach Tribunal to seek that additional time.

CIRCULAR NJC/08/08

10 June 2008

Dear Sir/Madam

FAIRNESS AND DIGNITY AT WORK

SECTION 2 OF THE SCHEME OF CONDITIONS OF SERVICE (GREY BOOK)

1. At its meeting today the NJC considered the outcome of a Joint Working Party which had reviewed the content of Section 2 of the Grey Book.
2. The NJC accepted changes recommended by that Joint Working Party.
3. A copy of the new, revised, Section 2, which replaces the existing section in its entirety with immediate effect, is attached.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

Section 2 of the 6th Edition of the Scheme of Conditions of Service

1. The NJC expects fire and rescue authorities to set out and communicate the principles and strategies that are fundamental to developing an organisation which values all. These should encourage continuous improvement to identify and implement best practice.

In this context, the NJC strongly encourages fire and rescue authorities to:

- a) develop equal opportunities and work/life balance in employment;
 - b) ensure that equality is a core principle that underpins service delivery, training and development opportunities and employment relations;
 - c) remove all unlawful discrimination; and
 - d) take a positive approach to the development of a diverse workforce.
2. In support of these principles the NJC affirms that:
 - a) employees should be afforded equal opportunities in employment irrespective of sex, gender reassignment, pregnancy, colour, race, ethnic or national origins, age, disability, sexual orientation, religion or belief, trade union membership or because someone is married or a civil partner. In Northern Ireland it is also unlawful to discriminate on the grounds of political opinion.
 - b) fire and rescue authorities should ensure non-discriminatory practices prevail in all areas of employment and working practices including recruitment, training and assessment, development and selection; and
 - c) fire and rescue authorities should take lawful positive action within their employment initiatives to achieve and maintain a workforce representative of the communities they serve.
 3. Employees have clear responsibilities actively to support their employer in creating a working environment free from unlawful discrimination, harassment or bullying. The NJC recommends that fire and rescue authority policies in this area should include clear statements on the standards of behaviour expected of individuals and that all employees are aware of their responsibilities to others.
 4. Fire and rescue authorities, employees, managers and trade union representatives will need to work together to achieve these principles. A key element of which would be joint initiatives.
 5. Authorities should take into account the need for trade union participation when deciding reasonable facilities for representatives in joint fairness and dignity at work initiatives.
 6. The NJC recognises that helping employees to reconcile work, family, caring and other responsibilities can be a key feature in making equal opportunities and work/life balance a reality. The NJC welcomes flexible working procedures and encourages the adoption of job-sharing, part-time working and career break arrangements.
 7. Employees have the right to expect their religious faith to be respected by both their employer and fellow

employees. Fire and rescue authorities should recognise that an employee's faith may require the wearing of specific forms of headwear or facial hair, and therefore will make every effort to provide appropriate personal protective equipment in such cases, mindful of legislative requirements. Authorities may also wish to ensure that appropriate faith facilities, such as prayer rooms, are made available.

8. The requirement to attend residential training courses can pose particular difficulties for employees with family responsibilities. Fire and rescue authorities are encouraged to consider alternative methods of delivering training and/or contributing in some way towards additional care costs incurred by employees, particularly where the parental income is such that hardship would otherwise arise.
9. Fire and rescue authorities should introduce a voluntary register of employees' interests that invites employees to declare membership of any organisation that is not open to the public without formal membership and commitment of allegiance, and which has secrecy about rules or membership or conduct.
10. Further guidance on best practice on fairness and dignity at work may be issued by the NJC from time to time.

A14 Minimum Increases on Promotion – Taking into Account Continual Professional Development Payments

In June 2008, the NJC confirmed that on promotion the £300 pay differential on promotion (minimum of £75 for retained firefighters) should be maintained. This clarification was necessary as a result of the practicalities posed by the introduction of CPD.

This was reported in NJC Circular 05/08.

CIRCULAR NJC/05/08

3 June 2008

Dear Sir/Madam

CONTINUAL PROFESSIONAL DEVELOPMENT SCHEME

1. You will be aware that Continual Professional Development payments are discontinued on promotion. As a consequence the NJC agreed a minimum increase on promotion of £300.
2. We write to clarify this arrangement for individuals employed on the retained duty system.
3. The minimum increase for those employed on the retained

SECTION A — NATIONAL JOINT COUNCIL

duty system is 25% of the figure in paragraph 1 above, i.e. £75. This will also apply in cases of temporary promotion and acting up.

Yours faithfully

Handwritten signatures of Sarah Messenger and Matt Wrack in black ink.

SARAH MESSENGER
Joint Secretaries

MATT WRACK

Section



Fire and Rescue Service Policy

B1 Introduction

Much of fire and rescue service policy is now devolved to the respective governmental bodies in Scotland, Northern Ireland and Wales, with responsibility for England resting with the UK government at Westminster.

B2 FRS Policy – Government Responsibility – England

Responsibility for the Fire and Rescue Service for England and to some extent the UK (through the provision of guidance advice) lies with the Department of Communities and Local Government (CLG). The Secretary of State for Communities and Local Government is the Rt. Hon. Hazel Blears MP. Ministers with a direct relationship with fire are Sadiq Khan MP as the Parliamentary Under Secretary of State and Rt. Hon. John Healey MP, the Minister for Local Government.

CLG is represented in Cabinet by the Secretary of State herself and also by the Rt. Hon. Margaret Beckett (Minister for Housing and Planning).

Stakeholder bodies established under the department are the Practitioners' Forum (PF) and the Business and Community Safety Forum (BCSF). The PF comprises stakeholders from within the local government fire sector, whilst the BCSF comprises representatives from groups with a more indirect link to fire policy, e.g. the insurance industry, Fire Protection

Association, CBI and TUC. The FBU is represented at the Practitioners' Forum by the FBU General Secretary. The TUC has nominated its BCSF representative to be Dave Sibert, who replaced Glyn Evans on his retirement. The Practitioners' Forum is essentially managed and serviced for CLG by the Chief Fire Officers Association (CFOA), a registered charity.

Ministers are provided with strategic advice and guidance by the Chief Fire and Rescue Adviser (CFRA) who heads the Chief Fire and Rescue Adviser's Unit (CFRAU) on the structure, organisation and performance of the Fire and Rescue Service. The current CFRA is Sir Ken Knight.

The principal functions of CFRAU are:-

- the commissioning, quality assurance and publication of operational guidance;
- the co-ordination of national assets during catastrophic and major incidents through the Communities and Local Government Emergency Room and the National Strategic Advisory Team;
- the audit of the fire safety arrangements in Crown Premises on a risk assessed basis;
- providing a broader challenge to specific policy areas where necessary, particularly on equality and diversity;
- the maintenance and updating, together with the Chief Fire Officers' Association (CFOA), of the Operational Assessment of Service Delivery toolkit, used by Fire and Rescue Authorities for self assessment and peer review;
- seeking to ensure that the Government is able to engage influentially in debate on Fire and Rescue Service issues and that the Service's interests are effectively represented by the Government both nationally and internationally.

CLG is divided into a number of departments which deal with matters which intersect with aspects of the fire service function in its widest sense. The primary Directorate, however, is the Communities Group. The CFRA is one of two Directors within the Communities Group with a direct relationship to the fire and rescue service, the other being Shona Dunn, the Fire and Resilience Director.

The Fire Brigades Union is represented at a number of key committees and forums that fall under the various sub-departments of CLG and the subordinate agencies dealing with the major issues confronting the FBU, its members and the fire service.

B3 FRS Policy – Government Responsibility – Northern Ireland

Fire and Rescue Service policy in Northern Ireland is a fully devolved matter and is the responsibility of the Department for Health, Social Services and Public Safety (DHSSPS).

The Fire and Rescue Service effectively makes up the ‘public safety’ element of the largest local Department, which accounts for approximately 40% of the Assembly budget.

Currently the Minister responsible for DHSSPS is Michael McGimpsey, MLA.

As a Minister, Mr McGimpsey forms part of the Stormont ‘Executive’, in effect, the local Northern Ireland ‘Cabinet’. The four largest local political parties are represented at this level; DUP, Sinn Féin, Ulster Unionists, and the SDLP.

The Minister reports to the Assembly, which in addition to the above political parties, also includes a number of smaller parties.

There is also a scrutiny committee, the Health Committee. All the main parties are represented on this by their designated ‘Health’ spokespersons. The FBU has been able to utilise this aspect on a number of occasions.

Funding comes directly from the Department of Finance. The Executive also has an important role here.

Currently, there is an ongoing, wide-ranging, Review of Public Administration within N.I. This RPI process is likely to have significant implications for the NIFRS in the future.

The FBU continues to enjoy involvement at all levels, across the political spectrum.

The main issues of concern during 2008, were: pensions, attacks on firefighters, RPI, and most significantly, funding.

B4 FRS Policy – Government Responsibility – Wales

The Fire & Rescue Service in Wales comes within the departmental responsibility of the Social Justice & Local Government Department.

The current Minister is Dr Brian Gibbons AM who is the Labour Assembly Member for the Aberavon Constituency. His portfolio is very wide and covers all matters in relation to local government and beyond including equality, equal opportunities and gender issues; all local government finance; and matters relating to child poverty and drug and alcohol abuse.

He is advised by a newly appointed Fire & Rescue Adviser who operates on a part-time basis. The adviser is supported by a Fire & Rescue Services Branch headed by Mr Kingsley Rees who reports to the Director of the Community Safety Division, Joanna Jordan, who in turn is responsible to the head of the Department, the Director of Social Justice & Local Government Unit, Dr Emyr Roberts, the equivalent of the Permanent Secretary in Whitehall. Most FBU day to day dealings at civil servant level are with Kingsley Rees and Joanna Jordan. The section is staffed by ten support staff.

The Fire & Rescue National Framework for Wales was produced in 2008 with a considerable amount of committee work in which the Union played a leading role leading up to the final document. The FBU is the only representative body formally recognised within the Advice Through Collaboration section as the body to hold discussions with the Minister on matters of mutual concern.

Issues raised with the Minister during the course of the past year include:-

- Pensions – ill-health retirements
- Service Delivery Standards (Attendance Times) – extending the work to include commercial premises and RTC’s
- Framework Document – working party

On the pensions issue of ill-health retirements, the FBU successfully argued with the Minister that he should consider issuing separate advice to Fire & Rescue Authorities in Wales to that in England (the Minister has full powers under the Devolution of Wales Act) to the effect that “the extant guidance (for ill-health retirements) in force in Wales is the 2004 guidance” and ill-health retirements should be dealt with under the 2004 CLG Guidance and not the 2008 Guidance. This was subsequently issued to the three Fire & Rescue Authorities under cover of a Welsh Assembly Government Fire & Rescue Services Circular.

At the end of 2008, the Minister endorsed the Union’s policy document “Negotiating Maternity, Paternity and Adoption Rights”.

B5 FRS Policy – Government Responsibility – Scotland

Responsibility & Structure

Fire & Rescue Service responsibility is devolved to the Scottish Government. Consequently, Scotland has its own legislation governing its eight Fire & Rescue Services – The Fire (Scotland) Act 2005. There are also a number pieces of secondary legislation, in the form of Statutory Instruments, including The Fire (Scotland) (Additional Functions) Order 2005.

In light of the fact that legislative, strategic & policy responsibilities are devolved, the Scottish Region is required to engage with the Scottish Government on all relevant matters.

The Justice Department of the Scottish Government has overall responsibility for Fire. The Scottish Resilience Department (which is a department within Justice) has day to day responsibility for Fire & Rescue Service issues. This is facilitated through the Scottish Fire & Rescue Advisory Unit (SFRAU) and the advisory structure, including the Ministerial Advisory Group (MAG), on which the FBU has a seat. Additionally a named MSP acts as a Parliamentary Liaison Officer with direct access to the Minister.

Engagement

In the past year, officials in Scotland have had numerous & regular meetings with various Ministers, politicians, government officials & government bodies, including:

- First Minister;
- Cabinet Secretary for Justice;
- Minister for Community Safety;
- PLO to Justice Department;
- Officials in the Scottish Resilience Department;
- Officials in the Scottish Fire & Rescue Advisory Unit;
- Scottish Health & Safety Executive;
- Audit Scotland.

Key Issues

Concordat – In November 2007, a radical change to how public services in Scotland are financed and managed was initiated in the form of a Concordat between the Scottish Government and Local Government (CoSLA). This removed the ring-fencing for funding in many public services, including revenue funding in the Fire Service, and devolved the responsibility to delivering services to CoSLA.

Review of the Fire & Rescue Framework for Scotland – In 2008, there has been a comprehensive review of the Framework. The FBU has had a full involvement in the process. The impact of the requirements of the Concordat have caused some difficulty, especially in terms of how it complies (or not) with Ministerial responsibilities, as contained within The Fire (Scotland) Act 2005. At the time of writing, progress has been made.

New Guidance for Ill Health Retirements – In May 2008, new guidance was issued by the Scottish Government. This safeguarded the rights of our members to receive an Ill Health Pension, and superseded the guidance by the CLG, which has caused a great deal of angst for members throughout the UK.

Consultation in Minimum Standards of Resilience in Emergency Fire Control Rooms in Scotland

– The consultation took place over the summer of 2008, with 10 responses being received by the Scottish Government (1 from each FRA, 1 from FBU & 1 from CFOA(S)). The next stage of the process has been put on hold, due to the ongoing upgrade programme for Airwave and Firelink.

HMI Annual Report – the Report was published in October 2008. It recorded a 62% increase in fire deaths and 23% increase in injuries. This prompted the Minister to initiate a working group to look at community safety matters. The working group is due to report to the Minister in June 2009.

It's About Time Campaign – the Scottish Region launched the It's About Time campaign in March 2008. The campaign calls for the introduction of Incident Response Standards. The most significant development in the campaign was when a motion was passed at the SNP Conference supporting the introduction of Incident Response Standards.

Future

The most significant issue in the Fire & Rescue Services in Scotland is the first Comprehensive Review of IRMPs. The review is being carried out by the new Head of the Fire & Rescue Advisory Unit (formerly HMI). This review will be a significant opportunity to progress the Campaign for Incident Response Standards.

Conclusions

The Scottish officials' continued engagement with the Scottish Government and Scottish politicians continue to produce full involvement in the key issues affecting our members, the Service and the communities we serve, and offers a paramount opportunity for members' best interests to be conveyed and considered.

B6 Arson Control Forum

The Arson Control Forum was launched in April 2001 to bring together various public and private agencies to develop and introduce a programme of work to prevent arson. The aim was to reduce arson attacks by 10% by 31st March 2010.

Role of the Forum

The funding of local arson initiatives was one of the key parts of the Forum's strategy to drive down arson and one of its key areas of activity in its formative years. The Forum's role was to assess bids, evaluate the effectiveness of local projects and identify and disseminate good practice.

Grant payments made under the Arson Control Forum Implementation Fund ended in March 2006 and therefore no future bid evaluation role for the Forum existed at that time, and it was appropriate to review the role of the Forum.

Future direction

Following consultation, the Arson Control Forum Council considered a series of revised objectives for the Forum which included the development of the Strategy for Children and Young People and Fire Investigation methodology and techniques. Together with oversight of the Strategy for Children and Young People, they proposed to establish two “task and finish” groups to support this work:

- Knowledge Portal Group: to scope the different data sets collected by government departments and other bodies.
- Low Volume/High Cost Group: to investigate the particular problems of commercial/ school/dwelling fires and suggest ways, including good practice guidance, of reducing these.

Disappointingly, the Forum did not meet in 2008.

B7 CLG Project on Fires in Car Parks

In October 2006, the CLG commissioned research to be undertaken by the Building Research Establishment (BRE) at Watford into the impact of fires in enclosed car parks. High profile fires in Europe, where there have been multiple firefighter fatalities following catastrophic collapse of concrete slabs, have added a real concern about the potential for a similar occurrence in the UK.

There were a number of large scale fire tests undertaken at BRE through 2007 attended by the FBU. During 2008, a three car test which included an LPG conversion vehicle was carried out at the HSE laboratories in Buxton, and a further meeting was held in November 2008 at BRE to discuss the findings to date, both of which were attended by the FBU. The initial findings are that the heat produced by modern cars is far in excess of the values previously accepted and used in consideration of fire safety provision for structures i.e. fire resisting capability of concrete slabs, ventilation arrangements and recommendation against requirement of sprinkler protection.

Practical concerns or considerations in respect of fire fighting techniques, weight of response having due regard to IRMP driven reductions in front line appliances, and the physiological capabilities of firefighters, have all been strongly voiced on behalf of the FBU members who attend such fires, in order to ensure that the final outcomes of the research will result in improved fire safety measures generally, and specifically, for those who are called to deal with potentially very serious incidents.

B8 BSI

The FBU continues to be involved with the development of fire related British Standards, and is represented on a number of BSI committees. These include :-

FSH/14 – Fire Precautions in Buildings

FSH/18 – Fire Fighting Equipment

FSH/21 – Fire Reaction and Fire Testing

FSH/24 – Fire Safety Engineering

The most recently active of these has been FSH/14 committee, Fire Precautions In Buildings, responsible for the development of standards for fire precautions in buildings and, in particular, committee FSH/014/0-0-2, a Working Group to review a draft standard, DD 9999 and convert it to a full British Standard status.

After ten years in development, BSI British Standards has, in October 2008, published BS 9999:2008 code of practice for fire safety in the design, management and use of buildings. Initially the FBU was represented by Glyn Evans, at the time the FBU Fire Safety Adviser, and subsequently by Allan Guest, who ensured that the work taking place within the joint CFOA/FBU Warehouse Working Group and the lessons learned from the Building Disaster Assessment Group (BDAG) research were fed into the FSH working groups.

(The Building Disaster Assessment Group looked at the interaction between building design and the operational responses of fire and rescue services. It also managed a group of research projects, FBU members took part in these, including:

- physiological performance criteria for firefighting
- firefighting in under-ventilated compartments
- firefighting media in high-rise buildings)

BS 9999 gives recommendations and guidance on the design, management and use of buildings to achieve acceptable levels of fire safety for all people in and around buildings, and it has included the recommendations arising from the work of the above groups which considered how firefighters can access buildings, the services that they should expect to find, and the effects of fire fighting upon them.

BS 9999 is applicable to the design of new buildings, and to alterations, extensions and changes of use of an existing building, with the exception of individual homes and with limited applicability in the case of certain specialist buildings. It also provides guidance on the ongoing management of fire safety in a building throughout the entire life cycle of the building, including guidance for designers to ensure that the overall design of a building assists and enhances the management of fire safety which is the subject of enforcement by FBU members working within the fire safety arena.

BS 9999 will supersede DD 9999, and the entire BS 5588

series (with the exception of BS 5588-1), which will be withdrawn on 6 April 2009.

B9 Fire Safety

The FBU continues to be represented at a number of key forums dealing with fire safety and continues to campaign on key issues such as sprinkler provision and fire safer cigarettes.

Following a period during which the Union had no Fire Safety Adviser, the work of the Fire Brigades Union in this field was enhanced by the appointment of Dave Sibert, who filled this position in April 2008.

B10 CFA Community Fire Safety Group

The FBU sat upon this group. However, CFA has discontinued its work, which was started in 2002, in liaison with the now defunct National Community Fire Safety Centre.

B11 Joint CFA/FBU Warehouse Working Group

The CFA/FBU Warehouse Working Group was, in late 2007, approaching completion of a guidance document in relation to Fires in Warehouse and Distribution Buildings.

This work was suspended in 2008 in order that any lessons learned from the investigations taking place in relation to the tragic fire at Atherstone, Warwickshire can be considered prior to publishing the guide.

The guide will cover such issues as:-

- The commercial importance of adopting good fire precautions in warehouse and distribution buildings;
- The application of the building regulations and fire safety legislation to warehouse and distribution buildings;
- Compartmentation;
- Access and facilities for the fire service;
- Enforcement of the fire safety order;
- Fire safety engineering;
- Integrated risk management planning and operational fire Safety management;
- Firefighting in warehouse and distribution buildings.

B12 National Fire Sprinkler Network (NFSN)

The FBU continues to support the work of the network and sits on its Executive Committee. 2008 saw the tenth anniversary of the network which was formed in 1998. The FBU was involved in the setting up of the network with former Fire Safety Adviser Glyn Evans being one of the founders.

The network exists to promote the efficacy of sprinklers and meets three times per year where sprinkler advocates meet to discuss topics relevant to sprinklers. The network also holds an annual Westminster seminar, at which the FBU is normally asked to make a presentation. At this year's event held on 4 February 2008 the Assistant General Secretary made a presentation entitled *The Safety of Firefighters should be a specific requirement of UK Building Regulations (as elsewhere in Europe)* to around 85 delegates including Members of both Houses of Parliament.

The ONC represent the FBU on the network as part of its Fire Safety support role.

B13 Practitioners' Forum

The Practitioners' Forum met on four occasions during 2008. The Union was represented by the General Secretary. The meetings were held as follows:

- 22 January
- 15 April
- 24 July
- 28 October.

The full record of all meetings and papers can be found through the Forum website at: <http://www.pforum.fire.gov.uk/1>

The Forum continued to operate primarily through various Task and Finish Groups and various officials of the FBU attended these meetings during the year.

Major issues discussed at the Practitioners' Forum during 2008 included:

- Draft research programme
- National Firefighter Selection – validation
- Equality and Diversity Strategy

During the year the union also submitted papers to the Forum for discussion and action on:

- Attacks on Firefighters
- Lessons of the 2007 Floods

Following lobbying by the Union and others (as reported to Annual Conference 2008), a significant discussion developed around the question of Operational Guidance. This was

debated at a number of meetings of the Forum and initial papers were presented by the Chief Fire and Rescue Adviser (Ken Knight) in October 2008. This work eventually produced proposals for a new body – the Operational Guidance Programme Board which would include the FBU at all stages.

The final discussions on this new process are due to be completed in 2009 but early indications suggest that they mark a significant step towards addressing various concerns raised by the FBU in relation to Operational Guidance, a key element in the development and maintenance of professional standards within the Fire and Rescue Service.

B14 IRMPs

The FBU continues to be represented in discussions at the central forums, dealing with IRMP arrangements in Scotland, Wales, Northern Ireland and England.

The FBU continues to press for coherent and robust planning processes within Fire and Rescue Services across the UK.

The Union's work is greatly assisted by the appointment in 2008 of our IRMP and Fire Safety Adviser, Dave Sibert, who joined us in April.

B15 Firefighter Fatalities

The May 2008 Annual Conference in Southport unanimously passed Emergency Resolution 1, Firefighter Fatalities, moved by the Executive Council. That resolution read:

FIREFIGHTER FATALITIES

Conference notes the decision of the HSE in January 2008 to issue an Improvement Notice against Warwickshire Fire and Rescue Authority (Warwickshire County Council) and the subsequent decision of the County Council to appeal this Notice.

These events follow the tragic loss of life at the incident at Atherstone-on-Stour on 2nd November 2007. This incident saw the highest number of Firefighter fatalities at a single incident since 1972. Conference is deeply concerned that this incident, along with a number of other fatal incidents in recent years, indicates a rising trend in firefighter fatalities at operational incidents.

Conference instructs the Executive Council to fully re-examine all recent incidents in order to identify whether any trends appear from the investigations in each case. This inquiry should consider the impact on such incidents of:

- The introduction of IRMP and the removal of national standards of emergency cover;

- The policy vacuum in relation to the development of national guidance on operational matters;
- Current training regimes;
- The shift in emphasis towards preventative community safety measures often at the expense of planning, preparation and investment in intervention activity;
- Current policies in relation to weight and speed of attack at operational incidents;
- The introduction of the Regulatory Reform Order and current fire safety inspection regimes within the Service;
- Any other relevant matters.

Conference instructs the Executive Council to give urgent consideration to the findings of this report. Conference further instructs the Executive Council to develop a campaign around the issues identified including lobbying appropriate bodies. This campaign should focus around the need to invest in firefighter safety and ensure that safe systems of work are put in place to protect our members.

The Labour Research Department was commissioned to research and write a report which examined all firefighter deaths since 1978 using the Union's own reports, FRS reports, coroner's reports, a range of Freedom of Information Act questions and the Operational Assessment of Service Delivery reports. In the 16 July All Members circular 2008HOC0485MW, branches were told the research was underway and were given preliminary notice of a Lobby of Parliament around the issues on Wednesday 12 November, 2008.

On 10 November the Union published the report 'In the line of duty', firefighter deaths since 1978. The report's main finding was that there has been a sharp increase in firefighter deaths in the last five years.

From February 1996 until October 2002 there were no recorded firefighter deaths at fires in the UK. However in the last five years (2003-2007), at least 13 firefighters had been killed at fires.

In the five years since 2003, at least 22 firefighters died while on duty, significantly more than in the previous five years. And more firefighters are being killed while actually attending fires.

The report identified five factors behind the increase in fatalities:

- There is a policy vacuum – a neglect of up-to-date central guidance on firefighter safety;
- Firefighters have been committed into emergency incidents on the basis of inadequate assessments of the risks, according to investigation reports since 2003 for fatalities in London (2004), Northern Ireland (2003) and Hertfordshire (2005);
- Some integrated risk management plans (IRMPs), and particular risk assessments, have been inadequate and some so bad as to have compromised firefighter safety, according to the Operational Assessment of Service Delivery (OASD) reports carried out in 2006 for the Audit

Commission on most English fire and rescue services. These were kept secret until a Freedom of Information request was made;

- Training for emergency response is insufficient, according to these OASD reports. There is not enough training for incident command, not enough time spent on realistic “hot fire” training and not enough specialist training in safety-critical areas such as breathing apparatus and building construction. Courses have been cancelled while others were using inadequate methods and materials;
- Crewing levels were not high enough in Greater Manchester, Cambridgeshire, West Sussex, Buckinghamshire, Berkshire and Somerset, according to the same reports.

The report called for:

- **Learning the lessons** – the creation of a national Fire and Rescue Service body – responsible for ensuring that the findings and recommendations from fatal or other serious incidents are considered and implemented across all fire authorities;
- **Invest in safety** – This national body should be tasked with keeping adequate records of incidents involving the deaths and serious injury of firefighters at national level and be responsible for developing and agreeing safety-critical national guidance based on the lessons learned from deaths and from other serious incidents;
- **Invest in training** – a greater balance to be restored between community safety initiatives and operational intervention. There is a need for a greater emphasis on training for operational emergency response and the technical knowledge that is required to support such response;
- **Improve Emergency Planning** – We are concerned that local Fire Service Risk Management Plans (IRMPs) do not adequately take into account firefighter safety, training and resource needs. We will call for improvement in the guidance given to Fire and Rescue Authorities (FRAs) when developing IRMPs;
- **Invest in Emergency Response** – The FBU fully supports the drive to prevent fires through education and community engagement. However, we are concerned that among some policy makers there has been a campaign to undermine and denigrate the importance of Emergency Intervention. The truth is that Emergency Intervention (responding to fires and other emergencies) remains at the heart of our Service. Failing to take account of this fact threatens to further endanger the safety of firefighters. We will insist that this is recognised and taken into account in all policy development at a national and local level.

On Wednesday 12 November 2008, over 1,000 firefighters from all parts of the UK attended a rally at Central Hall Westminster and lobbied their MPs demanding action on the report’s recommendations. It was one of the best attended trade union lobbies in recent years.

Large numbers of MPs were seen and the issue of fatalities was raised with Gordon Brown at Prime Minister’s Question Time by Andrew Dismore MP, Chair of the FBU Parliamentary Support Group. Meetings were held with the front bench spokespersons of the main opposition parties and a Parliamentary debate was secured during which the Government agreed to consider the FBU’s research and report back to Parliament.

Early Day Motion (EDM) 2440 was submitted by Andrew Dismore, the Chair of the FBU Parliamentary Support Group of MPs at Westminster. It read:

EDM 2440 Firefighter Safety

That this House notes the recent increased number of firefighter deaths highlighted in the Fire Brigades Union report In the Line of Duty; further notes the lack of safety-critical operational guidance for fire authorities highlighted in that report, and the absence of a properly resourced national body with overall responsibility for recording and investigating firefighter deaths and other serious incidents; and therefore calls for work to be commenced with stakeholders to see through the creation of such a body with responsibility for developing and agreeing safety-critical operational guidance arising from those investigations.

EDM 2440 rapidly achieved 151 signatures from supporting MPs before the end of the Parliamentary session. In the new session of Parliament it was re-tabled and became EDM 174.

In the line of duty will be presented to the Practitioners’ Forum. The Department for Communities and Local Government (DCLG) is:

- consulting on developing a UK-wide approach to the collection of firefighter deaths and injuries data and reports;
- considering improving the Fires of Special Interest (FOSI) system in England;
- agreed an Operational Guidance Framework and is consulting on priorities;
- agreed with the devolved administrations that guidance will be UK-wide;
- conducting research into the provision of operational training and has set up a Training Research Project Steering Group.

The FBU is being actively consulted and participating in all areas of this work.

B16 Fire and Rescue Services Statistics User Group

The FBU continues to attend meetings of CLG’s Fire and Rescue Statistics User Group. This group is a useful contact and information group, often providing pre-notification of

issues, but also usefully ensuring that statistical information continues to be collected by DCLG and made accessible to all users.

B17 National Framework

The FBU submitted a formal response to the consultation exercise carried out by the Department for Communities and Local Government (CLG) on its draft Fire and Rescue Service National Framework for 2008-2011. The Framework was subsequently published by CLG in May 2008.

FBU RESPONSE TO THE CONSULTATION DOCUMENT: FIRE AND RESCUE SERVICE NATIONAL FRAMEWORK 2008-2011

This submission is made by the Fire Brigades Union. The Fire Brigades Union has 48,000 members of the 56,000 uniformed employees in the United Kingdom.

The Fire Brigades Union represents 80% of uniformed personnel within Fire and Rescue Services, including over 80% of uniformed personnel in emergency fire control rooms across the UK, and over 70% of those working the RDS system in the Fire Service who are in trade unions or similar bodies.

We have addressed each of our points to the paragraphs and sections laid out in the consultation document. Where the same or similar point or principle is made within the consultation paper, our point of view should be read across to those other paragraphs unless otherwise stated. Our specific points of view on the Equality and Diversity Strategy have been sent separately.

Introduction Paragraph 3

The Fire Brigades Union does not believe that the current statistics on fire deaths are anything that the service can be complacent about, considering:

- The rise in deaths of firefighters at incidents to a level of a minimum of 2 per annum;
- The level of fire-related deaths which is still very high;
- That the level of fire-related deaths is calculated differently to how it was calculated in 1958 and some considerable period after, the effect of which is to skew the figures downwards. Comparisons of the number of fire-related deaths are not counted on a like for like basis.

There needs to be clear definition of what a fire death is and comparisons (and future measurement) made against that definition.

In addition to the comments shown below, we continue to believe that it is necessary to adopt the only reasonable target when it comes to death from fire. Accordingly, we recommend

that the Framework should encourage Fire and Rescue Authorities to set zero fire deaths target and develop local Performance Indicators to achieve that aim.

Moreover, in order to ensure that the indices are meaningful and relevant, we believe a fire death should be defined as being:

“The death of a person occurring as the direct result of a fire in any building or fixed structure however caused, but not including the death of a person caused by fire or the effects of fire as the direct result of a deliberate act or omission of that person which is intended to end their own life prematurely, or any death resulting from an act whereby a person has been deliberately restrained against their will by a third party in such a manner that they cannot escape from fire or the effects of fire or raise an alarm of fire in such a manner that they may then reasonably expect to be rescued from fire.”

Introduction Paragraph 10

The FBU is concerned that the drive to introduce FiReControl is being done at the expense of core functions of the Fire and Rescue Service, such that the national framework has been designed to “streamline our expectations of Fire and Rescue Authority performance to free up capacity to deliver FireControl and other critical priorities over the next three years.”

Introduction Paragraph 16

The FBU holds the view that there must be some process of alignment between the framework approaches in England with those in Scotland, Wales and Northern Ireland, in order to ensure that there is, if not uniform, then not contradictory developments in the Fire and Rescue Services of all four jurisdictions.

Chapter 1 – Protection, prevention and response

FBU’s perspective on the chapter in general

It is the view of the FBU that the IRMP process itself should be given more status/prominence within the document rather than appearing almost as equal to the other sections. The FRS Act gives a clear duty on FRAs to produce an IRMP and to discharge their responsibilities through the process and initiatives within the IRMP.

It is the view of the FBU that the IRMP should be based upon HSG 65, and this should be indicated in the document. We also believe that the National Framework document must point to the guidance produced by the government departments for the development of IRMPs as being requirements. Moreover, the work surrounding the Buildings Disaster Assessment Group should be referred to and an indication given that each FRA must incorporate the findings of the work into its IRMP. The Framework documents are silent on this issue. The work of the government department either has value or it doesn’t.

The above points should be made clear within the document.

Further, we believe it important that CLG should remind FRAs

that their IRMPs are not wish lists and must incorporate only those activities which are contractually required of the employees or can be negotiated through their trade union, as was made clear at the recent court cases which considered the matter of co-responding (non) duties.

IRMPs should be published and be publicly consulted on annually. The current practice of annual action plans and the absence of a review undermines the public consultation ethos loudly heralded at the time of the move away from national standards and replacement with the IRMP.

Further, in order to ensure that there is adequate and sufficient benchmarking and audit processes for IRMP, we recommend that the framework should:-

1. Clearly emphasise the requirement to implement the guidance available for Fire and Rescue Authorities to determine resources required for intervention, and adopt the FBU IRMP National Document as an approved code of practice (ACOP);
2. Clearly emphasise the necessity for local targets that are measured by intelligent Local Performance Indicators agreed with staff safety representatives;
3. Clearly emphasise the necessity for clear and transparent monitoring systems that build staff confidence in IRMP;
4. Require that HSG 65 Successful Health and Safety Management is an approved code of practice (ACOP) for local authority Fire and Rescue Services;
5. Indicate that there will be work ongoing to provide a body/agency responsible for monitoring progress, in developing local PIs, identifying good practice and communicating good practice to the Fire and Rescue Service.

Chapter 1 Paragraph 1.1

The FBU holds the view that there is insufficient data held or collected by Government that can evidence or evaluate any assertion regarding the effectiveness of the Fire Service in minimising any of the stated elements, e.g economic losses, heritage losses or environmental damage and costs.

Chapter 1 Paragraph 1.2 – 1.4

The Government, like all stakeholders and the public, has the expectation that the Fire Service will be able to plan for local need and also supply capacity for regional/national emergencies. There is not at present, nor does there seem to be any guidance on planning for requirements to meet regional/national emergencies. Moreover, there is a great deal of variation between what different Fire and Rescue Services provide staff in the event of a national emergency, for example different training regimes and PPE and other equipment, as witnessed and experienced by crews during the flooding incidents in 2007.

Chapter 1 Paragraph 1.4

The FBU is concerned that the consultation document implies that regional control centres will provide the means by which mobilisation of the nearest resources across borders, as though the current operation of, and between control centres

does not allow this. It is also to be noted that “mobilisation of closest appliance” shouldn’t automatically take place for additional appliances to an incident where there may be reasons governed by the IRMP, where the safety of the community has been properly assessed as requiring an appliance not to be mobilised.

Chapter 1 Paragraph 1.6

The FBU is concerned that the existence of the Regional Management Boards is set to continue. The FBU holds the view that the RMBs are another layer of bureaucracy applied only to Fire and Rescue Authorities and mean an additional costs burden, which provide no facility which FRAs/FRSs could not perform without them.

Chapter 1 Paragraph 1.7

The FBU holds the view that there is no robust means by which to assess the effectiveness of any particular initiative.

Chapter 1 Paragraph 1.10 – 1.13

The FBU would welcome an initiative by CLG which will assist in the evaluation of the causes of the rise in fire deaths in non-domestic premises.

Chapter 1 Paragraph 1.17

The FBU believes that the costs of contingency planning should be made known to discover how much Fire and Rescue Service money is being spent on or committed to contingency planning arrangements.

Chapter 1 Paragraph 1.18

Contingency arrangements are a matter for the workforce through their representative bodies, and are not confined to periods of industrial action. The arrangements will impact on working hours, payments including ARAs, alongside a whole range of health, safety and welfare arrangements. As a consequence, FRAs must consult on contingency arrangements with the trade unions.

Chapter 2 Resilience

The FBU remains unconvinced by the arguments regarding the resilience and the asserted benefits of the case made for Regional Control Centres. We set out our views on this project in our submission to the ODPM Select Committee in 2006. Our position on the FiReControl Project can be found by reference to the following webpages:-

http://www.fbu.org.uk/campaigns/outofcontrol/pdf/full_business_case_24_09_07_fire_control_gb2.pdf

http://www.fbu.org.uk/newspress/ffmag/2006/1206/ff_novdec06_pg10_11.pdf

http://www.fbu.org.uk/campaigns/outofcontrol/pdf/select_committee_slams.pdf

<http://www.fbu.org.uk/campaigns/outofcontrol/index.php>
We bring attention to the fact that having considered the option for regionalising fire control rooms, the Scottish Executive has decided against going forward with any such project.

Chapter 3 Diversity and Workforce

General

In view of the high level of attacks on fire crews (which are increasing), there should be a requirement of FRAs to produce a Violence at Work Policy, in conjunction with the trade unions which will be distinct from any civil disturbance policies they may hold.

Equality and Diversity

Our specific points of view on the Equality and Diversity Strategy have been sent separately.

However there are a number of additional points which we wish to raise under this Chapter.

Chapter 3 Paragraph 3.7

We believe that statistics regarding Black and Minority Ethnic (BME) staff should be collected and published in the same way as the operational women's statistics, where operational BME men and women are measured separately from other non-uniformed workers. The recruitment levels for BME are at least 50% worse than those for operational women; therefore the need for specific statistical information is just as important.

We agree that the BME targets should be measured by percentage of local working population up to plus 5% but the statistic that it should be measured against should be the operational and uniformed staff, as well as non-uniformed staff.

Chapter 3 Paragraph 3.11 and 3.25

The FBU remains unconvinced that a Graduate Entry Scheme will provide any value to the performance of the Fire and Rescue Service. We remain similarly unconvinced that High Potential Development Schemes will serve the interests of the service. It is our view that resources are required elsewhere and should not be committed to these initiatives. If CLG does seek to progress these initiatives, we will address these issues at that time.

Chapter 3 Paragraph 3.13

The results of applying the National Firefighter Selection (NFS) tests have not been analysed to assist any impact assessment of their appropriateness.

Chapter 3 Paragraph 3.16

Improved RDS recruitment can also impact positively on recruitment of BME men and women and this should be noted in the final wording of the Framework.

Chapter 3 Paragraph 3.17

The RMBs are not cost effective or suitable vehicles for many, if any, functions of the Fire and Rescue Service, not least personnel related issues. They are neither employer nor government. Few invite the FBU to attend their meetings.

Chapter 3 Paragraph 3.18

There should be data collection/publication and other research into the retention of BME men and women in wholetime and retained roles, and specific data collection/publication and other

research into the retention of women in Retained roles, none of which is currently undertaken.

Chapter 3 Paragraph 3.23 and 3.24

Whilst agreeing to the sentiments within these two paragraphs, the FBU feels there is little national guidance for example, for personnel with dyslexia. Moreover, equality impact assessments should be carried out to ensure that equality of access is provided for all those groups who may not receive sufficient attention, including RDS staff but also BME men and women, and female staff.

Chapter 4 Governance and Improvement.

Chapter 4 Paragraph 4.11

FRAs should be mindful that they do not take on responsibility for, nor commit resources to, initiatives for which they are not funded or have statutory responsibility for.

Chapter 4 Paragraph 4.13

The FBU believes the document should make clear that public satisfaction with the Fire and Rescue Service remains high.

Community engagement is important if we are to influence behaviour and attitudes in order to improve the life chances of all communities. If we cannot communicate with communities – not just representatives – then the battle is lost. We need to utilise the communities that we employ, because they come from the community also. This is a resource that is often forgotten and undervalued.

Spending time explaining and showing what engagement can achieve can empower our employees to engage in this important work effectively not just piecemeal. There is a difference.

Chapter 4 Paragraph 4.14

The FBU looks forward to the advice to come from CLG on ways to ensure the public voice is heard. The Framework document must state that FRAs must take into account the expressed views of the public to any IRMP consultation. It is the FBU's experience that the results of public consultation are not taken into account no matter how forcibly expressed.

Chapter 4 Paragraphs 4.25 – 4.31

The views of the FBU on governance and doctrine have been submitted to the consultation on "A Centre of Excellence for the Fire and Rescue Service". In short our view on this issue is that:

The Fire Brigades Union would propose that there be a Joint Committee of key stakeholders who would process and produce guidance according to a priority assessment of its own, and verified or supplemented from time to time through consultation with bodies with wider stakeholder representation.

The Joint Committee would include the CFRAU and be chaired either by the Minister or CFR Adviser. CFRAU staff and a dedicated team of civil servants would service the structures and produce the guidance/doctrine on behalf of CLG.

In order to facilitate the orderly conduct of the various strands of work (health and safety, operational doctrine, equalities etc), the Joint Committee framework should consist of either:-

- *a number sub committees each dealing with the separate fields of work; or*
- *separate and discrete meetings of the Joint Committee dealing with the separate fields of work.*

Clearly in order to be fit for purpose the Joint Committee would need to meet the following principles:-

- *Member-stakeholders must have expertise*
- *Member-stakeholders must have a direct interest in the issues under discussion*
- *The body should not be too large as to be unwieldy.*

The question of size could be met by ensuring that where there are shared interests, arrangements should be made by stakeholders. For instance, individual chief officers of Fire and Rescue Services could have their interests represented through a lead representative from a joint body, e.g CFOA. Similarly, individual trade unions should have their interests expressed through a lead representative from a joint body.

In order to ensure that there is appropriate interoperability, periodical meetings of the committee(s) should take place with partner forums/bodies or persons from Northern Ireland, Wales, and Scotland.

B18 FBU Report on 2007 Floods

The FBU commissioned a report by the Labour Research Department into the fire service response to the floods of summer 2007. This report drew on the experience, expertise and perceptions of FBU members involved in the fire service response to floods, alongside official reports and government documents.

Lessons of the 2007 Floods: The perspective of fire crews, was published in June 2008 in advance of the Pitt Review, having formed the FBU evidence to that Review. The report highlighted the scale of the response and the huge effort put in by fire crews, officers and emergency fire control staff in responding to the biggest rescue effort since World War II.

The report made the following key findings:

Over the years fire and rescue services have responded to many flooding incidents, but the scale of the flooding in 2007 highlighted a national problem of:

- unpreparedness for local flooding;
- unpreparedness for largescale flood events;
- unpreparedness for other resource-hungry major events;

- the lack of safety critical equipment to carry out largescale water rescues;
- the lack of basic equipment and training for working in water.

Fire services need to be suitably equipped to deal with major flooding incidents which can be expected in the future as a result of climate change the report said. The ability to deal with regional and national major incidents is a fundamental function of the modern Fire and Rescue Service.

The report once again highlighted a central fault line in current national resilience planning for major events like flooding, as a result of Integrated Risk Management Plans (IRMPs). Fire service revenue funding and IRMPs are focused on response to localised events, not on preparedness to respond to region-wide or national scale events.

Many IRMPs have not tackled the risks of water-related incidents adequately. IRMPs have also been used to instigate cuts in staff which reduces the capacity to respond to all incidents, including major incidents.

Local fire and rescue services need more resources to deal with major incidents such as the 2007 floodings. The current Bellwin funding scheme does not cover all of the costs involved. Fire and rescue services need to be sure central revenue funding will be available in the event of major emergencies like flooding in the future.

The Fire and Rescue Service's response to the floods would have been hampered if the government's plans for regional control centres had been in place. Fewer control rooms with a third less staff could not have coped with the level of calls experienced during the 2007 flooding even with standardised technology.

The health, safety and welfare of fire crews were put at risk during the floods through insufficient planning, equipment and training. Firefighters should not have had to wade through contaminated water wearing unsuitable protective equipment and exposing themselves to health hazards. Fire crews should not have had to work excessive hours without sufficient nourishment and without decent rest facilities. Fire crews have not been trained consistently to the standards necessary to deal with the range of water-related incidents they have to tackle.

The report made the following conclusions:

The government should listen to views of fire crews and their representatives in its evaluation of the summer 2007 floods. The Department for Communities and Local Government (CLG) should engage with the FBU and the Chief Fire Officers' Association (CFOA) in negotiating national agreements in the light of lessons learned. Fire and Rescue Services should consult fully with the FBU on implementing improvements to flood response.

- CLG and fire and rescue services should incorporate climate change and extreme weather events into their risk management models, clarify the increased risk of flooding,

SECTION B — FIRE AND RESCUE SERVICE POLICY

and make appropriate revenue and capital funding available for staff and equipment to meet these challenges.

- The government should introduce a statutory duty on fire and rescue authorities to respond to significant water-related events such as flooding, and make the necessary resources available to meet these obligations.
- CLG and fire and rescue services should ensure that all water-related incidents, including flooding, are incorporated into Integrated Risk Management Plans.
- CLG should ensure that fire and rescue services receive the funding necessary to meet the increased risks of water-related events. Fire and rescue services should ensure that staffing levels are sufficient to meet the growing demand for rescue in water-related incidents without compromising provision for other emergencies.
- CLG should ensure that fire and rescue services are not penalised when they mobilise personnel to deal with incidents outside of their locality. It should provide a funding mechanism to cover flood relief, either by augmenting the existing Bellwin scheme provision or through an additional fund.
- CLG should follow the example of Scotland and think again on regional control centres. It should examine how the new premises and technologies can be used in conjunction with existing control centres, without reducing the number of control premises or reducing the number of control staff.
- CLG should develop national guidance for FRS staff working in major floods, as suggested by Sir Ken Knight, the Government's Chief Fire and Rescue Adviser. It should cover the health risks of water-related work, explain how risk assessments can be carried out, and detail the kind of prevention and control measures which need to be implemented. It should cover equipment, welfare provision, health surveillance and inoculations. The guidance should be drawn up in consultation with the FBU and the Health and Safety Executive.
- Steps should be taken rapidly to address the issues identified recently in discussions around health and welfare provision during floods and similar major incidents. It is also necessary to ensure suitable arrangements are made for all HVP (High Volume Pump) crews during emergencies such as floodings. In relation to these issues, any matters relating to remuneration, hours of work and conditions of service will need to be negotiated between the FBU and the FRS employers.
- Fire and rescue services should provide welfare packs or grab bags for individual crew members mobilised for emergencies such as flooding. Welfare packs should include working rig shirts and sweatshirts, cotton disposable coveralls, socks and underwear, towels, personal hygiene sets, packs of wet wipes, ready meals, energy snacks, sealed bottled water, toilet rolls, torches, sleeping bag, and mobile phone and charger.
- Fire and rescue services should ensure that the officer in

charge has the means to secure suitable welfare and accommodation facilities for crews, including relief crews, for the full duration of the incident. This should include 24-hour access to funds to support and finance welfare provision for crews.

- CLG and fire and rescue services should carry out a review with the FBU on existing personal protective equipment (PPE) in the light of water-related incidents. This should include the unsuitability of firefighting kit for water-related incidents, the full range of PPE available for flooding incidents, and the arrangements for dealing with contaminated PPE.
- CLG should evaluate, with the FBU and CFOA, the forthcoming Defra report on boats and other equipment available to deal with water-related incidents. New resources should be made available to ensure there are no gaps in provision, as there were in the New Dimensions programme for HVPs.
- All fire and rescue service personnel should be trained to understand the risks to themselves and others caused by flooding. This would go beyond basic health and safety and water awareness training to encompass: health risks of working in flood waters, including from long hours without rest; the risks of entry into flood waters; manual handling of victims in flood waters; and the use of equipment made available by mutual aid.
- CLG should develop a national accredited training system to ensure consistent and appropriate training for sufficient personnel to deal with the full range of water-related incidents.

B19 Report of the Pitt Review

Sir Michael Pitt was asked by Ministers to conduct an independent review into the flooding emergency that took place in the summer of 2007. The Pitt Report 'Learning Lessons from the 2007 Floods' was published in June 2008. The key recommendations as regards the fire service was:

"The Government should urgently put in place a fully funded national capability for flood rescue, with Fire and Rescue Authorities playing a leading role, underpinned, as necessary, by a statutory duty." (Recommendation 39)

The Pitt Review made strong and consistent references to the fire service being given a statutory duty to respond to widespread flooding throughout the report including the following passages:

11.33: "The Review found that the public and rescuers were put at unnecessary risk by the current lack of clarity over who was responsible for the emergency response to flooding."

11.88: "...We must be clear about who does what to ensure that people and organisations are held to account, structures are simple and outcomes are more certain."

11.89: “The Review strongly believes that a statutory duty is the best means to achieve these outcomes. Whilst it is conceivable that non-statutory approaches, such as those proposed by the CFRA, might work, such approaches do not provide the certainty the public expect and the Review believes is needed. This is especially true when the evidence from the summer 2007 floods and the East Coast tidal surge of November 2007 have shown that, many lives may depend on an effective search and rescue response in future wide-area flooding, and when climate change is likely to lead to floods becoming both more frequent and more severe.”

11.83: “....It should be noted that, while the interim report did not ask explicitly whether a statutory duty was necessary, subsequent representations to the Review in favour of such a duty have been numerous and forthright. In contrast, representations against a duty have been scarce. At conferences held by the Review in each of the nine English regions, multi-agency attendees expressing a view were overwhelmingly in favour of a statutory duty for flood rescue. A similar view was expressed at Regional Resilience Forums attended by the Review team.”

11.84: “Furthermore, chief fire officers who have expressed an opinion told the Review that there was a clear need for a statutory duty on the FRS for flood rescue.”

The Review made clear that “Gold” command must remain with the police. Pitt also referred to defining the statutory duty for the fire service so it might not for example, cover rescue from inland water boating incidents.

11.95: “The Review does not make recommendations on whether any statutory duty should extend to incidents beyond flooding which may necessitate rescue from water, for example in response to inland boating incidents. However, the Review believes that responsibility for such incidents should be considered, drawing on experience from Scotland as appropriate.”

Pitt also made the following recommendations with relevance to the fire service:

On equipment:

11.58: “the current provision of boats, PPE and training is predominantly for local rescue, not for the greater scale of response required for multiple rescues in wide-area flooding events.”

11.59: “With regard to PPE [Personal Protective Equipment] submissions to the Review appear to mirror those cited in the CFRA’s report in recounting how FRS personnel worked in difficult conditions, often using PPE designed for routine fire-fighting duties, or for infrequent, short-duration incidents in rivers, lakes and canals rather than an interoperable response. We have heard firsthand how fire and rescue personnel deployed in normal fire fighting PPE rapidly became wet, cold and risked contamination by flood water.”

Equipment/training

11.60: “It appears that, in the event of another wide-area flooding emergency, those responding would still not necessarily have the right resources or training to respond safely.”

B20 Government Response to Pitt Review

The Government published its response to the Pitt Review in December 2008.

The Government agreed with Recommendation 39 that “the Government should urgently put in place a fully funded national capability for flood rescue, with Fire and Rescue Authorities playing a leading role, underpinned as necessary by a statutory duty. The FBU continues to support the implementation of the Pitt Review recommendations.

However, the Government did not call for a statutory duty for the FRS, but rather would await the outcome of another review led by The Department for the Environment, Food and Rural Affairs (Defra) to decide this issue.

Defra had set up a project in November 2008, working with the UK Search and Rescue Strategic Committee and “relevant” partner organisations (including the Maritime and Coastguard Agency, Royal National Lifeboat Institution, the Fire and Rescue Service, Royal Air Force and the Police) to “improve significantly flood rescue capability and co-ordination between the agencies concerned.” That was to include delivering some additional “assets” where appropriate.

The project, according to the Government’s response to the Pitt Review, “will agree, across all the relevant organisations, common standards for training and accreditation and for flood rescue assets. The United Kingdom Search and Rescue Strategic Committee will provide technical and operational advice to the project.”

The priority for the Government, it said in its response, “was to put in place a co-ordinated multi-agency flood rescue capability as soon as possible.”

Only in light of the findings of this project on a national capability for flood rescue “would the Government consider further how the role of the organisations involved might be clarified or enhanced, and whether there is a need for statutory underpinning for the role of any of the agencies involved.”

By February 2009, this Defra-led project would identify “delivery milestones” and “outputs” in the short, medium and longer term (this will include the development of Flood Rescue standards and team “typing” multi-agency operating procedures; common training/accreditation; and multi-agency command/co-ordination procedures).

By May 2009, the project will have created a multi-agency, national register of flood rescue assets. A draft UK Flood Rescue operating procedure will be ready by Autumn 2009, the Government promised in its response.

Any additional assets required would be procured before the winter of 2009-10. Flood rescue will be tested during a national flood exercise in 2011.

B21 Workforce Development

IPDS

The IPDS hub held its last meeting in January 2008 and agreed an IPDS code of practice document which recommended to FRAs how IPDS should be applied in individual FRAs. The concerns of the FBU were taken on board during the consultation period and amendments were made to address the concerns raised. The final IPDS code of practice was available on the IPDS website and has also been on the FBU website since May 2008. The code of practice gives recommendations to FRAs on a wide variety of issues surrounding IPDS including, among other things, how ITOPs, ADCs and practical assessments should be utilised. The FBU has been working on guidance to IPDS for officials since August 2008, which will highlight many areas where management can be challenged if the process is not being applied as it is intended. This guidance document is designed to give officials an opportunity to locally address many areas that were raised as resolutions to annual conference on the issues surrounding IPDS.

National Graduate Entry Scheme and High Potential Development Scheme

CLG set up a working group which was tasked to look at a National Graduate Entry Scheme (GES) and a High Potential Development Scheme (HPDS). The FBU was represented on this group which has initially looked at whether or not such schemes are necessary or practicable. There have been three meetings of the group to date where issues of equality, accessibility for all staff, and potential problems have been raised. LFEPA has been running a graduate entry scheme the progress of which is being closely monitored.

The proposal for the GES is based upon an individual who has achieved a degree joining the fire service through the agreed channels but with a fast tracked progression planned to achieve the role of Station Manager in approximately four years. The HPDS proposal is very similar but is for individuals who are already employed in the fire service with a degree. The HPDS proposes to fast track promotion as soon as the HPDS candidate had achieved competence in the firefighter role. The FBU has raised several concerns which will have to be discussed further and any developments will be communicated to officials. At the December Executive Council Meeting attendees were told that the future of the National Graduate Entry Scheme was uncertain but in more recent correspondence the FBU was informed that a significantly amended version had been supported by the Fire Minister.

This amended version highlighted a proposed project which will now look at piloting a development scheme for both new entrants (graduates and non-graduates) and existing staff. This means that the group will no longer be exploring the development of a stand alone National Graduate Entry Scheme. The FBU has been invited to attend a meeting to discuss this further in February 2009.

National Occupational Standards Workstream meetings

The NOS workstream group is a sub committee of the Fire and Rescue Sector Vocational Standards Group (FRSVSG) and is the forum where amendments to qualifications for the fire sector are discussed. The qualifications that are tabled for discussion are not limited to those within the UK fire service and many qualifications are primarily designed for other sections of the fire sector such as the oil industry, airports etc. The issue that is most relevant for the Fire Brigades Union has been the proposed amendments to the Operations in the Community Vocational Qualification. The majority of FRAs are basing the competence of their firefighters on this qualification and as such it is important that it only includes tasks that are within the NJC agreed role of a firefighter. There have been several drafts of this qualification and the FBU has submitted responses after consultation with members of the FBU Workforce Development Group. The new format for the qualification is designed to make the qualification more reader friendly whilst only reflecting the content of the NJC agreed role. A further meeting took place on 22nd October 2008 to discuss the amendments further. On 2nd December 2008 the Executive Council agreed the recommendations in paper 2008HOC0871SS which accepted the amendments to the Operations in the Community vocational qualification subject to further discussions at the NJC sub group on one issue surrounding the wording in the FF1 element of the rolemap. At the same meeting the Executive Council also agreed the recommendation in 2008HOC0873SS which agreed to submit a policy statement to Conference 2009 highlighting the issues currently facing the FBU re vocational qualifications. This policy statement would broadly support the concept of vocational qualifications, encourage members to achieve vocational qualifications and officials to become involved in the way they are managed and implemented locally. This support however is limited to the vocational qualifications that have been nationally discussed and agreed with the FBU. To assist local officials a workforce development update covering issues including IPDS and vocational qualifications was also sanctioned by the Executive Council.

The NOS workstream group is also commencing work on the vocational qualifications available in Fire Investigation, Fire Safety and Incident Command and sub groups have been set up to suggest any amendments necessary. The FBU is represented on each of these sub groups by an official from the Officers National Committee. Representatives from these meetings will be reporting to the FBU Workforce Development Group and any progress will be reported.

Fire and Rescue Service Vocational Standards Group

The work of the FRSVSG has continued throughout the year and is developing its own website and launched a newsletter system. The FRSVSG has within its remit the overall responsibility for all the qualifications for the fire sector in the

UK. A large proportion of the work this year has been taken up working to achieve a partnership with a Sector Skills Council to enable the continued funding of qualifications within the UK fire sector. This has now almost been achieved using Skills for Justice which was seen as the most appropriate provider available. The outstanding issue is one of funding and membership rates for each FRA who wish to utilise the full services provided by Skills for Justice. The FRSVSG has also been developing a Framework for Vocational Qualifications which, when complete, will enable FRAs to access any qualification within the fire sector. It will also ensure that these are suitable qualifications that are not duplicated and are actually of benefit to fire sector staff.

The FBU Workforce Development Group (WDG)

The WDG has had several tasks to address emanating from Annual Conference 2008. To efficiently deal with the issues the group divided into subcommittees with one looking at areas related to IPDS and National Occupational Standards and the other looking at the RDS issues.

Good progress has been made on the IPDS issues with further reports expected. The work of the subcommittee looking at the RDS issues has been more measured due mainly to the fact that the outcomes of the RDS Tribunal will have a big influence on the direction it will take.

B22 New Dimensions Sounding Board

National Officer John McGhee continued to represent the Union on the New Dimension Sounding Board. The Board met on three occasions during 2008 and the Union used these as opportunities to air concerns on a number of issues. In particular the Union has been pushing for central guidance on welfare provisions for FRS staff involved in New Dimension incidents.

This resulted in the formation of a working group which held its first meeting on 12th August 2008 to discuss its terms of reference. This work was still ongoing at the end of 2008.

B23 Consultation on National Procurement Strategy for the FRS 2008 – 2011

The Union made a submission to the consultation process which in particular addressed the issue of equality.

Procurement of goods and also services must be carried out on a basis of equality otherwise the opportunity to bring the

FRS into a position where all employees are treated equally and fairly will be lost. Procurement issues will continue to present opportunities for officials to negotiate improvements on behalf of FBU members.



Section

TU and Labour Movement

C1 Introduction

The FBU remained very active in the Trade Union and Labour movement representing members both domestically and internationally in a number of forums during the year. The focus for our international work has continued to be reviewed by the International Sub Committee and our resources targeted to initiatives where we can raise issues directly related to the fire and public services, and those where we can help others in need of assistance and support.

Delegates attended a wide variety of conferences including the TUC, Wales TUC, STUC and ICTU in addition to international conferences.

We have seen a rise again this year in our parliamentary work and the representation of FBU members' interests within Parliament through parliamentary questions and lobbying and MPs' briefings have increased considerably. The Executive Council wish to record their thanks to the FBU Parliamentary Group for their support and assistance in 2008.

It is also most pleasing to record the re-election of the General Secretary onto the TUC General Council in 2008.

C2 TUC 2008

The 140th Annual Congress was held from the 8th – 11th September 2008 in Brighton.

The FBU's delegation was:

Matt Wrack
Mick Shaw
Alan McLean
Micky Nicholas
Tam McFarlane
Vicky Knight
Jerry Pagan.

Our resolutions focused on the issues of (1) Cuba and (2) Floodings. The FBU accepted an amendment from Prospect to our resolution on floodings.

Cuba

2009 marks the 50th anniversary of the Cuban Revolution and its achievements, including: eradicating illiteracy; free education; plus greatly reduced infant mortality rates and increased life expectancy.

Congress expresses support for the right of Cuba to choose its own economic, social and political path and opposes the USA's illegal economic blockade. We applaud the 16th annual vote of the United Nations condemning the US trade embargo.

Congress recognises Cuba's international solidarity, with 37,000 Cuban medical professionals working for free in 79 countries; emergency aid in countries like Peru, Indonesia and Pakistan; Cuban medics restoring sight to a million Latin Americans previously suffering from cataracts; and the provision of 30,000 free scholarships to students from 21 countries to study in Cuba.

Congress agrees to support the proposal of the Cuba Solidarity Campaign (CSC) to celebrate Cuba's achievements and agrees to provide publicity and support for events organised under the "Cuba 50" banner.

SECTION C — TUC AND LABOUR MOVEMENT

Congress agrees to:

1. Encourage affiliation to CSC;
2. Invite a CTC speaker to Congress 2009.

Congress calls upon the General Council to lobby the UK Government to:

- End its complicity with the US blockade and move to an independent policy respecting Cuban sovereignty;
- Improve trade and bilateral relations with Cuba;
- Oppose all US extraterritorial threats against UK based companies.

Congress further calls on the UK Government to send a high level delegation to Cuba, and invite a Parliamentary Ministerial delegation from Cuba to the UK to strengthen links and trade between our countries.

Floodings

Congress notes the publication of the Pitt report into the major floods experienced in various parts of the country in 2007. These floods caused major damage to communities across large areas of Britain from which many have still not recovered. The report addresses all aspects of flood management.

Although such individual events cannot be directly linked to climate change, extreme weather events such as the 2007 floods appear to be ever more likely according to climate change models. It is therefore essential that planning for such challenges is developed as part of a process of adaptation to a changing environment.

Congress notes the concerns raised within the Pitt review regarding the emergency response to the floods, in particular:

- A lack of clarity over responsibility for emergency response;
- A lack of adequate equipment and training for responding to incidents on such a scale;
- The continued lack of adequate preparation one year after the 2007 floods.

Congress believes that these issues must be addressed as a matter of urgency and calls on Government to put in place a fully funded national capability for flood rescue with Fire and Rescue Services playing a leading role. This should be supported by placing a statutory duty on Fire and Rescue Authorities to plan for such events. Any such development of responsibility must be backed by adequate and long-term adjustment to funding arrangements.

The following amendment by Prospect was accepted.

Add at end of paragraph 2:

‘, and that key organisations, including the Environment Agency and Met Office, are fully resourced to carry out these functions.’

Add new paragraph at end:

‘Congress also calls on the Government to work with the companies providing critical public services, such as

electricity and water, to do more to protect these services from the consequences of flooding.’

In addition to these resolutions an amendment from the FBU to an RMT motion dealing with the issue of attacks on trade union rights was accepted by the RMT. By agreement our amendment to a resolution on public services was subsumed into a composite along with those of a number of other unions (UNISON, National Union of Teachers, Association of Teachers and Lecturers, University and College Union, Association of Educational Psychologists, and GMB).

There was also FBU involvement in several fringe meetings during the course of Congress 2008.

To promote the issues currently facing us we also shared an exhibition stand with the Institute of Employment Rights. The Executive Council wishes to thank Region 11 and 12 officials and members for their assistance in staffing the stand along with the officials and representatives from the CSNC, and all visiting officials throughout Congress for their input.

Full details of the congress including the verbatim report on FBU officials’ contributions can be found at www.tuc.org.uk

C3 ICTU Northern Conference 2008

The FBU had two delegates, Jim Barbour and Lynda Rowan-O'Neill, attend the Irish Congress of Trade Unions’ 2008 Northern Ireland Biennial Conference on the 15th and 16th April in Portrush, County Antrim. The regional officials attended as observers.

The Conference was opened by the Deputy First Minister Martin McGuinness and was also attended by the Minister for the Department of Employment and Learning, Sir Reg Empey.

The FBU delegation, as usual, played a full and integral part in the Conference which, among many other issues, debated the matters of Lifelong Learning, Maternity Rights and Migrant Workers.

Members of the delegation participated in many of the fringe events which took place throughout the course of Conference.

C4 STUC 2008

The STUC Annual Congress met in Inverness on 19th to 21st April 2008.

There were seven delegates from the Union in attendance,

including the General Secretary, the President and the Scottish Regional Executive. The Union had two motions on the agenda, which were overwhelmingly agreed.

1. **Engaging with the Scottish Government**, which was moved by Ken Ross, Scottish Regional Secretary; and
2. **Fire Deaths**, which was moved by Roddy Robertson, EC Member for Scotland.

A key international debate was surrounding a composite motion on Palestine. The motion discussed the issue of supporting a boycott, disinvestment and sanctions against the state of Israel until it complies with international law and agreed human rights principles. The Congress agreed to remit the motion and to send a delegation to Israel and Palestine to investigate the merits of supporting such measures.

In addition to the Conference, the Scottish Region co-sponsored a Stop the War Coalition Scotland fringe meeting, which was chaired by Ken Ross. It was well attended and attracted excellent speakers.

A reception was also hosted by the Scottish Region, which was very well attended and was an excellent opportunity for discussions to take place with trade unionists and other invited guests in a more informal setting. Both the General Secretary and the President spoke at the event.

C5 Wales TUC 2008

Wales TUC 2008 was held in Llandudno at the North Wales Conference Centre from the 21st – 23rd May 2008. Despite the difficulties posed by the Congress taking place at the same time as the FBU Annual Conference, the FBU was represented by our delegates:

- **Roger Perry** (Regional Chair) FBU Wales
- **John Purser** (Brigade Secretary) North Wales.

The following resolutions were submitted by the FBU:

Resolution 1 ‘Sprinklers in New Build Domestic Dwellings’ was moved by John Purser.

This Conference recognises the invaluable contribution that domestic sprinklers make to saving lives and properties in fires and welcomes the work of the Fire Brigades Union and fire service management in Wales, in supporting the Legislative Competency Order (LCO) submitted by Ann Jones AM to the Welsh Assembly to ensure that domestic sprinklers are compulsorily fitted to new build homes in Wales.

Domestic sprinkler systems tackle the fire in its earliest stages and allow a protected escape route for occupiers. Statistics show that nobody has ever died in a home protected by sprinklers and if a sprinkler system is fitted at the building stage the costs equate to little more than a central heating system. This is an opportunity for Wales to lead the way in

instigating measures that will save lives, have safer homes and build a safer Wales.

Conference calls on the General Council to use all means at its disposal to lobby for legislation ensuring that sprinklers are fitted in all new build domestic properties by 2010 and to lobby the appropriate authority to ensure the LCO’s adoption.

Resolution 2 ‘Firefighters Pensions Scheme’ was spoken to by Roger Perry prior to it being withdrawn due to the recent movement on this issue by CLG.

This Conference condemns the decision of the DCLG to issue fresh guidance to Fire Authorities in relation to the Firefighters Pensions Schemes in 2006 which differs from that provided in 2004. This newer guidance means that members will not be retired if they are deemed able to fulfill *any* part of the duties within the role map of the firefighter – even if such a job does not exist. This will ultimately lead to large numbers of firefighters being placed in the position of being unable to work because of ill-health or injury but unable to receive a pension. This is completely unacceptable.

These pension schemes are designed to take account of the physical demands of work in the Fire and Rescue Service and as a result members of the scheme pay a contribution higher than is paid in most other similar schemes. Yet the new advice from the government will mean that it will become impossible to actually receive a medical retirement in virtually any circumstances.

The Welsh Assembly Government Minister for Social Justice and Local Government, Dr Brian Gibbons has the powers to rescind the advice in Wales and issue advice contained in the original 2004 guidance. The Fire Brigades Union calls upon the General Council to support the FBU in its campaign to persuade the Minister to issue that 2004 advice in Wales to ensure that the position in respect of ill-health retirements for firefighters is amended in line with that originally provided in 2004.

C6 Wales TUC Annual Women’s Conference 2008

This year FBU Wales provided a delegation to the Wales TUC Annual Women’s Conference which was held at the Dragon Hotel, Swansea from 20th – 21st October 2008.

FBU delegates:

Jo Byrne (Regional Women’s Representative-Wales)
Kerry Baigent (Secretary-NWC)
Tania Morris (North Wales)
Sian Davies (South Wales).

FBU Resolution – Positive Action and Diversity in Recruitment – moved by **Jo Byrne**.

Positive Action and Diversity in Recruitment

Conference notes that the use of Positive Action as a tool to

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attract women and black and ethnic minorities to apply for employment within industries which are predominantly white and male can be very successful.

However, Conference is concerned that when Positive Action is not applied correctly by an employer, that it can create a very negative working environment for under represented employees already working within that particular industry.

Conference therefore calls upon the Wales TUC Women's Committee to produce a set of best practice guidance regarding Positive Action in recruitment. This guidance is to be used by affiliates to assist them to monitor and review their own industries' practices regarding Positive Action.

This guidance is to be produced in time for the Wales TUC Women's Conference 2009.

C7 Women's TUC 2008

WTUC – 12th – 14th March 2008

Location: Eastbourne

Delegates:

Vicky Knight
Kerry Baigent
Dona Feltham
Sally Harper
Sam Rye
Denise Christie
Sharon Sales Mossop
Two sororal guests from the UFU A

The conference was chaired by Lorene Fabian, who has been a tutor at the FBU Women's School for many years, and she did a great job of keeping us all in order and ensuring that the debates were well balanced.

The FBU proposed two motions to the conference. The first motion was concerning the provision of childcare at TUC events and Vicky Knight moved a great speech on behalf of the FBU.

Childcare

This Women's Conference welcomes the Trade Union Congress 2007 debate regarding childcare, yet recognises that real, practical solutions to the childcare problems facing many of our women members are not forthcoming from many affiliates, or the TUC, to date.

Conference notes that the highest percentage of union members are women and women bear the major responsibility for childcare in most families. It therefore follows that lack of childcare has been and continues to be a barrier to women's continuous involvement in trade union activities and the movement as a whole.

The TUC has welcomed the Government's acknowledgement that 'childcare is a barrier to work for many parents', yet the trade union movement appears to be failing to accept this principle in full and eradicate the problems.

We therefore call upon the TUC to:

- Co-ordinate and promote a best practice childcare strategy amongst affiliates;
- Monitor and publish as part of the TUC's equality audit the childcare provisions made by affiliates; and
- Provide good quality, consistent childcare at all TUC events, this to include the provision of evening childcare.

As a union we are very proud of our inclusive childcare policy, that not only thinks about the needs of childcare during the day, but also during the evening when a lot of informal work gets done. We want to see this replicated throughout the trade union movement and believe that the TUC must lead by example. This resolution was overwhelmingly carried by the Conference.

The other motion we proposed was regarding Women in Afghanistan and was proposed by Dona Feltham.

Women in Afghanistan

The invasion of Afghanistan was carried out in the name of bringing "Human Rights, Democracy and Freedom" to a country torn by war, poverty and an oppressive regime. The resulting impact on Afghanistan's women has proven odious at least and untenable to most when, according to UNICEF, 65 percent of widows are choosing suicide as there is no future for them in their own country.

The Revolutionary Association of the Women of Afghanistan (RAWA) state that "A cloak of democracy, including women in prolific positions in the Afghan government hint of a brighter future for women since the invasion. Yet proof of increasing abuses against women and girls becomes more apparent. Exclusion from the education system, abusive, murderous punitive rituals and duplicity of social standards all weighted against women and girls are completely untenable".

The Afghan Parliament's fraudulent "Bill of National Conciliation" further nails the coffin of democracy and anti-fundamentalism by providing immunity to traitors, murderers and criminals in service of the fundamentalist warlords.

We therefore call upon the TUC and affiliates to:

- Support organisations such as RAWA for a better future for Afghan people.

And

- Raise and maintain awareness through unions and all relevant networks of the current situation in Afghanistan.

The FBU delegation wanted to ensure that the increasingly horrendous situation for the women and children in that country is highlighted in order that the crimes currently taking place against them are not hidden from the wider world. This resolution was unanimously carried by Conference. International issues are something that FBU women relate to

and have much empathy for, so we were delighted to hear from Dr Shatha Beserati, (our FBU Women's school speaker this year) of the Iraqi Women's League (IWL). Shatha's contribution to the conference highlighting the plight of Iraqi women and children was shocking, yet motivational and she called upon affiliated unions to consider supporting the IWL. Following on from the amazing bucket collection held at the FBU Women's School just a week before, the FBU delegation decided to hold another one at the WTUC and we managed to raise just over 500 pounds for the IWL.

FBU delegates spoke on a range of issues at the Conference and Vicky Knight was re-elected onto the TUC Women's Committee.

C8 TUC LGBT Conference 2008

The TUC LGBT Conference held on 3-4 July 2008 was the largest to date, with more than 200 delegates and numerous observers and visitors. The main debates were on the necessity of a radical change to the way that LGBT issues are covered across the education system – lit up by an inspiring presentation from an East London teacher who has achieved just that –, the continued failure to secure genuine equality for trans people, and continued campaigning to win full equality from the new Equality Bill and the promised European Horizontal Directive. The conference backed a call for the removal of the former head of the Evangelical Alliance, Joel Edwards, as a Commissioner for the Equality and Human Rights Commission. Delegates also welcomed the work of the Foreign and Commonwealth Office in encouraging the promotion of LGBT rights abroad, while condemning the Home Office for its disregard for the safety of LGBT asylum seekers in the UK.

MOTIONS

- 1 TUC Education Campaign
- 2 Tackling heterosexism within the curriculum
- 3 LGBT equality as a measure of community cohesion
- 4 Theatre in Education and homophobic bullying
- 5 Trans equality
- 6 Protection from discrimination
- 7 Trans status and partnership law reform
- 8 Appointments to the Equality and Human Rights Commission
- 9 Appointment of Joel Edwards
- 10 Discrimination in the blood donor services
- 11 Elderly care for LGBT people
- 12 Holocaust Memorial Day
- 13 Domestic violence and homophobic hate crime
- 14 Inclusive workplaces
- 15 Reaching out to LGBT members

- 16 TUC structures
- 17 Human rights are fundamental
- 18 Home Office processing of LGBT asylum cases
- 19 End HIV-based discrimination in travel
- 20 Cuba 50, moved by the FBU:

The Fire Brigades Union would like Conference to acknowledge the achievements of the Cuban revolution and note that 2009 will see its 50th anniversary.

We recognise the revolution did not bring great change for LGBT people. Official and public attitudes continued to denigrate and abuse LGBT people, this homophobia characterised in society by the machista values and adherence to the Roman Catholic Church, with same sex relationships seen as a sexual aberration.

In recent years significant advances in the field of LGBT rights have been apparent, but much still has to be done, and there remains some way to go before full respect, understanding and acceptance of the LGBT people becomes a general characteristic of Cuban society. Work is continuing in Cuba to encourage people to question and reconsider mind sets and public attitudes.

We therefore call on TUC affiliates, trade union members, including LGBT activists, to support the achievements of the Cuban revolution and work to build links with Cuban union counterparts to assist in supporting their LGBT members.

Finally, in recognition of the anniversary in 2009 we request that the TUC encourages a delegation from Cuba to attend the TUC LGBT Conference 2009.

Fire Brigades Union AMENDMENT

In paragraph 4, line 3, after "members." insert:

"In addition to this we call on the UK Government to end its complicity with the US blockade of Cuba and to apply political pressure on the United States to end the illegally imposed economical blockade."

Fire Brigades Union

The FBU motion was moved by Brother Peter Wilcox and was debated with some reservations, but was unanimously carried.

Stewart Brown was re-elected to the TUC LGBT committee with the highest vote from unions.

C9 TUC Black Worker's Conference 2008

This conference has become not only high on the agenda of the TUC calendar but also on B&EMM's. It has become the place where we meet up with new, old and like minded friends

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and where we introduce our new reps. This year's first time attendees were Carole Brown, Richard Reid, Carl Petch and Mark Brown. They were supported by our seasoned campaigners Samantha Samuels, Brian Amos, Garrett Brooks and Leroy Phillpotts (Observer) and of course Michael Nicholas who sits on the Race Relations Committee (RRC).

Conference chair Zita Holbourne opened the conference thanking the PCS and the RRC for organising the conference.

A very good opening address reminding us of how important 2008 will be for us as BME people. Including

- A tribute to the late Steve Sinnott, General Secretary of the NUT, who passed away two weeks previously;
- Since the McPherson report tackling institutional racism is still yet to be given high priority on the political agenda;
- A guide is to be produced by the TUC for dealing with race discrimination at work.

The chair concluded her address with a quote from Martin Luther King Jr.: "Where do we go from here: chaos or community?"

Brendan Barber's address to conference, included

- The debate on migration will be high on the political agenda;
- We may yet see the election of the first African American President;
- The continued fight against the rise of the BNP in Britain their vote has increased 100% in the last 10 years;
- The new ethnic minority employment task force was set up by Labour to address race discrimination in the work force;
- The limitations of the RRA (amended 2000);
- The pay gap between BME and white workers has increased;
- There has been call on the government to do more with recommendations from the Macpherson report.

Guest speaker

Donna Covey, chief executive of the Refugee Council, gave an insight into the right to work for asylum seekers campaign.

Other guest speakers included Simon Chase, campaigns officer, Action for Southern Africa.

The RRC report was received. A full and packed report included:

- Black women in the labour market and the disadvantages they face;
- The bicentenary of the abolition of the transatlantic slave trade;
- Changes with large and small unions as a result of mergers;
- Tackling racism in the workplace;

- The RRC will work with the TUC Women's and the TUC LGBT committee to highlight the issues in and around domestic violence and honour killings.

Carl Petch spoke on a motion about racial abuse, and the increase on black people and immigrants.

Richard Reid opened his address by requesting a moment's silence for the mother of Damilola Taylor who recently passed away.

Richard also moved the B&EMM motion showing our commitment to the United Friends and Family Campaign.

FBU Motion – United Friends and Family Campaign

The TUC Black Workers' Conference wishes to show their commitment to support the United Friends and Family Campaign in their ongoing struggles fighting to get justice for their families and friends who are victims following deaths in custody.

On Saturday 25th October 2008 at 1300 the United Friends and Family Campaign will be silently marching from Trafalgar Square to Downing Street for the 10th year running.

The Black TUC Workers' Conference wants to support the United Friends and Family Campaign and this year we want to make a commitment to the United Friends and Family March in the following ways –

TUC Race Relations Committee will:

- coordinate the sending of correspondence to all affiliated Trade Unions to encourage them to support the UFFC by donating financially to the campaign;
- coordinate correspondence to all affiliated Trade Unions to highlight the demands of the UFFC Campaign;
- coordinate correspondence to all affiliated Trade Unions to encourage them to support the attendance of supporters to the 10th procession;
- Encourage affiliated Trade Unions to invite speakers from UFFC to their Trade Union meetings in order to raise the profile of the campaign and raise awareness of the surrounding issues with trade union members;
- Encourage affiliated trade unions to affiliate to UFFC and associated deaths in custody campaigns.

All TUC Black Workers Delegates

- raise the 10th procession in October with their Trade Unions to encourage support for attendance at the march of representatives and union members with banners and supporters.

This was supported with a compliment from conference which stated...

"Year after year the FBU comes to this conference and reminds us of what is going on, and how important it is to be involved, and we thank you!"

Mark Brown spoke in support of a motion about the Public Health Agenda, and Brian Amos spoke in support of the modernisation of the Race Equality Scheme in trade unions.

And finally congratulations to our EC member on his re-election onto the TUC RRC.

It was a great compliment to the FBU when Richard Reid was asked to move the final vote of thanks on behalf of the TUC Conference. This was an honour for Richard, and also this showed how delegates old and new can make a real impression on others that they meet.

C10 Affiliations

During 2008, the FBU maintained or established affiliations to the following organisations:-

- A Charter for Women
- Abortion Rights
- Action for Southern Africa
- Amnesty International
- Anti-Slavery International
- Broken Rainbow LGBT Domestic Violence Service (UK)
- Campaign Against Climate Change
- Campaign for Human Rights In The Philippines
- Campaign for Nuclear Disarmament
- Campaign for Press & Broadcasting Freedom
- Cuba Solidarity Campaign
- Dalit Solidarity Network (UK)
- Daycare Trust
- Defend Council Housing
- Disability Alliance
- End Child Poverty
- European Federation Of Public Unions
- Fabian Society
- Fire Protection Association
- Hands Off Venezuela
- Inquest
- International Union Rights
- Irish Congress Of Trade Unions
- Justice For Colombia
- Labour Against The War
- Labour Representation Committee
- Labour Research Department
- LGIU
- Liberty
- Love Music Hate Racism
- National Assembly Against Racism
- National Assembly Of Women
- National Fire Sprinkler Network
- National Pensioners Convention
- NHS Support Federation
- NSCAG
- One World Action
- Palestine Solidarity Campaign
- Public Services International
- Scottish TUC
- Searchlight

- SERA
- Show Racism The Red Card
- Stamp Out Poverty
- Stop The War Coalition
- The Working Class Movement Library
- Trades Union Congress
- Unite Against Fascism
- Venezuela Information Centre
- War On Want
- Workers' Educational Association

C11 IER

The Institute of Employment Rights, which was established in February 1989, is an independent organisation acting as a focal point for the spread of new ideas in the field of labour law. In 1994 the Institute achieved charity status and the FBU continues to support the IER who have organised many courses and seminars attended by officials in 2008.

The IER has gathered together an experienced and highly regarded team of lawyers, trade union officials and academics who together produce and advise on legal opinion both by the organisation of seminars and through the production of publications, several of which have been circulated to officials as appropriate.

The FBU and IER have built on our close working relationship and continue to share a stand at the TUC each year, which benefits both the IER and the FBU.

IER has continued to organise a number of courses and seminars throughout 2008, which have been well attended by officials.

C12 International

The Executive Council's International Committee continued to meet throughout the year, having an overview of the union's international relations and setting priorities. The international work is divided into two broad areas: industrial matters, concerning relations with firefighter and other trade unions in other countries; and solidarity work, supporting movements campaigning for a fairer world in line with the FBU's policies and principles.

The Firefighters' Network of the European Public Sector Unions organisation did not meet in 2008. However, EPSU has a Congress in Brussels in June 2009 and it is intended that a meeting will be arranged then. Discussions continued between firefighting unions from the UK, USA and Canada, Australia and New Zealand regarding an international firefighter trade union conference, scheduled to take place in Vancouver in March 2009. Expressions of interest have been received from unions throughout the world.

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Two current and one retired official visited Iraqi Kurdistan in April 2008 to continue the work done by the Union with firefighters and trade unionists in that country, where firefighting equipment and appliances have previously been delivered. The Union continues to work with UK and Iraqi trade unionists who are attempting to strengthen trade union organisation in Iraq.

The Union's first ever Study Tour to Cuba was held in April 2008. A total of 25 officials visited Cuba for one week, visiting fire stations, meeting trade unionists and attending the May Day march in Havana. Each participant paid half of the costs themselves, which enabled a tour of this type and size to be feasible. The International Committee will consider other such tours for future years. The Union continues to support the work of the Cuba Solidarity Campaign.

Three officials participated in a Palestine Solidarity Campaign (PSC) trade union delegation to the Occupied Palestinian Territory of the West Bank in June 2008. The delegation met with trade unionists, human rights campaigners and firefighters. The Union continues to support the work of the PSC.

Two firefighter trade unionists from Colombia attended the FBU Annual Conference in 2008, where their moving account of building trade union organisation in the country with the highest rate of murders of trade unionists was received with a standing ovation. The hoped for initial Colombia-wide conference of a firefighters' trade union was not held in the autumn and is now planned for spring 2009. The Union continues to support their efforts and the work of the Justice for Colombia campaign.

C13 Parliamentary Group

Introduction

This report documents the work of the FBU Parliamentary Group in the year to 31st December 2008. It is a year in which the Group has continued to grow in membership, with Roger Berry MP and Stockton MPs Frank Cook and Dari Taylor among those joining.

The Group has held regular meetings for member MPs – approximately every six to eight weeks, while Parliament is sitting. We have also met with relevant Ministers, including John Healey, Parmjit Dhanda and Sadiq Khan – who replaced Parmjit Dhanda in the October Cabinet reshuffle.

The highlight of the year was the mass lobby of Parliament, which the Group hosted and helped organise, on 12th November 2008. Nearly 1,000 firefighters from across the country descended on Parliament – resulting in hundreds of MPs being lobbied on the increase in firefighter fatalities, and issues relating to firefighter safety.

We have fought campaigns in Parliament on a range of issues for the Union (summaries of the three major campaigns below) as well as providing information on a range of local disputes

and other issues. The Group has tabled several EDMs, dozens of written questions, spoken in debates and met formally and informally with Ministers to advance the Union's agenda within Parliament.

The Group has also met with Ministers regarding changes to the Firefighters' Pension Scheme and the ill-health pension scheme to reinforce the union's position.

The 2007-08 parliamentary session ran until 27th November 2008, with the new 2008-09 parliamentary session beginning with the Queen's Speech on 3rd December 2008, which outlined the Government's legislative agenda for the year ahead. In 2009, the draft Floods & Water Bill looks to be the primary legislative focus of the Group.

In the last year the Group supported amendments to the Employment Bill based on the Trade Union Freedom Bill. One amendment caused the largest Labour rebellion since Gordon Brown became Prime Minister. The Group opposed amendments on the Human Fertilisation & Embryology Bill seeking to restrict the 24 weeks time limit on abortions. The Group also backed amendments drafted by Defend Council Housing to the Housing & Regeneration Bill. Briefings on all Bills were sent to MPs.

Throughout the year, the Group has produced termly written reports for the Union on its work, and given regular oral reports to the Union Executive. In addition, Group MPs have spoken to local branches, at the Union's political school – and will present this annual report to the 2009 conference in Scarborough.

Campaigns

FireControl Project

The Group has tabled dozens of written questions to expose information about the mounting costs and delays of the project. In the 2007-08 parliamentary session, the Group tabled EDM 1175 'FireControl Project', and will table a new EDM in the current session.

Throughout the year, as events developed and costs overran, a series of written briefings have been distributed to MPs.

On 16th July 2008, the Group hosted a drop-in briefing on the FireControl Project. The briefing was open to all MPs, but concentrating on MPs in the South West, where the project is furthest forward. As redundancy notices were posted to Union members in the region, David Drew MP tabled EDM 1874 'Closure of Fire Control Rooms' which received widespread support and called for the Government to abandon regionalisation.

The EDM also noted what the Group had discovered in a written question: that the Government's projection of call handling capacity at regional centres is far below the peak call volume currently handled effectively and efficiently by local fire control rooms during peak call periods, including during floodings and other similar environmental events.

Group MPs also raised their concerns in an adjournment debate on 'Fire Services in the South West' on 4th November – for which regional briefing material was prepared.

The Group has also lobbied the Public Accounts and Communities and Local Government (CLG) select committees to hold an inquiry into the project. While neither committee has acceded to our request, the CLG select committee did interrogate the Secretary of State Hazel Blears MP on this issue while scrutinising the department's 2008 annual report.

Firefighter fatalities and safety

To coincide with the mass lobby of Parliament on 12th November 2008, the FBU published a report *In the Line of Duty* which analysed trends in firefighter fatalities since 1978. It also highlighted a number of areas which have contributed to the recent rise in firefighter fatalities and made recommendations to arrest the trend. The report, and a summary briefing, was distributed to Group MPs. To assist with data and research for the publication, the Group tabled numerous written questions in the preceding six months to get information on firefighter fatalities and related issues.

The Group tabled an EDM (2440 'Firefighter Safety') welcoming the report and calling on the Government to engage with the Union and other stakeholders to address the concerns. Within two weeks, the EDM was supported by over 150 MPs, nearly 100 of whom were Labour MPs. The Conservative frontbench also tabled a supportive EDM (2489 'Firefighter Safety and Data Collection') on the issue, which was supported by 65 MPs. A similar EDM tabled at the beginning of the current 2008-09 parliamentary session in December has already won the support of over 100 MPs – emphasising the level of concern and support that the union and the Group have generated in Parliament.

Nearly 1,000 FBU members attended the rally in Westminster Central Hall and lobby of Parliament. Both Group Chair Andrew Dismore MP and Group Secretary John McDonnell MP spoke at the mass rally in Westminster Central Hall, which preceded the lobby of Parliament. The recording of both speeches and interviews can be viewed on FBU-tube.

On the day of the lobby, Group Chair Andrew Dismore MP intervened in Prime Minister's questions, and secured an agreement for Ministers to meet with the bereaved families. The Group also issued a press release welcoming the lobby and calling on the Government to constructively engage with the agenda outlined by the Union.

Following the lobby, the Group wrote to Sadiq Khan MP, Parliamentary Under-Secretary with responsibility for the Fire & Rescue Service, to request a meeting. The meeting was held on 17th December and the Minister engaged constructively with the issues, and promised progress on developing guidance through the Operational Guidance Programme Board.

Flood rescue & the Pitt Review

Since the severe flooding incidents in the summer of 2007, the Group has been campaigning in Parliament to reflect the

concerns of firefighters about the planning, co-ordination, training and funding for emergency flood rescue.

The Group welcomed the Pitt Review, which recommended a fully funded national capability underpinned by a statutory duty on the Fire & Rescue Service. However, the Group is concerned about the impact of the departmental budget cuts announced in 2007 Comprehensive Spending Review and the further cuts announced by the Chancellor in the 2008 Pre-Budget Report.

With these concerns in mind, the Group wrote to the Floods Minister John Healey MP to seek a meeting. The Group met with the Minister on 17th December – the same day as the Government published its response to the Pitt Review. The Minister said he remained to be convinced of the case for a statutory duty. However, he committed to engage the Union in the work of the UK Search and Rescue Group Project Board, which will look at the implementation of the Pitt Review and which will report later in 2009. He also agreed to meet with the Group once the Project Board reported and once the draft Floods and Water Bill (announced in the 2008-09 Queen's Speech) was published.

In the 4th November adjournment debate on Fire Services in the South West, David Drew also paid tribute to the role played by firefighters during the flooding in the South West.

The Year Ahead

We will continue to grow the membership of the Group towards a target of 50 MPs by the end of 2009. Through the work of the Group in Parliament, and local engagement by FBU members in their constituencies, we are able to build relationships with MPs to further the objectives of the Union in Parliament.

The new 2008/09 parliamentary session began with the Queen's Speech on 3rd December 2008, which outlined the Government's legislative programme for the next year. A draft Floods and Water Bill was announced and the Group has agreed a dialogue with Floods Minister John Healey MP, who we met with in December 2008. We will meet the Minister again once the draft Bill is published.

As part of the Trade Union Co-ordinating Group, we are also playing a role in opposing the Welfare Reform Bill and seeking progressive amendments to a Bill which represents the greatest attack on the principles of the welfare state in its history – and at a time of recession.

As in previous years we will continue to be vocal in our opposition to the FireControl Project, and engage with MPs region-by-region to build the coalition against regionalisation – pushing the Government to follow the lead of the Scottish Parliament and Welsh Assembly in abandoning the plans.

An issue that has arisen early in 2009 is that of the Working Time Directive, following the European Parliament vote, and the implications for firefighters working the retained duty system.



Section

Pensions

Justice for Firefighter Pensions Campaign

The FBU had continued with the Justice for Firefighter Pensions Campaign throughout 2007 and into 2008. Some Head Office officials, including the General Secretary, had visited most regions informing members and officials of the ongoing conflict with CLG. Martin Marrion, one of the retired London members affected by this issue, also attended the meetings and gave a personal account of the situation.

An important event took place on 22nd January 2008 when, after some political lobbying by officials in the East Midlands region, an adjournment debate was arranged. John Heppell, MP for Nottingham East, spoke on the adjournment and outlined that recent guidance had 'caused major changes' and that it meant 'It is almost impossible to be declared unfit for the job.'

He went on to say 'It is terrible that those whom we expect to put their lives on the line every day should, if they are injured as a result of that, be told, "I'm sorry, but there's nothing we can do" and "The only thing that a chief fire officer can do is sack them."'

Parmjit Dhanda (the Minister for Fire at the time) responded to the speaker and said 'I fully understand the concerns expressed by the Fire Brigades Union' and that he had 'received more than 300 letters expressing concern about this issue.' In an attempt to reassure he stated 'that it was never the Government's intention for an injured firefighter not to receive an appropriate award or to be left with no job or recompense. It is really important to have that on the record so that fire and rescue services are aware of that when they take these decisions.'

In highlighting that the next step would involve setting up a working group in the next few weeks, involving unions, employers and other stakeholders, to look at the way forward,

Parmjit Dhanda concluded that 'we must ensure fairness for firefighters.'

Following the adjournment debate a series of four meetings for a newly formed Ill-Health Review Group (IHRG) were hastily arranged. The FBU attended all the meetings and very little progress was made.

The Judicial Review took place over two days, 6th and 7th March 2008, at the Royal Courts of Justice with a decision expected a few weeks later.

In addition to the initial four meetings of the IHRG, a further two meetings were arranged although FBU Annual Conference was drawing nearer and members and officials were frustrated that there seemed to be very little progress on the issue. As a result of pressure from the General Secretary at an IHRG meeting a series of ad hoc meetings were arranged between CLG and the FBU where a draft circular and guidance to IQMPs document were formulated. These documents formed a position that the FBU felt could be presented to Annual Conference as a way forward.

There were developments in Scotland when, after political pressure by local FBU officials, an acceptable revised position on ill-health retirements was issued and was to be implemented on 1st May 2008. This meant that potentially firefighters in Scotland had a different level of ill-health protection than the rest of the UK firefighters.

The Judicial Review decision was delivered at the Royal Courts of Justice on 15th May 2008 with the Judge unfortunately ruling against the Fire Brigades Union.

On the afternoon of the 15th May 2008 a delegation from the FBU met with representatives from CLG and a draft circular

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was formulated. During this meeting Doug Christie from Thompsons Solicitors explained that the FBU would be appealing the decision of the Judicial Review and explained the reasons behind this decision.

The draft pensions circular and the unfinished IQMP guidance document (as a work in progress document) was presented to annual conference for the consideration of delegates along with an Executive Council emergency resolution.

EMERGENCY RESOLUTION 5 ILL-HEALTH PENSIONS

Conference notes with disappointment the outcome of the Judicial Review over Ill-health Pensions on 15th May 2008. Conference cannot and will not accept that firefighters who are injured at work or who are otherwise unable to continue with their employment due to health problems could be left in a position without a job or a pension. Conference instructs the Executive Council to discuss with our legal advisors the possibility of an appeal against this decision with a view to launching such an appeal.

Conference notes that this situation – of firefighters facing the prospects of no job and no pension simply as a result of ill-health or injury – was a direct result of actions by government. This matter could have been resolved months ago if government had immediately responded to the concerns of firefighters. Once again, it has been clearly demonstrated that only the Fire Brigades Union is in a position to defend the interests of firefighters and their families.

Conference congratulates all members who have participated over the past ten months in the FBU campaign – Justice for Firefighter Pensions. Through this campaign the Fire Brigades Union has highlighted the disgraceful treatment of the three retired members whose pensions were stopped and the threat to thousands of firefighters and their families. Ill-health and injury protection are essential in the Fire and Rescue Service and Conference is determined to defend ill-health and injury provision by whatever means may be necessary.

Conference welcomes the revised guidance on ill-health matters issued by the Scottish Government for implementation on 1st May 2008 and the revised draft guidance issued by CLG on 15th May 2008 for consultation. Conference instructs the Executive Council to continue to discuss this matter with CLG and with fire and rescue service employers in order to ensure the continuation of ill-health and injury protection for firefighters throughout the UK.

Conference is not prepared to tolerate such treatment of firefighters in the future. Should any member be placed in a similar position either:

- (a) as a direct result of central government guidance or policy or,*
- (b) as a result of the actions of an individual authority and further,*
- (c) should the revised CLG guidance not materialise, or*
- (d) should any of the guidance be detrimentally changed*

the Executive Council are instructed to initiate an immediate campaign of opposition. This shall include consultation with members with a recommendation for strike action.

EXECUTIVE COUNCIL

This resolution was carried.

Post conference the work in progress document (guidance to IQMPs) was finished and the FBU requested an early release of two documents.

The appeal hearing against the Judicial Review decision was set for the 13th and 14th January 2009.

On 15th August 2008 Thompsons Solicitors wrote to the Assistant General Secretary enclosing a copy of the Respondent's Notice of the Secretary of State for Communities and Local Government filed in the appeal.

At the 27th Meeting of the FPC Martin Hill informed the attendees that due to the FBU submitting the appeal against the Judicial Review decision CLG would not be releasing the draft circular or the guidance to IQMPs document until the appeal decision was delivered.

On 1st October 2008 a case conference was held between officials of the FBU and the legal team dealing with the appeal and a report was made to an emergency Executive Council held on 15th October 2008. At this meeting of the Executive Council, a debate took place on the position and the outcome was to reiterate the importance of continuing with the appeal against the Judicial Review decision. A decision was taken that the issuing of the CLG draft circular and guidance to IQMPs was no longer a requirement of the FBU and a circular to Brigade Officials outlining this decision was required. Circular **2008HOC0795SS** was issued on 20th October 2008. This circular explained the Executive Council decision and advised officials to contact their Chief Fire Officers to ask for discretion to be used in cases of firefighters who had already faced or were facing a reduction of sick pay in line with the Grey Book.

Following previous lobbying of MPs circular FPSC 08/2008 was issued by CLG on the 24th October 2008. This circular (previously presented to Annual Conference in its draft form in May 2008) outlined informal guidance on how FRAs should deal with ill-health retirement and highlighted the fact that the guidance superseded previous guidance which had caused the initial problems. The circular also informed readers that the long awaited guidance to IQMPs document would be discussed at the next meeting of the Firefighters' Pension Committee, which was due to be held on 19th November 2008.

At the Firefighters' Pension Committee held on 19th November 2008 the FBU challenged CLG to issue the guidance to IQMP document but were informed that it would not be issued until the decision of the FBU appeal against the outcome of the Judicial Review was available, although a draft form of this guidance would be available on the CLG website. Following the meeting the FBU contacted Martin Hill (CLG firefighters pensions team leader) and expressed concerns that

the draft version on the CLG website differed from the agreed document.

The FBU issued a circular **2008HOC0942SS** on 8th December 2008 to Brigade Secretaries updating them on the latest position re the ill-health guidance and requesting them to contact their individual Chief Fire Officer (this request was to CFOs in England only) to ensure that they were using the guidance stipulated in FPSC 8/2008.

New LGPS

The New Look LGPS was introduced on 1st April 2008 in England and Wales with all eligible members being automatically transferred into the new scheme. The New Look LGPS for Scotland and Northern Ireland is out for consultation and the expected implementation date is April 2009. Circular **2008HOC0301SS** released on 2nd May 2008 contained the 'Heads of Agreement' with views of stakeholders in Scotland.

Changes included amended ill-health awards, a third tier temporary ill-health provision and the introduction of contribution rates in the form of a sliding scale based upon employee salaries.

Ivan Walker gave a briefing on the LGPS changes to the CSNC officials on 11th March 2008 and a condensed briefing forms part of the pension update currently being delivered in regions.

Circular **2008HOC0215SS** was released on 12th March 2008 and explained that, in England and Wales, the option to buy up to an extra 6½ would no longer be available in the new scheme. To buy extra years of membership required making an election to do so to the individual pension fund administrator before 1 April 2008.

On 29th September 2008 circular **2008HOC0723SS** was issued explaining the changes to the nomination of co-habiting partners. This circular outlined an important change that members can now nominate a co-habiting partner to receive a pension from the scheme in the event of the scheme member's death. This change allows members who are not married or in a registered civil partnership, of either opposite or the same sex, the same benefits as those that are.

The issue of LGPS members working in Fire Control being eligible to transfer into the NFPS was again raised at the FPC on 20th August 2008. Although the view of CLG remains that only individuals who take up employment with an authority as a firefighter, and whose role on taking up that employment includes resolving operational incidents or leading and supporting others in the resolution of operational incidents, are eligible to join and this does not include individuals working in Fire Control, the FBU are continuing to challenge this view.

Continued issues around governance of the scheme and trustees boards are ongoing and being discussed at the Trade Union side pensions meetings which take place at regular intervals throughout the year.

Pensions Updates

A Series of 2 day pension updates has been made available to

each region covering the FPS, NFPS and the New Look LGPS. It also covers issues which are currently topical including Commutation, Working past 55 years old, Age discrimination and Abatement.

Updates have already been held in Scotland, Yorkshire and Humberside, North West Region, East Midlands and have been arranged for the South West Region in January 2009. Feedback from officials has been very supportive of the requirement of the update and feedback forms have shown that post update the knowledge has improved in all the areas covered.

Fairer Commutation Campaign

New commutation factors for the Firefighters' Pension Scheme 1992 were released by CLG on 21st May 2008, in a pension circular FPSC 5/2008. The amended factors were gender neutral and reflected improved mortality assumptions. This meant an increase in the value of the commuted lump sum to retiring members of the FPS choosing to commute part of their pension under rule B7. This information was promulgated to Brigade Secretaries, on 28th May 2008, in circular **2008HOC0332SS** and was fully explained in circular **2008HOC0346SS** released on 30th May 2008.

This circular outlined that factors were to be applied retrospectively to 1st October 2007 and that affected members would receive an additional lump sum payment either upon retirement or as a second payment if they had retired since 1st October 2007, with a worked example showing how the amount would be calculated.

A large proportion of Out Of Trade members were angry because they had retired prior to the 1st October 2007 date and felt that they had been treated unfairly. Members were requesting that the FBU challenge the 1st October 2007 implementation date.

The Police Federation were dealing with a similar situation and decided on the 12th August to appeal for permission to run a Judicial Review into the implementation date, requesting that it be retrospectively applied from 1st December 2006. The Police Federation were subsequently granted permission to run their Judicial Review and this was heard on December 17th 2008.

Following in depth research, including a report from actuary's consultants 'First Actuarial' and legal opinion in the form of a letter from Ivan Walker dated 14th August 2008, the Executive Council decided that the preferred course of action should be a challenge to the implementation date via the Pension Ombudsman. The background to this decision and the decision in detail was relayed to members in circulars **2008HOC0570SS**, **2008HOC0553AD** and **2008HOC0577AD**.

On 9th September 2008 an All members and Out of Trade Members circular **2008HOC0678SS** was distributed. This circular explained the challenge and model grievances covering all the issues in England, Wales, Scotland and Northern Ireland and informed members that these grievances were to be placed on a specific page on the FBU website. This page was designed to be accessible only when fields of information had

SECTION D — PENSIONS

been completed to enable head office to monitor the status and number of individuals who were downloading the forms. In the first six weeks over 3,000 individuals had downloaded the form and over 1,700 hard copies of the grievances had been copied to FBU head office. Members also forwarded copies of a CLG holding response to individuals saying that they were 'considering the issue'.

At the 27th Firefighters' Pension Committee held on 20th August 2008 CLG reported the situation and were challenged by the FBU to produce a letter from the Government Actuaries Department (GAD) which, it was believed, would show that CLG had prior knowledge of the suggested factors from GAD. The FBU were refused a copy of this correspondence and subsequently submitted a freedom of information request to obtain a copy of the letter to CLG from GAD in August 2006.

The FOI request was complied with and the letter revealed that the factors, which were released in May 2008, were exactly the same as were proposed in the letter to CLG in August 2006, some 21 months earlier.

The FBU wrote to Martin Hill re the commutation grievances and the outcome of the FOI request and outlined the facts of the challenge.

At the FPC held on 19th November Martin Hill informed the attendees that they had received over 2,000 written grievances and that they were drafting a response letter on behalf of CLG and GAD.

Age Discrimination and working past age 55

Circular 2008HOC0209SS released on 11th March 2008 informed brigade officials that the current position following The Employment Equality (Age) Regulations Act 2006 means a Fire and Rescue Authority cannot discriminate directly against individuals – that is, to treat them less favourably than others because of their age – unless objectively justified or to discriminate indirectly against them – that is, to apply a criterion, provision or practice which disadvantages them because of their age. This was in response to several requests to clarify the position of members being told that they had to retire at age 55 or apply for an extension to their career.

To update officials in another area of potential age discrimination circular **2008HOC0716SS** was released on 25th September 2008. This circular contained correspondence from CLG to Laytons solicitors who had submitted a grievance on behalf of approximately 250 individuals who felt that they had been disadvantaged by joining the FPS age 18-20 years old. On 8th December 2008 officials were further updated in circular **2008HOC0940SS** which explained the grievance and the fact that CLG had rejected the argument that the FPS discriminates against those who join the Scheme at age 18 contrary to the provisions of the Employment Equality (Age) Regulations 2006.



Section

AIF 2008

Introduction

The management committee of the Accident and Injury Fund comprised:

Vice President – Alan McLean
National Officer for AIF – Paul Woolstenholmes

Executive Council members – January to July 2008:

Roddy Robertson – Region 1
Jeremy Pagan – Region 4
Dave Whatton – Region 7
Pete Miller – Region 12

Executive Council members – July to December 2008:

Roddy Robertson – Region 1
Jeremy Pagan – Region 4
Dave Whatton – Region 7
Ian Leahair – Region 10.

The Accident and Injury Fund department urges all Officials at Brigade and Branch level to ensure that members adhere to the rules of the Fund, with particular attention to time limits required for submitting claims.

Accident and Injury Fund									
Summary for the year ended 31 December 2008									
REGION		ON DUTY	OFF DUTY	PERMANENT DISABLEMENT	DEATH OF A MEMBER	REOPENED CLAIMS	DEATH OF A DEPENDANT	TOTAL AMOUNT	TOTAL CLAIMS
1	No. of Claims	3		2	6		3	£240,640.66	14
	Amount Paid	£11,601.06		£27,185.00	£185,277.20		£16,577.40		
2	No. of Claims	2	1	1	2			£69,176.66	6
	Amount Paid	£6,761.44	£5,763.72	£13,592.50	£43,059.00				
3	No. of Claims	1			2		2	£69,443.13	5
	Amount Paid	£4,083.73			£54,352.20		£11,007.20		
4	No. of Claims	1	1				4	£26,841.61	6
	Amount Paid	£3,878.44	£1,469.97				£21,493.20		
5	No. of Claims	4	4	1	5		3	£159,408.61	17
	Amount Paid	£17,473.63	£19,409.28	£13,925.50	£92,289.20		£16,311.00		
6	No. of Claims	2	1		2		1	£25,823.51	6
	Amount Paid	£8,349.30	£2,037.21		£10,000.00		£5,437.00		
7	No. of Claims	3			4			£83,792.12	7
	Amount Paid	£13,985.12			£69,807.00				
8	No. of Claims	1			1		5	£50,387.42	7
	Amount Paid	£458.22			£26,548.00		£23,381.20		
9	No. of Claims	3			2		1	£69,306.85	6
	Amount Paid	£15,240.65			£48,496.00		£5,570.20		
10	No. of Claims	3			9		3	£206,110.83	15
	Amount Paid	£11,388.53			£178,011.70		£16,710.60		
11	No. of Claims	1		1	1		1	£47,610.98	4
	Amount Paid	£1,396.48		£13,592.50	£27,185.00		£5,437.00		
12	No. of Claims			1	1		4	£57,525.50	6
	Amount Paid			£13,592.50	£22,185.00		£21,748.00		
13	No. of Claims						2	£11,007.20	2
	Amount Paid						£11,007.20		
TOTAL NO. OF CLAIMS		24	7	6	35	0	29		101
Total Amount		£94,616.60	£28,680.18	£81,888.00	£757,210.30	£0.00	£154,680.00	£1,117,075.08	



Section

Legal Report

FBU LEGAL REPORT 2008

Last year the Union secured £4.5 million in compensation for members injured at and away from work.

Pensions

Ill-health pensions

The London 3: Marrion, Burke and Scott

This is the most important of the recent batch of pensions cases following the 2005 amendments to the Firefighters' Pension Scheme (FPS) and the disputed 2006 guidance to the scheme produced by the Department for Communities and Local Government (CLG).

Each of the three claimants had their appeal heard against the refusal of their employers, London Fire and Emergency Planning Authority (LFEPA), to pay them an injury award in addition to their agreed ill-health pension turned down by individual Boards of Medical Referees.

In Bro. Marrion's case it was agreed that he was entitled to an injury award but the apportionment of that award for due and not due to service causes was disputed before the Board.

In all three cases the Board rejected the claimants' appeals on the basis that they were not, despite the prior agreement by all parties that they were, permanently disabled.

This meant that the claimants were not entitled to any pension. They had already been retired from service and so they were left without either job or pension.

Judicial Review applications were lodged in each of the three

cases against the relevant Boards of Medical Referees and against CLG. When LFEPA relied on the boards' decisions to cease to pay the claimants' pensions, a further application which came to be known as the wave two application was issued against LFEPA.

Those applications were unsuccessful at a High Court hearing in March 2008. An appeal was lodged shortly afterwards and by the time of Conference 2008 it appeared that CLG had decided that the appeal was bound to succeed and had agreed a draft circular effectively reinstating the original position and withdrawing the disputed 2006 Guidance. They then confirmed this when they lodged a Respondents' Notice which appeared to concede the members' arguments. However, CLG subsequently performed a further U-turn and reverted to their position in the High Court and in the disputed 2006 guidance.

The appeal took place at the Court of Appeal on 14 and 15 January 2009. Judgment has been reserved.

This case is crucial for the future of firefighters' ill-health pensions. If CLG were to win this case, it would be virtually impossible for any firefighter to be awarded an ill-health pension. Instead members unable to work will routinely be dismissed and left with neither a pension or a job.

Callaghan

Bro. Callaghan was successful in his appeal to a Board of Medical Referees against LFEPA's refusal to grant him an injury award on the basis that the due to service injury which he had sustained had not substantially contributed to his infirmity. Their argument was that the medical condition he suffered from would have arisen in any event at a later date and that the injury on duty had simply brought that forward by a number of years.

LFEPA made an application for Judicial Review of that decision

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but this was refused by the High Court. LFEPA appealed and the FBU and Thompsons were successful in the Court of Appeal in December 2008 in resisting that appeal.

The court's decision should remind Boards of Medical Referees and similar decision makers that it is the plain words of the scheme which count and thus the important question is whether the due to service injury has caused or substantially contributed to the relevant infirmity/disablement rather than whether it has accelerated rather than exacerbated a condition.

Walker

Bro. Walker appealed to the Crown Court the refusal of LFEPA to grant him an injury award on the basis that his psychiatric injury had been occasioned, not due to service, but in the course of a disciplinary investigation.

The Crown Court initially found that, even taking the evidence at its highest for the claimant, he had no chance of succeeding. His appeal was therefore dismissed without the evidence being heard.

An application for Judicial Review of this decision was made and was successful. Bro. Walker's case was remitted to a differently constituted Crown Court at which his appeal was successful in June 2008. He has received backdated pension and interest.

Sheppard

Bro. Sheppard successfully appealed at the Crown Court against the decision of LFEPA not to grant him an ill-health retirement. The Board of Medical Referees had found that there were treatment options open to him which he had not taken up and therefore found that his disablement was not permanent (at least not yet).

Sometime later, Bro. Sheppard asked LFEPA to reconsider this on the basis that he had now exhausted all the treatment options reasonably open to him. LFEPA refused on the basis that the board had already provided an opinion on this matter.

An appeal was accordingly lodged in the Crown Court. LFEPA fought the matter all the way to a hearing where we were successful in obtaining an order requiring LFEPA to obtain and consider the relevant medical opinion and to make determinations in accordance with the FPS.

It is notable that all of these cases concerned LFEPA. Despite all their protestations to the contrary, LFEPA has consistently been the most aggressive FRA in its application of the Firefighters' Pension Scheme and in its attempts to re-interpret the Scheme to be less favourable to FBU members.

Age discrimination

A member received compensation from the LFEPA after failing to be selected for a post due to age-related reasons.

The member applied for a job but found that one of the selection criteria was possible future length of service. The Brigade wanted at least three to five years left before reaching 30 years of service – the point when a firefighter can retire with a full pension.

As a result the member did not pursue the application. The member pursued a claim for indirect discrimination on the ground that the selection criterion was discriminatory because it required someone with more service to run.

Although this case settled before it reached the employment tribunal, it raises the importance of watching for Brigades breaching the provisions of the Age Discrimination regulations through selection criteria which are based on age-related factors.

While not expressly stating that only candidates of a certain age range would be considered, by requiring that the successful candidate would have a certain length of service to run, the selection criteria indirectly discriminated against older candidates.

Health and Safety: Deaths at work

Warwickshire

Over a year since the tragedy in Warwickshire in which four firefighters lost their lives, there has still been no inquest into their deaths. The inquest is not expected to take place until late 2009 at the earliest.

In the meantime the police and HSE continue to investigate and FBU members have received extensive representation throughout from the FBU and the FBU's lawyers. In addition, Thompsons have submitted compensation claims on behalf of the bereaved families.

The HSE issued an Improvement Notice in January 2008 to Warwickshire Fire and Rescue Authority as part of the investigation into the deaths.

Harrow Court

Despite their protestations at the inquest and their formal denial of liability for this fatal incident in legal proceedings, the Brigade entered negotiations and agreed settlements have now been reached for the payment of legal damages to family members. There is no doubt that negligence and breach of health and safety laws would have been established in the legal proceedings brought and the Brigade were well advised to reach an out of Court settlement in this case.

Once again members have died in circumstances which were wholly avoidable, compensation has been paid by the Fire and Rescue Authority and yet there has been no prosecution, once again underlining the importance of the Union's campaign on firefighter fatalities.

Further details of this incident are contained in the FBU publication *In the Line of Duty*.

Marlie Farm, Sussex

Two firefighters were killed and many others injured in the explosion at the Marlie Farm fireworks factory in East Sussex in December 2006.

Claims have been submitted to Alpha Fireworks and the East

Sussex Fire and Rescue Service on behalf of approximately ten injured firefighters.

The widow of the deceased firefighter who was an FBU member is still considering a claim.

A major investigation into the tragedy (undertaken jointly by the brigade and the FBU), was carried out but a final report has yet to emerge. Two of the directors of the fireworks company have been charged with manslaughter and, as at January 2009, are due to appear at a further directions hearing this month at which it is anticipated that a trial date will be set for June 2009.

Personal Injury

Oxfordshire and Berkshire

Two Brigades who publicly fought over which was liable for a firefighter's injuries were found by a judge to be equally liable and legal costs were awarded against them both.

Oxfordshire and Berkshire Fire and Rescue Services each tried to blame the other for the accident at the Swan Diplomat Hotel in Streatley in 2006. There were discrepancies in accounts of how firefighters came to be sent into the spa area of a hotel to check for fire spread without being told that a hydraulic platform was plying water on to the roof above. The roof collapsed, injuring the member.

The Brigades fought each other to a costly trial over which was responsible, even though, at the end of the hearing, they each conceded that they would both be found liable.

"Sleeping chairs"

Thompsons are investigating claims that back injuries have been caused by Calcott and Nimrod chairs, the recliner chairs designed for resting.

The chairs continued to be used in some stations, in spite of a history of complaints in those stations and some members there going off sick.

In one London station the chairs were brought in on a trial basis, replacing beds and giving members little choice about resting in them during the overnight stand-down period. Thompsons is investigating whether manufacturer's guidance has been correctly followed, whether firefighters have been given adequate advice about using the chairs and the extent of injuries caused.

These cases appear to be specific to their own facts and it has not been possible to draw any wider conclusions about the use of these chairs elsewhere.

Deafness

Five deafness claims are ongoing for members based at Cefn Forest, Gwent.

The firefighters, two of whom are now retired, were exposed to many sources of noise, but in particular the pump at the rear of the appliance and the portable Godiva FWP pump. A high

proportion of the noise exposure took place during drill exercises.

Hearing protection was only provided about three years ago and only then a set of disposable type ear plugs issued to each firefighter with no training or guidance in using them.

Liability has been denied by the Brigade.

Faulty hoses

West Midlands Fire Brigade and their insurers fought hard to defeat a claim by a member who suffered burns to the feet as a result of faulty hoses.

The member was fighting a raging fire with a colleague when the hose lost pressure due to a burst in the hose. The pair withdrew to a safe area, but returned to fight the fire when water was once more flowing through the hose, albeit at reduced pressure.

Water was again lost and neither firefighter was told what was happening. Radio communication was poor and only when they returned to the safe area were they told by the officer in charge to leave the building.

The member then realised that his feet were burning.

The Brigade argued that the fault with the hose was temporary and that it was not known when the member's feet started to burn, so it could not have realised he needed to be ordered to leave.

However the judge agreed that the Brigade was in breach of the Provision and Use of Work Equipment (PUWER) Regulations 1998. Although the judge found the member to have contributed to his injuries, the Brigade was also found to be negligent in failure to order an earlier withdrawal.

RDS firefighter claim

An RDS firefighter from North Wales, who was also employed as an HGV driver, received substantial compensation after suffering serious injuries, including a broken neck, when 30 bales of sawdust were dropped on his head by an inexperienced fork lift truck driver.

The member was delivering the bales to a farm and helping to unload the pallets when the farmer allowed his untrained son to take over the truck. Three quarters of a ton of sawdust fell on the member's head.

The member initially sought legal help from a high street law firm, unaware that the FBU's legal scheme covers RDS members for Personal Injury claims arising from their main employment. The high street firm had not succeeded in persuading the farmer's insurer that the FBU member was not partly responsible for the accident. But when FBU lawyers Thompsons took over the case and threatened court action, full liability was conceded.

Other workplace injury claims

- A member received over £50,000 for a back injury caused

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by the appliance he was travelling in on an emergency call out being driven too fast over a stretch of road known to be bumpy and uneven. The judge found the Brigade to be vicariously liable for the driver's actions.

- A member whose fire service career was ended when a box stowed in a locker mounted above the wheel arch of an emergency fire tender fell out and hit him on the shoulder received £32,000 compensation. The injury aggravated a pre-existing condition and attempts to return to non-operational duties were unsuccessful.
- A court found in favour of a member who was injured when the fire appliance he was driving collided with a police car. The police refused to accept liability and continued to blame the firefighter even though the police driver had clearly failed to slow down when approaching a junction.
- A member whose back condition was made much worse when the fire appliance he was travelling in en route to a fire was driven into a ditch received £20,000 compensation.
- In another accident involving a fire appliance, a member suffered back injuries and post traumatic stress disorder. His claim settled for £31,000.
- A firefighter issued with boots that were a size too small because the Lion Apparel representative did not have the correct size received £2,000 compensation for the pain and injuries he suffered while trying to "break the boots in" as instructed.
- A member burned during a "hot condition" search training course at a mock up house fire received £1,030 damages. He suffered a burn to his arm which later became infected and led to permanent scarring. FBU lawyers Thompsons said his employer had made him enter an unsafe training environment and had failed to monitor or properly regulate the temperatures inside, in spite of a previous similar accident.
- A judge found in favour of a member who fractured a shoulder when he fell during an abseiling exercise. The court agreed that the injury would not have happened if newer equipment had been provided and safety matting supplied.
- An FBU member whose holiday was spoilt after suffering whiplash injuries flying to his destination received £3,000 compensation. He was injured as he slept in his reclined seat and a cabin crew member lowered the seat directly behind, causing the two to connect and the reclined seat to jerk forwards.

RETAINED LEGAL BATTLE FOR PENSIONS AND EQUALITY

On 11 March 2008 at Croydon Employment Tribunal the Union finally secured victory in its eight-year legal battle to secure an end to discrimination against firefighters working retained duty. The case has major implications for millions of part-time workers who will also benefit from the rights established during eight years of legal action.

Croydon Employment Tribunal found that firefighters working retained duty were discriminated against when they were

denied access to a pension and the same sick pay (pro-rata) as wholetime firefighters. The judgment was reinforced by a landmark legal judgment in the case by the House of Lords on 1 March 2006 in favour of the Union.

The Employment Tribunal judgment was based on the principles set out by the House of Lords. It establishes the right to equal treatment between part-time and full-time workers across a whole range of employment issues. Apart from sick pay and pensions it potentially includes training and all other work-related payments, including expenses.

The case centred on the exclusion, before April 2006, of retained firefighters from the Firefighters' Pension Scheme and worse treatment under the sick pay scheme. The Union claimed they were being treated less favourably because they were part-time workers and that this was unlawful.

The attempts by fire service employers, and the Secretary of State, to justify the discrimination in this case were dismissed. A further claim in relation to increased pay for additional responsibilities remains on hold for further clarification.

The House of Lords made a landmark judgment on 1 March 2006 – by a 3 to 2 majority of Law Lords – which paved the way for firefighters working Retained Duty System to have access to the current Firefighters' Pension Scheme. They have had access to the New Firefighters' Pension Scheme since April 2006.

The cases were brought against *all* Fire Service employers of firefighters working RDS – who are FBU members – throughout the United Kingdom and what was then the Office of the Deputy Prime Minister (as the administrator of the Pension Scheme) but is now the Department for Communities and Local Government.

Twelve "lead" cases were selected from the Royal Berkshire and Kent and Medway Towns Fire Authorities out of a total of 12,000 employment cases lodged.

The claims were rejected at the Employment Tribunal, the Employment Appeal Tribunal and the Court of Appeal. But the House of Lords ruled that retained and wholetime firefighters were employed under the "*same type of contract*". Employers could not draw a distinction between the two types of contract and defeat the claim.

The House of Lords ruled the original Employment Tribunal had misapplied the law in determining that the work of retained and wholetime firefighters was not "*the same or broadly similar*". This part of the case was referred back to the Employment Tribunal for re-consideration in the light of the House of Lords' judgment.

In the leading House of Lords' judgment Law Lord Baroness Hale noted that "*the Tribunal found that 'at the scene of the fire the actual job function carried out by all attending is effectively the same'. The retained and wholetime firefighters were indistinguishable from one another.*"

She went on to say: "*the fact that the full-timers do some*

extra tasks would not prevent their work being the same or broadly similar... weight should be given to the extent to which their work is in fact the same and to the importance of that work to the enterprise as a whole. Otherwise one runs the risk of giving too much weight to differences which are the almost inevitable result of one worker working full-time and another working less than full-time."

Lord Hope, in a supporting judgment, said that the Tribunal's analysis "*led them to concentrate on the differences and not to assess the weight that ought to be given to the similarities.*"

The case returned to Employment Tribunal in March and November 2007 and again in January 2008. The final tribunal decision was reserved. The FBU used the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 to argue that retained firefighters, as "part-time" workers, are being discriminated against in relation to their wholetime colleagues.

Negotiations aimed at reaching agreement to implement the decision are ongoing.



Section

**Internal
Administration**

G1 Executive Council Meetings 2008

There were four full Business Meetings of the Executive Council for 2008:

5th & 6th February 2008
8th, 9th & 10th July 2008
16th, 17th & 18th September 2008
2nd, 3rd & 4th December 2008

In addition there were further Executive Council Meetings held on:

24th January 2008
13th March 2008
16th & 17th April 2008
19th May 2008
3rd & 4th June 2008
10th June 2008
20th August 2008
3rd September 2008
30th September 2008
15th October 2008
16th December 2008

G2 Executive Council Attendance Record 2008

	Possible	Actual	Reasons for Non-Attendance
Mick Shaw (President)	24	24	
Matt Wrack (General Secretary)	24	24	
Andy Dark (Assistant General Secretary)	24	23	1 – Other Union Business
EXECUTIVE COUNCIL MEMBERS			
Roddy Robertson	24	22	2 – Other Union Business
Jim Barbour	24	21	1 – Compassionate Leave/ 1 – Other Union Business/1 – Annual Leave
Alan McLean	24	22	1 – Annual Leave/1 – Other Union Business
Jerry Pagan	24	23	1 – Annual Leave
Warren Gee	24	23	1 – Annual Leave
Dave Green	24	24	
Dave Whatton	24	23	1 – Family Leave
Mike Smith	24	22	2 – Annual Leave
Keith Handscomb	24	23	1 – Annual Leave
Ian Leahair	24	17½	4 – Other Union Business/½ – Family Leave 1 – Sick Leave/1 – Annual Leave
Ernie Thornton	20	17	1 – Annual Leave/2 – Sick Leave
Jim Parrott	5	5	
Pete Miller	10	8	1 – Sick Leave/1 – Travel Difficulties
Karl Horan	14	14	
Tam MacFarlane	24	24	
Jack Ford	24	23	1 – Sick Leave
Micky Nicholas	24	15½	2 – Other Union Business/ 3 – Annual Leave/3½ – Family Leave
Tam Mitchell	24	24	
Vicky Knight	24	18	2 – Other Union Business/2 – Medical Appointment/1 – Annual Leave/1 – Sick Leave
Sharon Riley	24	18½	3 – Sick Leave/1 – Travel Difficulties/ ½ – Family Leave/1 – Medical Appointment
Stewart Brown	24	20	2 – Other Union Business/2 – Annual Leave
NATIONAL OFFICERS			
John McGhee	24	18	6 – Annual Leave
Dean Mills	24	14	10 – Suspended
Paul Woolstenholmes	24	22	2 – Annual Leave
Sean Starbuck	24	19½	4½ – Other Union Business

G3 Elections 2008

2008

Election of National Officer

Bro Paul Woolstenholmes re-elected unopposed as National Officer 30th September 2008

Election of Executive Council Members

Election of Executive Council Member Region 7

Bro Dave Whatton re-elected unopposed 12th November 2008

Election of Executive Council Member Region 8

Number of voting papers returned782
 Number of papers found to be invalid (blank/spoilt)6
 Thus, total number of valid papers to be counted776

Result (one to elect)

Bro Mike Smith443
 Bro Grant Mayos333

CERTIFIED BY ELECTORAL REFORM SERVICES

7th January 2008

Bro Mike Smith re-elected as Executive Council Member Region 8

Election of Executive Council Member Region 9

Bro Keith Handscomb re-elected unopposed 12th November 2008

Election of Executive Council Member (elect) Region 11

Number of voting papers returned678
 Number of papers found to be invalid (blank/spoilt)2
 Thus, total number of valid papers to be counted676

Result (one to elect)

Bro James Parrott478
 Bro Steve Huggins198

CERTIFIED BY ELECTORAL REFORM SERVICES

22nd May 2008

Bro James Parrott elected as Executive Council Member (elect) Region 11

Election of Executive Council Member (elect) Region 12

Number of voting papers returned587
 Number of papers found to be invalid (blank/spoilt)0
 Thus, total number of valid papers to be counted587

Result (one to elect)

Bro Karl Horan379
 Bro Conrad Jordan208

CERTIFIED BY POPULARIS 27th June 2008

Bro Karl Horan elected as Executive Council Member (elect) Region 12

Election of Executive Council Member G&L Members

Bro Stewart Brown re-elected unopposed 12th November 2008

Election of Executive Council Member Officer Members

Bro Jack Ford re-elected unopposed 16th December 2008

Election of Regional Secretaries

Region 2

Bro Jim Quinn elected unopposed 31st March 2008

Region 4 (elect)

Bro Ian Murray elected unopposed 19th August 2008

Region 7

Bro Chris Downes elected unopposed 2nd July 2008

Region 9

Bro Adrian Clarke elected unopposed 17th January 2008

Region 11 (elect)

Sis Danielle Jones elected unopposed 1st September 2008

Region 12

Bro Ricky Matthews elected unopposed 19th August 2008

Election of Regional Chairs

Region 2

Bro Brian Stanfield elected unopposed 29th May 2008

Region 4 (elect)

Bro Ian Watkins elected unopposed 12th November 2008

Region 6

Bro Tom Murray re-elected unopposed 17th January 2008

Region 9

Bro Brian Hooper elected unopposed 28th February 2008

Region 11

Bro Mark Simmons elected unopposed 1st December 2008

Region 12

Bro Paul Fletcher elected unopposed 12th November 2008

Region 13

Bro Phil Jordan re-elected unopposed 30th September 2008

Black & Ethnic Minority Members

Number of voting papers returned161
 Number of papers found to be invalid (blank/spoilt)1
 Thus, total number of valid papers to be counted160

Result (one to elect)

Bro Leroy Phillpotts120
 Bro Mark Ferron40

CERTIFIED BY POPULARIS 15th July 2008

Bro Leroy Phillpotts elected as B&EMM Chair

Election of Regional Treasurers

Election of Regional Treasurer Region 4

Number of voting papers returned.....	3,358
Number of papers found to be invalid (blank/spoilt/unsealed).....	18
Number of papers found to be invalid (no Return)	74
Number of papers found to be invalid (incorrect Return).....	18
Thus, total number of valid papers to be counted.....	3,248

Result (one to Elect)

Bro Peter Smith.....	1,987
Bro David Williams.....	1,261

CERTIFIED BY ELECTORAL REFORM SERVICES

13th June 2008

Bro Peter Smith elected as Regional Treasurer Region 4

Region 8

Bro Simon Jenkins re-elected unopposed 12th November 2008

Election of Regional Treasurer Region 9

Number of voting papers returned.....	1,023
Number of papers found to be invalid (blank/spoilt/unsealed).....	23
Number of papers found to be invalid (no Return)	70
Number of papers found to be invalid (incorrect Return).....	5
Thus, total number of valid papers to be counted	925

Result (one to Elect)

Bro Del Godfrey-Shaw.....	576
Bro Adrian Mayhew	349

CERTIFIED BY ELECTORAL REFORM SERVICES

17th January 2008

Bro Del Godfrey-Shaw elected as Regional Treasurer Region 9

Region 10

Bro Laurence Brightman elected unopposed 10th March 2008

Election of Regional Officials

Region 2

Bro Dermot Rooney re-elected unopposed 17th January 2008

Region 3

Bro Peter Wilcox re-elected unopposed 17th January 2008

Region 4

Bro Paul Matthewman re-elected unopposed 7th February 2008

Region 4 (elect)

Bro Vic Gregory elected unopposed 30th September 2008

Election of Regional Official Region 5

Number of voting papers returned.....	2,239
Number of papers found to be invalid (blank/spoilt/unsealed).....	187
Number of papers found to be invalid (no Return)	0
Number of papers found to be invalid (incorrect Return).....	0
Thus, total number of valid papers to be counted.....	2,052

Result (one to Elect)

Bro Steve Harman.....	1,486
Bro Mark Dunne	566

CERTIFIED BY ELECTORAL REFORM SERVICES

4th November 2008

Bro Steve Harman elected as Regional Official Region 5

Region 6

Bro Tom Neil re-elected unopposed 12th November 2008

Region 9

Bro Neil Day elected unopposed 10th April 2008

Region 10

Bro Paul Embery elected unopposed 17th April 2008

Region 11

Bro Mark Simmons re-elected unopposed 17th January 2008

G4 Industrial Disputes

Despite a number of requests being sought from and agreed by the Executive Council for permission to ballot during 2008, the matters causing the disputes in a number of Brigades were resolved, and as a consequence, there were no industrial disputes in 2008.

G5 B&EMM National Committee Report 2008

The B&EMM National Committee are committed to providing you with a report of our activities, as we are accountable to you our membership, and we take our responsibility very seriously.

The new B&EMM National Secretary is Samantha Samuels, and an election was held to elect the new B&EMM National Chair which resulted in the new National Chair of B&EMM being declared as Leroy Phillpotts.

1. B&EMM National Committee members

B&EMM EC Member	Michael Nicholas Elected 2006
B&EMM National Secretary	Samantha Samuels Elected Dec 2007
B&EMM National Chair	Leroy Phillpotts Elected Aug 2008
Region 1	Vacant
Strathclyde	Alan Chau (Acting)
Region 2	Vacant
Region 3	Lee Brown (April 08)
Region 4	Mark Brown
South Yorkshire	Mark Brown
Region 5	Vacant
Cheshire	Michael Ackah Retired Sept 2008
GMC	Carl Petch (April 08)
Region 6	Dalton Powell
Nottingham	Dalton Powell
Leicestershire	Ronnie Stanley
Derbyshire	Mark Ferron
Region 7	Colin Jarrett (October 08)
West Midlands	Pardeep Raw
Warwickshire	Donny Clarke
Staffordshire	Dave Pazir
Region 8	Brian Amos
South Wales	Lawrence Lamond
Region 9	Victor Liburd (Acting)
Bedfordshire	Victor Liburd
Suffolk	Glen Saunders
Cambridgeshire	Ben Fawcitt
Hertfordshire	Peter Cargill (Feb 08)
Region 10	Garrett Brooks
London	Les Bowman
Region 11	Carole Brown
Kent	Carole Brown
East Sussex	Iain Stewart
Region 12	Andre Fernandez (Acting)
Berkshire	Andre Fernandez
Buckinghamshire	John Williams
Region 13	Leroy Phillpotts

The B&EMM National Committee has improved its membership considerably since our last report. We continue to actively support a number of individuals in order to achieve better representation throughout the 13 regions we cover. Although we have increased representation at Brigade level it is clear that we have a considerable amount of positive actions to take in order to achieve 100% representation across the whole of the 13 regions and 58 Fire and Rescue Services, which is our aim. Since the last report we have four further B&EMM Brigade Reps and one new member of the National Committee.

The B&EMM National Committee has three Officials that are elected every four years. These are the National Secretary; National Chair, and the Executive Council Member. There are two full time positions on the National Committee, and these are presently held by the B&EMM

Executive Council Member, and the B&EMM National Secretary. Congratulations to Leroy Phillpotts on his election to B&EMM National Chair, and thanks to all the members who voted and Mark Ferron for taking part in the election process.

Regional representatives are elected annually, by B&EMM Regional members at B&EMM AGM Meetings.

2. B&EMM National Committee meetings

<i>Date</i>	<i>Meeting/Location</i>
2007	
16 November	B&EMM Executive <i>Bristol</i>
19 November	B&EMM AGM <i>Sheffield</i>
10/11 December	Full business meeting <i>FBU Head Office</i>
2008	
10 January	B&EMM Executive meeting <i>Hampton House London</i>
8 February	B&EMM Executive meeting <i>Euston</i>
26 February	B&EMM Full business meeting <i>Birmingham</i>
10 April	B&EMM Executive meeting <i>Bristol</i>
17 April	B&EMM Pre Conference meeting <i>Eastbourne</i>
16 June	B&EMM Executive meeting <i>London</i>
16/17 July	B&EMM Full business meeting <i>Edinburgh</i>
7 August	B&EMM Executive meeting <i>London</i>
1 September	B&EMM Sectional Executive <i>Bristol</i>
15 September	B&EMM Executive meeting <i>London</i>
22/23 September	B&EMM Full business meeting <i>Liverpool</i>
10 – 12 October	B&EMM School <i>Wortley Hall</i>
15/16 December	B&EMM Full business meeting <i>London</i>

B&EMM Executive – Meeting held between Full business meetings attend by B&EMM EC Member; National Secretary; National Chair; National Vice Chair.

SECTION G — INTERNAL ADMINISTRATION

At the time of this report being compiled the position of B&EMM Vice Chair remains vacant as Leroy was the Vice Chair, and elected in August 2008 to National Chair.

The B&EMM National Committee Vice Chair will be elected from the National Committee at the December 2008 full business meeting.

Full business meeting – meetings attended by all members of national committee.

Non business meeting – Meetings to discuss extra items either too lengthy for full business meetings; or that come up between meetings.

The B&EMM AGM process will now be changed due to the FBU Annual Conference decision. Instead of holding a B&EMM AGM in Sheffield with three delegates from each Region, the process to be used will be agreed by the B&EMM National Committee, which will include a process for submitting motions to Conferences each year, you will be kept up to date of this process.

3. B&EMM School 2008

B&EMM School took place at Worley Hall in Sheffield on 10th – 12th October. There were 93 applications received to attend the school but unfortunately we had to decline a number of these due to the manageability, and accommodation available to us. There were 70 students at the school, with eight of these being B&EMM women members. We had 16 guests attend, some of which were also speakers. We also had 22 B&EMM first time attendees at the school.

London Fire Brigade facilitated the time off for 40 B&EMM members to attend our school, and we are aware that other Brigades also supported the attendance of their members at our school, which led to the following Brigades having representation of members in attendance:–

● London Fire Brigade	40
● West Midlands	9
● East Sussex	2
● Lothian and Borders	1
● GMC	2
● Nottingham	2
● Derbyshire	2
● Bedfordshire	1
● County Durham	1
● Dumfries and Galloway	1
● Leicestershire	1
● South Yorkshire	2
● Royal Berkshire	1
● Gloucestershire	2
● Kent	1
● Hertfordshire	1
● South Wales	1

We are also aware that a number of members could not secure attendance at the school this year due to facilities

not being supported – these Brigades included:–

- Cheshire
- Merseyside

We would like to thank those who assisted our members in securing trade union facilities and training or development facilities to attend the school.

The theme of the B&EMM School this year was 'Women in colour' and saw all the speakers at the school this year being women (apart from the FBU General Secretary). Our guest speakers were Donna Fraser – Olympian and Commonwealth medal winner; Phyll Opoku-Gyimah from PCS (Public and Commercial Workers Union) and a founder member of UK Black Pride; Jona Olsson Chief from USA and political activist. On the evenings we were edu-tained by Black History Studies and Banner Theatre – 'They get mobile phones don't they?' and we held two breakfast events for our Asian members and BME women.

All in all the school was packed with activities, as we endeavoured to educate B&EMM members in issues that are important in the modern Trade Union movement and in their communities today.

The school started with introductions and welcomes as well as outlining the expectations of behaviour for the weekend. This was followed by an update on B&EMM activities since 2007's school, which supplemented the complete report which is provided to all students in their school packs.

Each year the B&EMM School has a closed session which is an opportunity for members to air their concerns and personal issues in a B&EMM only environment, and this is always an essential part of our school.

Our last session before dinner was an update from the FBU General Secretary on the major FBU campaigns, this included:–

- FF Fatalities
- Regionalisation of Fire Controls

Our evening session was monologue performance from Black History Studies, which saw us being told the story of the immigration of a Caribbean woman from Jamaica to the UK in the 1950s.

Saturday morning started with an Asian breakfast, where we explored the representation of Asians within B&EMM as well as at the B&EMM School. This was a very useful breakfast meeting, and we hope to progress the points raised here to improve the representation.

Donna Fraser spoke about her journey to the Olympics and other sporting achievements, and the challenges along the way. Her motivation and ability to continue through injury and failure was inspiring.

Phyll Opoku-Gyimah gave us the most moving contribution

of the school, where she told us about the challenging roller coaster of coming out to her family, friends and community which saw her life change for ever.

Our workshops address issues around LGBT issues in society and the FRS and BME issues of triple discrimination. These workshops were challenging but were addressed with maturity and sensitivity.

Jona Olssen, Chief Fire Officer of the Latir Volunteer Fire Department, New Mexico, gave us an insight into being a white woman in America who is also LGBT, and a political activist who was brought up to be afraid of black men. This was an interesting honest contribution.

Our evening education came from Banner Theatre – ‘They give them mobile phones don’t they’ which was important for our members to see, so we also understand the asylum and immigration myths that are pedalled by the media.

Sunday started with a breakfast for B&EMM women, which saw us discuss the need for a targeted BME women’s event, which will be a priority for the next 12 months.

The regional activity took place on Sunday morning where we addressed standing issues for B&EMM across all regions, which will be fed into the B&EMM National Committee.

Jona and Phyll took part in a panel session together where they answered questions from the floor.

Our crèche was attended by three children and they were entertained during the weekend by the playtimes crèche providers and were visited by Anancy who helped them to prepare a presentation for the whole school, which was a play about the Rosa parks story – as usual the children excelled in their acting and presentation skills.

Before our school closed we had presentations and acknowledgements where we paid respect to two retired members of B&EMM – Renick Joseph who was a member of the original B&EMM Steering Committee and Michael Ackah who attended the first B&EMM School and was a member of the B&EMM National Committee for a number of years. We also showed our appreciation to Warren Simpson who has recently stood down from the B&EMM National Committee, and Michael Nicholas the B&EMM EC member who has been a full time official for seven years.

In closing the school we acknowledged those who assisted with the organisation and relatively smooth running of the event.

Next B&EMM School takes place on 9th October – 11th October 2009 Wortley Hall Sheffield.

4. Reports on Events, Conferences and Seminars attended by B&EMM

January 2008

Our new Region 11 Representative Carole Brown attended her first Regional Committee meeting, and introduced herself to her Regional Officials and all Brigade Officials.

First meeting held between Region 11 Rep and East Sussex B&EMM Rep Iain Stewart.

Stop the BNP Conference

A number of decisions were taken at a regional meeting that took place in Nottingham in January 2008 called by Nottinghamshire Stop the BNP and sponsored by a number of trade unions and campaigning organisations in the Notts area and elsewhere in the East Midlands.

The meeting was attended by over 100 people with significant representations from the FBU and other unions from Lincoln, Loughborough, Leicester and even Gloucester. This meeting decided:-

1. To call for a major mobilisation against any attempt to repeat the 2007 BNP Red, White and Blue festival in the Region including:
 - Demanding that councils block permission for any repetition of this event;
 - Calling on trade unions to refuse to do any work that might facilitate the BNP event;
 - Calling on thousands of local people to join the campaign in filling the surrounding area in mass protest should any such event take place in 2008.
2. To continue to organise against BNP events as the Notts Stop the BNP campaign had done in October when it peacefully blockaded a meeting of the BNP that was to be addressed by their party leader Nick Griffin, thereby preventing it going ahead.
3. To extend the campaigning begun by organisations such as Notts Stop the BNP in the towns and villages of the region. It was considered that campaigning must deal not only against the BNP’s racist policies but also encourage local communities to address the causes of the BNP’s growth:
 - The political frustrations with the government that exists in working class communities because of failures to address inequalities in education, housing and health-care provision;
 - The scapegoating of immigrant and minority communities that much of the press and the major political parties are complicit with.

A mass leafleting of Brinsley by over 20 activists on the next day followed. This informed local residents of the Nazi allegations being made by each side of the current internal BNP civil war and called on Brinsley people to demand the resignation of Sadie Graham as Broxtowe councillor. Great

pleasure was taken in delivering a copy of the leaflet directly to her door to the anger of a group of burly men who came out of the door but decided to take no action against the large group of anti-fascist leafletters.

February 2008

On 21 February B&EMM attended the first official meeting with the New Minister for the Fire and Rescue Service Parmjit Dhanda, and the FBU Equality Sections. B&EMM presented an outline document of our two main issues and raised these important points with the Minister on behalf of our members.

1. Far Right and extremist organisations and the compatibility with them being members of the Fire and Rescue Service.
2. National positive action initiatives.

B&EMM requested that the Communities and Local Government give Brigades national guidance on how they can ensure that those who join the Service, those who are already members of the Service and those who wish to be promoted within the Service are committed to the core values of this organisation and are aware that if they are members of extremist groups they may not meet the required criteria to serve in a diverse community organisation such as this.

The Fire Minister will be considering our comments and asked for anecdotal information to support our claims, as well as any patterns of behaviour that we may be aware of.

A national positive action team, as well as a strategy which includes a national recruitment drive targeting BME recruits has been raised before with the previous Fire Minister, and there are many important areas around the recruitment of BME firefighters and firefighter control that we feel need addressing nationally.

B&EMM called for a group to be set up to discuss the feasibility and scope of such an initiative. The Fire Minister has many ideas on this issue and seemed very positive about its scope.

South Wales FRS carried out a two-day Race Equality internal consultation, which included B&EMM in Region 8.

Racist attack on B&EMM Firefighter

In February 2008 we received information from a B&EMM member in Merseyside that he had been subjected to racial abuse from a member of the public whilst carrying out his duty in their home. This took place whilst carrying out Home Fire Safety Checks and the abuse included the use of the N word, by a member of the public. This incident happened with specific reference to the ethnic monitoring section of the HFSC form. This was reported to management and to the police. The police subsequently informed the member that there was nothing they could do about this, as 'it is not a criminal offence to racially abuse someone whilst in a private dwelling'.

This came as a complete shock to B&EMM, and we subsequently sought legal advice through John McGhee, from Thompsons Solicitors, who informed us of the following:-

The Public Order Act 1986 as amended by the Crime and Disorder Act 1998 creates the criminal offence of 'Using towards another threatening, abusive or insulting words or behaviour which was racially or religiously aggravated'.

However the legislation also provides that: 'An offence under this section may be committed in a public or private place, except that no offence is committed where the words or behaviour are used, by a person inside a dwelling and the other person is also inside that or another dwelling'.

This means that all firefighters; advocates; and anyone else who carries out their duties within 'dwellings' are open to racial abuse, which they will not be able to do anything about. This situation is unacceptable, as an attack on one is an attack on us all.

So far:

- This issue has been raised at FBU Annual Conference as part of the paragraph discussed on 'Attacks on firefighters';
- This issue has been raised by Merseyside officials who have agreed that ethnic monitoring of HFSC will not be compulsory;

This issue has been:

- raised with CLG by B&EMM;
- raised by B&EMM at the FBU National Health and Safety Committee;
- raised by FBU at the TUC National Health and Safety Meeting;
- raised at B&EMM School;
- Article in Advisor magazine Autumn 2008.

April 2008

TUC Black Workers Conference 18 – 20 April 2008

This conference has become not only high on the agenda of the TUC calendar but also on B&EMM's. It has become the place where we meet up with new, old and like minded friends and where we introduce our new reps. This year's first time attendees were Carole Brown, Richard Reid, Carl Petch and Mark Brown. They were supported by our seasoned campaigners Samantha Samuels, Brian Amos, Garrett Brooks and Leroy Phillpotts (observer) and of course Michael Nicholas who sits on the Race Relations Committee (RRC).

Conference chair Zita Holbourne opened the conference thanking the PCS and the RRC for organising the conference.

A very good opening address reminded us of how important 2008 will be for us as BME people:-

- A tribute to the late Steve Sinnott, General Secretary of the NUT, who passed away two weeks previously;
- The McPherson report tackling institutional racism is still yet to be given high priority on the political agenda;
- A guide is to be produced by the TUC for dealing with race discrimination at work.

The chair concluded her address with a quote from Martin Luther King Jr.: "Where do we go from here, chaos or community?"

Brendan Barber's address to conference included:-

- The debate on migration will be high on the political agenda;
- We may yet see the election of the first African American President;
- The continued fight against the rise of the BNP in Britain; their vote has increased 100% in the last 10 years;
- The new ethnic minority employment task force was set up by Labour to address race discrimination in the workforce;
- The limitations of the RRA (amended 2000);
- The pay gap between BME and white workers has increased;
- There has been a call on the government to do more with recommendations from the McPherson report.

Guest speakers

Donna Covey, chief executive of the Refugee Council, gave an insight into the right to work for asylum seekers campaign.

Other guest speakers included Simon Chase, campaigns officer, Action for Southern Africa.

The RRC report was received, a full and packed report which included:-

- Black women in the labour market and the disadvantages they face;
- The bicentenary of the abolition of the transatlantic slave trade;
- Changes with large and small unions as a result of mergers;
- Tackling racism in the work place;
- The RRC will work with the TUC Women's and the TUC LGBT committees to highlight the issues in and around domestic violence and honour killings.

Carl Petch spoke on a motion about racial abuse, and the increase on black people and immigrants.

Richard Reid opened his address by requesting a moment's silence for the mother of Damilola Taylor who recently passed away.

Richard also moved the B&EMM motion showing our commitment to the United Friends and Family Campaign.

Our motion was:-

The TUC Black Workers' Conference wishes to show their commitment to support the United Friends and Family Campaign in their ongoing struggles fighting to get justice for their families and friends who are victims following deaths in custody.

On Saturday 25th October 2008 at 1300 the United Friends and Family Campaign will be silently marching from Trafalgar Square to Downing Street for the tenth year running.

The Black TUC Workers' Conference wants to support the United Friends and Family Campaign and this year we want to make a commitment to the United Friends and Family March in the following ways:-

TUC Race Relations Committee will:

- Coordinate the sending of correspondence to all affiliated Trade Unions to encourage them to support the UFFC by donating financially to the campaign;
- Coordinate correspondence to all affiliated Trade Unions to highlight the demands of the UFFC Campaign;
- Coordinate correspondence to all affiliated Trade Unions to encourage them to support the attendance of supporters to the tenth procession;
- Encourage affiliated Trade Unions to invite speakers from UFFC to their Trade Union meetings in order to raise the profile of the campaign and raise awareness of the surrounding issues with trade union members;
- Encourage affiliated trade unions to affiliate to UFFC and associated deaths in custody campaigns.

All TUC Black Workers Delegates

- Highlight the tenth procession in October with their Trade Unions to encourage support for attendance at the march of representatives and union members with banners and supporters.

This was supported with a compliment from conference which stated...

"Year after year the FBU comes to this conference and reminds us of what is going on, and how important it is to be involved, and we thank you!"

Mark Brown spoke in support of a motion about the Public Health Agenda, and Brian Amos spoke in support of the modernisation of the Race Equality Scheme in trade unions.

And finally congratulations to our EC member Michael Nicholas on his re-election onto the TUC RRC.

It was a great compliment to the FBU when Richard Reid was asked to move the final vote of thanks on behalf of the TUC Conference. This was an honour for Richard and also showed how delegates old and new can make a real impression on others that they meet.

May 2008

BNP Festival meeting

On Friday 17th May 2008 B&EMM attended the second planning meeting for a demonstration against the BNP Red White and Blue Festival to be held in Denby in August.

Again we were few of very few black faces which is always a disappointment, as we are clearly failing to engage migrant and BME communities with the issues of the BNP and Far Right.

The plan is to try to stop this event taking place, and if this fails to have a mass mobilisation to demonstrate and obstruct those attending this event on the day.

There was much talk around what exactly we want to achieve and how this can be achieved as well as the considerations of demonstrators safety.

One thing that really touched me about this event and the organisers is their passion for the subject and for the mobilisation – this is bread and butter trade unionism at its best – and although the FBU in Region 6 has taken on a very active role in sponsoring and planning event and providing the organisers with planning facilities and office facilities I could not help but be disappointed that my trade union was not doing more to combat the surge of the BNP.

One hand I think are they doing stuff but we just are not aware of it as it is localised and not effectively reported on, or are we just not doing that much and there is nothing to report?

Those attending need to be aware that this is not a ‘bust up’ and we will avoid negative press and behaviour.

What do we need to do before event:

- A designer to design placards stickers (preferably for free);
- Leafleters and activists to engage with local colleges and student population.

What do we need from the FBU –

We were able to highlight this event at FBU Conference with a leaflet to all delegates and delegates also spoke to conference about the need for support.

- Attendance on the date 16th August 2008 with banners – need at least 1,000 people!
- Are we committed to combating the BNP? If so what are we going to do?

April 2008

Communities and Local Government – Launch Equality and Diversity Strategy 2008-2011

On 28th May 2008 B&EMM Officials attended the launch of the CLG E&D strategy at the Queen Elizabeth II Centre in Westminster. The event was hosted by Nick Owen from BBC News.

Susan Schofield outlined the development of the strategy, which involved all stakeholders and departments. During the national consultation there were 60 responses, and there is a shared commitment to this strategy from all stakeholders.

This event was also an occasion where the CLG presented their Equality and Diversity Awards, which saw the FBU LGBT National Committee Officials receiving an award for their leadership and commitment to LGBT issues. Congratulations to FBU LGBT National Committee for their achievement. Also congratulations to AFSA (Asian Fire Service Association) who received a letter of commendation for their teamwork.

B&EMM attended workshops with the CLG and gave our input on the development of this strategy, as part of the FBU consultation. B&EMM also provided written submission to the consultation through the CLG consultation process (which is available on request from B&EMM National Committee members).

Parmjit Dhanda, the first Asian Fire and Rescue Service (FRS) Minister, officially launched the first E&D strategy, and described this as a ‘pivotal defining moment’ for the Fire and Rescue Service. He reiterated the lack of progress since the select committee report in 1996, and expressed the view that progress is overdue.

The employment targets were described as challenging but achievable, and the Minister challenged Fire and Rescue Services to exceed their targets to attract extra funding.

The link between the Equality and Diversity strategy and the National Framework Document means that as part of the audit process the strategy will have to be reported on by all FRSs.

Kay Allen from the Equalities and Human Rights Commission spoke about some of the detail within the new strategy. 39% of those who have died in fire-related incidents were less mobile. The need for measurable outcomes is clear, as in 2018 the FRS do not want to be reporting on failure.

Charlie Hendry, CFO Kent and CFOA new President, spoke about leadership, and explained that progress would only be achieved by first admitting that there is a problem, and learning the lessons of history. Our communities are evolving and we need to address this evolution productively. CFOA welcomed a national recruitment campaign to assist with achieving recruitment targets, and acknowledged that a lot of management time was being

wasted dealing with failure. CFO Hendry also acknowledged the success in the following Brigades:

Cheshire – Beacon status; London – Life project; Derbyshire – open to independent assessment.

Surinder Sharma from the Health Service spoke about the NHS who are the third biggest public service in the world. Surinder told us about same sex wards and how they were not acceptable to patients. Denise Christie from Lothian and Borders asked a crucial question about same sex wards which was very relevant to the issues around dignity for all that are prevalent in the FRS at present. Same sex wards are against people's dignity and human rights and are unacceptable in the NHS.

John McGhee, National Officer from the FBU responsible for Equalities, spoke about the FBU perspective of this new strategy. He outlined the findings from the CLG Survey into firefighters and ex-firefighters which shows that the FRS has a very long way to go in order to address the many issues around equalities.

Judy Foster from UNISON also gave a presentation on their representation of the majority of BME, disabled and women within the public sector.

This Conference was an opportunity for all those with a vested interest in the FRS to understand their commitment and responsibility as it relates to the Equality and Diversity Strategy, but was only the first step to producing the outcomes that are required if we are to demonstrate progress in the FRS of today and tomorrow.

June 2008

As part of Positive Action consultation B&EMM met with a representative from Fire Service College and discussed positive action initiatives. This includes discussion around the FSC providing targeted training for BME, LGBT, and women. Mentoring and shadowing initiative to be used by senior officers to encourage under represented groups to seek promotion. Consultation with other public or private sectors who run development initiatives for under represented members of their workforce.

Love Music Hate Racism Rally

On 21st June Michael, Anna and Grace, Samantha, Brian and his son Jordan, Leroy and Richard from B&EMM all attended the Love Music Hate Racism march and rally, which started at Tolley Street and marched to Trafalgar Square along with FBU delegates from all over the country armed with the FBU banner and the B&EMM banner.

It is always great to get together with other trade unions and anti-fascist groups for a common cause, and it was even better this year as for the first time we had our banner and the most volunteers yet, to highlight that the FBU is serious about fighting the fascists.

We need to step up as a section and as a trade union to continue to fight fascists all over this country.

Thanks to all those who attended and made the day completely worthwhile.

July 2008

B&EMM produced and circulated a B&EMM Bulletin to all B&EMM members.

August 2008

Slavery Memorial Day 23rd August 2008

At FBU Conference 2008 the B&EMM motion on slavery memorial was carried, and out of this motion there were many action points. One of these was that the FBU support the attendance of delegates to Slavery Memorial Day events.

Samantha Samuels, Brian Amos, Dalton Powell, Mark Ferron and Leroy Phillpotts attended the Slavery Memorial Day event which took place in Liverpool.

This day of events took the form of a multi-faith church service in the morning to remember those who lost their lives and were murdered during the black holocaust.

We then went onto a marquee where there were children's mask making, african clothing sales, Black History Month groups, a slave shackles display and a local young people's gospel group.

During the afternoon a number of eminent members of the local community performed libations beside the Mersey. This was a very informative and worthwhile day of remembrance.

We continue to campaign to have an official slavery memorial day recognised by the UK.

September 2008

B&EMM Executive met with FBU Education tutor Trevor Cave and TUC tutors to discuss the B&EMM School workshops and arrangements. B&EMM National Committee subsequently met to finalise the arrangements for B&EMM School.

B&EMM Representative for Region 11 Carole Brown, and Iain Stewart East Sussex B&EMM Rep met with East Sussex Chief Officer and Assistant Chief Officer to discuss the progression of B&EMM issues within this Brigade.

October 2008

Scottish B&EMM Meeting 3rd October 2008 followed by Scottish TUC Black Workers Conference. On the 4th and 5th October 2008, in Perth. Delegates attending – Leroy Phillpotts, Ludwig Ramsey and Anthony Smith.

52 delegates attended representing 14 trade unions. The theme of this year's conference was 'diverse and united'. A faith and belief panel session was held on the Saturday, which was a first for this conference. Topics for motions discussed included:– Support for black workers; media representation of black workers; supporting Show Racism The Red Card; asylum seekers right to work, and gun and knife crime.

On 21st October the FBU held its first Black History Month event. This event took place at the Roxy Bar and Screen in London, and was attended by FBU members. Speakers included Matt Wrack, FBU General Secretary, and Clara Osagiede, RMT Cleaning Grade Secretary.

This event focused around Martin Luther King's assassination and the little known fact that it was at a trade union event that he gave his last speech. This was a very moving film, and was a complete eye opener to all who attended, and is a must see for all trade unionists.

United Friends and Family Campaign March 25th October 2008. TUC hosted a breakfast event which was facilitated through the FBU motion that was passed at Black Workers Conference 2008, and B&EMM attended this event and the 10th year march and rally at Trafalgar Square, with our banner. The FBU have pledged their support for this campaign, and B&EMM are determined to bring that support into real front line support for the families and friends of those who have been lost their lives in police custody, mental institutions and prisons.

December 2008

B&EMM AGM as it was formerly known took place on the 15th and 16th December 2008 at FBU Head Office in London.

5. Other events/meetings attended on behalf of B&EMM

<i>Date</i>	<i>Event</i>
2008	
8 January	B&EMM and CLG Meeting
9 January	Reorganisation meeting
10 January	Meeting B&EMM and AFSA
11 January	National Women's Committee Meeting
14 January	Meeting Region 6 Officials
17 January	FRS Industrial Relation Seminar
19 January	Stop the BNP Festival – Meeting
21 January	Health and Safety Sub Committee meeting – H&S Handbooks
26 January	Positive Action day – Manchester
28 January	TUC Schools event
29 January	Meeting Region 9 B&EMM
31 January	Meeting Region 11 B&EMM
1 February	WMFS Meeting
4 February	South Wales Managers internal consultation
12 February	Meeting Hertfordshire B&EMM
20 February	TUC Schools event
21 February	Meeting CLG Fire Minister Parmjit Dhanda
27 February	WMFS Meeting
28 February	B&EMM School meeting National Officer
1 March	Unite Against Fascism Conference
3 March	WMFS Meeting
7 March	FBU National Women's School
17 – 20 April	TUC Black Workers Conference

25 April	GMC CFO Meeting
28 April	Region 7 B&EMM Meeting
2 May	TUC Employment Rights Schools event
7 May	WMFS Meeting
17 May	BNP Planning meeting
17 May	Descendants event
19 – 23 May	FBU Annual Conference 2008
28 May	Equality and Diversity Launch
29 May	Meeting North Wales Equalities department
30 May	Positive action meeting MOD
3 June	Young Enterprise initiative Schools
9 June	Young Enterprise initiative Schools
11 and 12 June	National Health and Safety Committee
17 June	Equality and Human Rights Conference
21 June	Love Music Hate Racism Rally
23 June	Young Enterprise initiative Schools
24 June	Meeting Fire Service College
27 June	Nottingham B&EMM Meeting
2 July	National Fairness at Work Meeting
4 July	Meeting B&EMM School
8 July	Youth Enterprise initiative Schools
14 July	Health and Safety Sub Committee meeting – BA Guidelines
15 July	Youth Enterprise initiative Schools
22 July	B&EMM Meeting with CLG
29 July	Meeting National Officer
30 July	Young Enterprise initiative Schools
1 August	Tony Nutting Retirement function
4 August	West Sussex DCFO Meeting
12 August	National Health and Safety Sub-Committee – BA Guidelines
14 August	Meeting Merseyside Officials
23 August	Slavery Memorial Day event
2 September	Joint Sectional Executive
19 September	National Health and Safety sub-committee
29 September	East Sussex CFO Meeting
3 October	Scottish B&EMM Meeting
4/5 October	Scottish Black Workers Conference

G6 B&EMM National Committee AGM 2008

The B&EMM National Committee AGM and B&EMM AGM took place over two days the 16th and 17th December 2008 at FBU Head Office in London. The following delegates attended:

Officials

Michael Nicholas	B&EMM EC Member
Leroy Phillpotts	B&EMM National Chair
Samantha Samuels	B&EMM National Secretary

Delegates

Ludwig Ramsey	Region 1
Lee Brown	Region 3

Mark Brown	Region 4
Dalton Powell	Region 6
Mark Ferron	Region 6
Donny Clarke	Region 7
Brian Amos	Region 8
Victor Liburd	Region 9
Garrett Brooks	Region 10
Carole Browne	Region 11
Andre Fernandes	Region 12
Carl Petch	Region 5
Colin Jarrett	Region 7

Apologies

Pardeep Raw	Region 7
Alan Chau	Region 1
Andre Fernandes	Region 12
Carl Petch	Region 5

Opening remarks

B&EMM National Secretary gave an update on the previous B&EMM motions' progression.

B&EMM Elections

Health Safety and Welfare

Education Representative

Fairness at Work Representative

Final Appeals

Firefighter Rep

B&EMM Vice Chair

Advisor Editor

Minutes Secretary

IRMP

Elected

Mark Brown

Leroy Phillpotts

Colin Jarrett

Samantha Samuels

Brian Amos

Colin Jarrett

Brian Amos

Mark Ferron

Garrett Brooks

B&EMM Motions Seminar 2008

Those delegates in attendance took time to consider the new draft B&EMM Motions Seminar standing orders, with amendments they were agreed.

Motions discussed –

1) B&EMM Support – Region 6

The B&EMM AGM calls upon the Executive Council and the Annual Conference to reiterate their support for the FBU B&EMM section.

This support needs to be translated into action and needs to ensure that:

- a) All local/branch representatives inform and notify their relevant B&EMM representative of the:
 - i Contact details of all new recruits.
 - ii Updated contact details of all existing members
- b) All FBU representatives local, regional and national:
 - i Promote B&EMM as a legitimate part of the FBU
 - ii Actively encourage and support BME members to become involved with B&EMM.

2) B&EMM Education – Region 6

The B&EMM AGM calls upon the Executive Council and

the Annual Conference to support a joint regional programme of education for the FBU B&EMM section.

3) Spent Convictions – Region 6

The B&EMM AGM calls upon the Executive Council and its good officers to lobby the CLG, CFA and our employers to ensure that the request for information on spent convictions is removed from the application form for new entrants.

The Fire Service is not exempt within the Rehabilitation of Offenders Act 1974 and therefore should not be requesting this information.

Region 11

- 1) Call upon Conference to support a campaign to change the law so that people do not have to face verbal racial abuse when carrying out duties in the homes of members of the public.
- 2) Calls upon Conference to support a national policy on bereavement leave to take into consideration the need for members to travel to different countries. Also to take into consideration the importance of extended family members and not just immediate families.
- 3) TUC Black Workers Conference – to support the introduction of 'At the river I stand' into schools and colleges workplaces etc as an educational tool, to remind people of the struggle trade unions and BME members have had to endure.

Region 1

Three motions withdrawn after discussion.

B&EMM Priorities and action planning

The B&EMM National Committee and representatives present discussed and outlined actions for 2009. These included (*see table*) –

B&EMM Regional Reps Annual Action Plan

Who	What	When
Regional B&EMM Rep	<i>Correspondence with B&EMM members</i> We must correspond with our members at least twice a year. You will need to inform members of dates for meetings and venues. Most may not respond but we still need to ensure that our members know where we are and how to contact us. Your Region will have the facilities to assist you with corresponding with our members. Social meetings have proved to be successful in many regions, and with support from Region these can be useful and informative.	Best time to send correspondence is after the first meeting of the year with your Regional Officials – to inform members about dates and planned activities.
Regional B&EMM Rep and Regional B&EMM Chair	Arrange meeting with: ● Regional Secretary; ● Regional Official with responsibility to Sections; ● Regional Fairness at work Representative. Draw up timetable of activities for B&EMM in your Region over next 12 months. Discussion to include following: ● Dates for B&EMM meetings; ● Provision of dates for Brigade Committee meetings; ● Attendance at FAW Sub Committee meetings, and Education Sub Committee meetings; ● Joint Sectional activities; ● Protocol for B&EMM Meetings with management; ● Communication with B&EMM members.	At start of year (By February)
Regional B&EMM Rep with support of Regional Officials	<i>B&EMM quarterly meetings</i> B&EMM Meetings need to be arranged at least five times a year. Timing of meetings is important to consult with your members before National Committee meetings; Annual Conference and B&EMM School. B&EMM Reps need to ensure that they attend their Regional Conference meetings, to foster support for B&EMM Motions and to inform Regional of any opposition from B&EMM.	Meetings need to take place before National committee meetings held – Feb; June; Sept; and Dec. Also meetings need to be arranged for – April (before FBU Annual Conference) – Sept (before B&EMM School) One of these meetings will have to be a B&EMM Regional AGM where Reps are elected, and motions for conference considered. September is the best date.
Regional B&EMM Rep	<i>Brigade Committee Meetings</i> Where there is no B&EMM Representation it is important for B&EMM Rep to visit that Brigade Committee at least once a year. To: – Give them a B&EMM update – Get information on B&EMM activities in that Brigade.	At least once a year for Brigades without representation.
Regional B&EMM Rep and Brigade B&EMM Reps	<i>Sit on Regional FAW and Education Sub Committees</i> Education and FAW sub committees are places where you should discuss the progression of the following: – B&EMM management agenda items* – B&EMM Regional educational school – Establishing contact and communications with other sectional representatives	Get dates at Regional Committee meeting, and liaise with Regional Education Rep and Regional FAW Rep

Who	What	When
Regional B&EMM Rep	<i>Attendance at Regional Meetings</i> Regional Reps should make all efforts to attend Regional Committee meetings, and provide a written report. If they cannot attend the meeting you must provide the following: – Apologies (with written report) or – A substitute (with written report) Even if you have nothing to report please inform Regional Chair of this (or Regional Official)	
Regional B&EMM Rep and Brigade B&EMM Rep Brigade Secretary/ Chair or FAW Representative	<i>Management Meetings</i> You should meet with Brigade senior management with Equality advisors (or person responsible for equalities). Requests for information should be made on standing B&EMM items through Brigade Secretaries initially, and meetings should be attended by Brigade Sec/Chair/FAW Rep. IE Race Equality Schemes; Brigade Equality targets; EIA involvement.	At least once in a 2 year cycle.

G7 Categories of Membership

In relation to changes in categories of membership the following circular was issued on 1 October 2008:

TO: BRIGADE SECRETARIES

cc: Brigade Membership Secretaries

Dear Brother/Sister

CATEGORIES OF MEMBERSHIP

Annual Conference 2008 agreed to amend Rule 4(a) to read as follows:

Members of Local Authority Fire Brigades under NJC Conditions of Service, other categories of employees determined by the Executive Council and elected Full Time Officials who shall be known as "Ordinary Members".

The Rule was amended so as to allow the Union to take account of potential changes to the Conditions of Service of members and other changes in the structure of fire and rescue service employment.

The Executive Council considered this in September 2008 and agreed that the following categories of Fire & Rescue Service employees should be accepted as having the right to the status of "Ordinary Member".

- *FBU members who are promoted into roles not covered by NJC Conditions of Service but who wish to maintain FBU membership.*
- *FBU members who are removed from NJC Conditions of Service by decision of the employer locally.*
- *Individuals who are employed on short term contracts (for example, after retirement) in positions which would normally be represented by the FBU.*

The Executive Council further agreed the following procedure to apply in such cases:

Any Brigade Committee which seeks to recruit and organise such employees should in the first instance raise the matter with the Regional Secretary and if any difficulties are envisaged the matter should be discussed at the Regional Committee. The Regional Committee may choose to refer the case to the Executive Council for advice/decision. In any case the Regional Secretary should inform the General Secretary of any such groups of members who have been recruited so that the Executive Council can be informed.

Officials are asked to apply this guidance in relation to any individuals or groups of individuals who seek membership.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

MW/sll

G8 CRAG

In September 2004 the Executive Council established the Control Regionalisation Advisory Group to advise the FBU Executive Council on our campaign against the regionalisation of controls.

The Group consists of members of the EC and Regional Officials, supported by the Research Department. The Group meets regularly, with the President and General Secretary assisting.

The members of the Group are:

Dean Mills	National Officer
Sharon Riley	CSNC EC Member
Sue Offland	CSNC Secretary
Kath Smith	CSNC Chair
Mark Simmons	Region 11
John Drake	Region 13
Jack Ford	ONC EC Member
Duncan Milligan	Head Office

Towards the end of 2008, the Assistant General Secretary joined the Group.

The strategic work of CRAG in 2008 has been supplemented by the work on the “second tranche”, around the regionalisation of control rooms, i.e. to defend the jobs, terms and conditions of our control room members.

The cost of CLG’s project has continued to rise sharply during 2008. CRAG has continued to contrast the view held by CLG with that of the Scottish Government and Welsh Assembly, which have both rejected any proposal to merge control rooms within their borders.

2008 saw the publication of the draft Business Case for each of the proposed regional control rooms. CRAG oversaw the provision of FBU responses to the consultation on these draft Business Cases. In November, the new CLG Minister for Fire, Sadiq Khan, published CLG’s draft National Business Case for FiReControl – the National Case for consultation. The FBU will make a submission as part of that consultation.

CRAG has been working on the FBU’s response to CLG’s consultation Part 2 of the Business Case. As part of its work CRAG has commissioned the Institute of Public Finance to carry out an independent analysis of the economic aspects of CLG’s business cases.

consultation with Regional Project Teams, CLG Officials and Ministers.

During the year we have developed a more focussed and strategic approach to our workload. As we all know, trade union facilities have always been difficult to negotiate and this is particularly so regarding time off for control members.

We have held our Control Staff National Committee meetings around the country in an aim to open up the debate and invite in members from Regions around the country to tell us first hand of their concerns in order that we may address our efforts to support members wherever needed.

We have had to get to grips with a lot of legal issues, such as TUPE and Employment Law and education has been the key to ensuring that we best represent members’ views and legal rights wherever and whenever called upon.

The political campaign against the Government’s proposals for Regional Control Centres has continued with renewed vigour. Today’s political and economic climate is far different from that at the inception of John Prescott’s crazy plan. Project costs have risen to a massive £380 million with predicted savings now only £8 million. Four out of nine Regions predicted to save nothing at all! Six different Fire Ministers and billions of tax payers’ money have failed to deliver the project as planned, on time, in budget or with any savings. The only consistent voice in the whole sorry scenario has been the FBU. We will not stop now, there is still much to be done and which can be achieved. We know we have the support of the wider FBU membership; this was evidenced at Annual Conference 2008. We can all see the threat posed by RCCs and the dangers not only to public safety but firefighter safety also.

Finally I would like to express my deep appreciation and admiration for the professionalism of our control members in Controls up and down the country. Our control members are coping with ever increasing call volumes and incident numbers amidst a most uncertain time. We have also had to cope with extremely stressful incidents involving increased numbers of firefighter injuries and fatalities. We have seen the result of climate change on our weather systems which has led on more than one occasion this year to severe flooding and spate weather conditions across the UK. Still they give of their all and continue to be praised for their work by Chief Fire Officers, Fire Authorities, ministers and politicians whenever they are called upon to perform their duties. These are the very people who would see two thirds of them without a job!

G9 CSNC Report 2008

Firstly let me express thanks to all members of the CSNC for their valued assistance and support during what has been another very busy and demanding year. As you are aware control members in England are facing an uncertain future and as a committee we find ourselves in the front line regarding

G10 CSNC AGM 2008

The AGM of Control Staff Members representatives met on 26th November 2008 at Wortley Hall, near Sheffield.

Delegates:

- Region 1 – Apologies for absence
- Region 2 – Lynda Rowan-O’Neill

Region 3 – Jean Westwood
 Region 4 – Bill Sunderland
 Region 5 – Vacant position
 Region 6 – Phil Poole
 Region 7 – Ian Titley
 Region 8 – Apologies for absence
 Region 9 – Sharon Thorndyke
 Region 10 – Not applicable
 Region 11 – Alison Stott
 Region 12 – Paul Watts
 Region 13 – Simon Gould

Officials:

Executive Council Member – Sharon Riley
 National Secretary – Sue Offland
 National Chair – Kath Smith

The following resolutions were carried:

SHIFT SYSTEMS

This annual conference is appalled at the employers' continual misuse of the need to maintain a family friendly working environment as an excuse to introduce changes to our shift systems.

The introduction of "fifth" or "grey" watches is being attempted almost daily by employers who manipulate statistics to fit their plans, throughout the United Kingdom Fire and Rescue Service employers appear to think that the best way to save lives and money is to increase the working day to twelve hours.

The benefits of our current shift patterns are clear to all except our employers who have now, in many Fire and Rescue Services, decided to use Emergency Fire Control Staff as a means to test their new shift patterns.

We call upon the Executive Council to immediately make clear to employers that, to use any individual or group as an excuse for any proposed changes to our conditions of service is divisive, inappropriate and unacceptable.

REGION 2

RESOLUTION 2 – INVOLVEMENT OF CONTROL EC MEMBER

This AGM meeting demands the General Secretary, Assistant General Secretary, or National Officer with a remit for Controls, invite the CSNC EC Member to all meetings with relevance to RCCs. This invitation to be forwarded ASAP, so dates and times can be co-ordinated.

This is for involvement, information & representation purposes for the benefit of all FF/Control Room Staff.

REGION 3

RESOLUTION 3 – RCC SEAT ON NJC

This AGM demands the Executive Council make preliminary investigations via Joint Secretaries for a seat (or seats) for a Local Authority Controlled Company Representative at National Joint Council.

This is to ensure continuous representation at National Joint Council for Firefighter Control Staff who maybe employed in Regional Control Centres.

All investigations to be carried out in consultation with CSNC Executive.

REGION 3

RESOLUTION 4 – ADC PROCESS

This Annual General Meeting believes that Firefighter (Control) are being left behind in the ADC process.

We therefore call upon the Executive Council to co-ordinate an approach to rectify the situation.

This to be done no later than the Control Annual Conference Meeting 2009.

REGION 9

PROFESSIONAL DEVELOPMENT

Fire Control staff are currently supported through a range of development schemes, IPDS and established training courses for professional development and career progression.

This is delivered by in house FRS departments and specialist external contractors. The courses are delivered to mixed groups from all areas of the FRS in order to benefit from the knowledge and experiences of a diverse workforce.

In line with the "twin-track" approach CSNC call for negotiations to begin with any future employer, alongside negotiations on contractual matters, to make arrangements with a host FRS to provide career development courses and professional support for Fire Control personnel. The outcome of these negotiations to be reported to the EC member for Control.

REGION 13

IPDS

This Annual General Meeting condemns the failure of some Emergency Fire and Rescue Services to embrace the principles and ethos of IPDS.

It is clear that this failure is leading to the prevention of Emergency Fire and Rescue Service Control Staff entry into the wider roles within the Emergency Fire and Rescue Service. Therefore this AGM calls upon the Executive Council to ensure that the agreed route for progressing through the Emergency Fire and Rescue Service i.e. by ability and not by workplace, is adopted, and acted upon, in ALL Emergency Fire and Rescue Services.

REGION 13

G11 Final Appeals Committee

In accordance with the Rules of the Union, one Official from each Region/Section was appointed by the 2008 Annual Conference to serve on the Final Appeals Committee.

SECTION G — INTERNAL ADMINISTRATION

REGION/SECTION	NAME
Region 1	Gavin Barrie
Region 2	Stephen Boyd
Region 3	Peter Wilcox
Region 4	Ian Murray
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Chris Howells
Region 9	Adrian Clarke
Region 10	Joe McVeigh
Region 11	Mark Simmons
Region 12	Julie Barton
Region 13	Phil Jordan
NWC	Kerry Baigent
NG&LC	Pat Carberry
NRC	Harry Cotter
B&EMM	Samantha Samuels
ONC	Allan Guest
CSNC	Sue Offland

There were no appeals to the Final Appeals Committee in 2008.

G12 FBU Website

In 2008 there were over 600,000 visits to the FBU national website, viewing over 3 million pages. Typically, there are between 1,500 and 2,000 visits to the website every day viewing 10,000 pages.

The national website contains key information about the Union, its campaigns and publications. Content is regularly updated with articles of fire service interest appearing in the Newsfeed.

The most visited parts of the website were press releases, campaigns, Grey Book and pensions. Visitors to the website can sign up for the Union's e-Bulletin, an electronic newsletter with reports on FBU campaigns and services. The e-bulletin has over 20,000 subscribers.

The website is important to the Union's campaigns, particularly use of the political lobbying tool. This allows members to identify and e-mail their MP about a campaign or to organise a meeting with an MP as part of a parliamentary lobby.

Visitors to the website can access FBUTube, although this can also be accessed directly through You Tube. FBUTube continues to be developed to support national, local and regional campaigns and initiatives.

There were over 19,000 views of the FBUTube channel, with a view only counting if a viewer has watched the video from beginning to end. The nine-minute video of the lobby of Parliament on 12 November was viewed by over 3,000 people.

Local campaigns covered include the campaign to stop the

closure of Windsor fire station, and anti-cuts campaigns in Humberside and Cleveland reached close to 3,000 viewers each. The video reporting the Court of Appeal pensions case had over 1,000 viewers in the space of a matter of days.

FBUTube was "commended" – third place – in the 2008 TUC Press and PR awards in the *Best Use of E-communications* category. Judges remarked that "despite the low budget these videos are well produced and serve to get members' voices about local campaigns into the public domain. A great idea..."

FBUTube hosted a video as part of the Cornwall anti-cuts campaign. In the *Best Campaign* category of the 2008 TUC Press and PR awards, the Cornwall campaign was "commended" – third place – as a "good example of low budget, local campaigning that worked, using a creative and strategic approach towards a variety of campaigning tactics to build pressure."

The FBU pay and conditions database, maintained by Labour Research Department (LRD), can also be accessed via the website. There have been significant additions to the content of the database with the addition of many local agreements and documents added as a result of the materials gathered for the research on assaults, flooding and fatalities.

All officials have access to all LRD publications online to assist with campaigning and research in support of local negotiating initiatives. LRD publications and the FBU's database are both fully searchable.

G13 Firefighter Magazine

Firefighter magazine is mailed to the homes of all members, out of trade members, MPs and key opinion formers within the fire service. Copies are also sent to all branches. The magazine has a distribution in excess of 55,000 and is the most widely read publication within the UK fire service.

Firefighter magazine once again won plaudits at the 2008 TUC Press and PR Awards, winning *Best Feature* for on the fatal Warwickshire warehouse fire and the four firefighters who tragically lost their lives. The panel of judges, which included Deborah Summers from *The Guardian* website and Martin Shankleman from BBC Radio, described the article as a "moving account of a terrible tragedy, with great use of pictures. Some harrowing moments bring home the sheer scale of the fire at Atherstone."

Firefighter magazine had "strong" content and an "attractive" design with a "good" campaigning focus "that creates the impression of a busy dynamic union," according to the judges, who selected from entries submitted from TUC-affiliated unions.

The Road to Iraq, a special supplement to *Firefighter* about a journey by FBU officials in two fire engines to the war-torn country, was "highly commended" – runner-up – in the *Best*

One-off Publication entry for being “conceptually strong”, a “delight to read” and “engaging throughout”.

In 2008, the magazine covered key national campaigns such as ill-health pensions, regional controls, firefighter fatalities and flooding response. Articles were also published on health, safety and welfare issues, such as FBU campaigns for a dignified and safe workplace environment in the fire service and parental and carers’ rights, as well as on the Union’s drive to boost membership in the fire service.

Coverage was maintained on the critical professional work done by FBU members in the wholetime and retained duty systems, in emergency fire controls and among our officer members. The magazine continued to provide a space for FBU reps up and down the country to highlight local issues – from shifts to cuts through integrated risk management plans – and action being undertaken by the Union to defend and promote the interests of FBU members and the public we serve.

A key focus of *Firefighter* was to promote the involvement of FBU members in FBU campaigns.

Publications focused on black and ethnic minority members (“Advisor”), gay and lesbian members (“Flagship”), retained members (“Alerter”) and women members (“Siren”) were produced throughout 2008, mailed to branches and home addresses of the membership of the respective FBU “sections”. They reported on issues and campaigns of relevance not only to the sectional groups in the Union but the membership as a whole, such as dignity and respect at work and equal treatment of all FBU members irrespective of duty system, belief, race, sex and sexual orientation.

Matters covered ranged from fire station and mobile facilities, family friendly policies and shifts as well as homophobia and racism affecting FBU members. Advances in the organising and recruiting of members into the Union were also reported.

G14 Gay & Lesbian National Committee Report 2008

National Representatives:

EC Member	Stewart Brown
National Gay & Lesbian Committee Chair	Yannick Dubois
National Gay and Lesbian Committee Secretary	Pat Carberry

Regional Representatives:

Region 1	Vacant
Region 2	Vacant
Region 3	Peter Wilcox
Region 4	Vacant
Region 5	Vacant
Region 6	Patsy Griffith
Region 7	Lisa Slevin

Region 8	Vacant
Region 9	Kevin Gutherson
Region 10	Norman Perry
Region 11	Vacant
Region 12	Alli Burrows
Region 13	Vacant

At the time of submission of the report three new Regional G&L Representatives were awaiting formal endorsement as elected officials.

The National Gay and Lesbian Committee met throughout the year on the following dates:

22nd February	Full Business	Head Office
19th May	Annual Conference Delegation Meeting	Southport
12th + 13th June	Full Business	Head Office
11th July	Non Business	Newcastle
1st August	Non Business	Brighton
26th September	Full Business	Head Office
12th December	Full Business	Head Office

The following dates have been booked for National Gay and Lesbian Committee meetings for 2009:

6th February	Full Business	Head Office
5th June	Full Business	Head Office
31st July	Non Business	Brighton
25th September	Full Business	Head Office
4th December	Full Business	Head Office

FBU Committees:

National Fairness at Work Committee	Alli Burrows
Regional Health and Safety Co-ords	Pat Carberry
National Education Committee	Yannick Dubois
Final Appeals Committee	Pat Carberry

Flagship

We produced two editions of Flagship in 2008. The format changed slightly with the focus being on smaller articles allowing a greater variety of subjects to be covered. Members are still encouraged to send articles for publication to the magazine’s editor Pat Carberry.

Communities and Local Government

The committee continue to work with CLG on moving forward issues relating to Lesbian Gay Bisexual and Trans employees and their community. Executives of the committee assisted in the production of the Fire and Rescue Service Equality and Diversity Strategy, and met with the then Fire Minister Parmjit Dharnda.

Fire and Rescue Service Equality and Diversity Award

At this years Fire and Rescue Service Equality and Diversity Awards the National Gay and Lesbian Committee received the award for outstanding leadership. The award was presented by Communities and Local Government, the Chief Fire Officers' Association and the Local Government Association.

Gay and Lesbian School

The Gay and Lesbian School took place at Wortley Hall on the 17th to 19th October. It was the tenth anniversary of the school and was attended by over 50 students. In keeping with the resolution passed at last year's conference the school was open to and attended by a number of members of other TUC affiliated unions who represent employees of the fire and rescue service. A full report of the school is included in the annual report.

LGBT support networks in European Fire Services

A bid for financial support from the European Union to support a project to establish and strengthen LGBT networks in other European fire services was unsuccessful. Despite the failure to secure funding the NGLC were able to help the Netherlands establish its first support network. Contact was also made from the Chief Fire Officer of Stockholm for advice on how the fire service in Stockholm could engage with the LGBT community for Europride 2008 which was hosted by that city. As a result of our input for the first time in history firefighters who were 'out' marched with an appliance at the Pride event in Stockholm and a network has now been established.

Pride events

Members of the committee joined officials and members in various Pride events throughout the country. As well as the major events of London and Brighton Pride committee members also assisted in supporting many of the smaller and newer regional Pride events. The National Committee are pleased to report that this year has seen a marked improvement from fire authorities in terms of direct engagement and participation at Pride events.

LGBT awareness training events

Following on from last year's conference 'Lesbian, Gay, Bisexual and Transgendered Equality in the Fire Service – an absolute taboo' hosted by Avon Fire Authority, a number of further training events took place. Events were held in London, Duxford, Edinburgh, South Yorkshire and at TUC Congress House to continue to highlight the issues. The events were open to FBU members, Fire Authority members, Equality Practitioners and Chief Fire Officers.

G15 Gay & Lesbian National Committee AGM 2008

Held at FBU Head Office Friday 12th December 2008.

Present

Yannick Dubois, Chair
Stewart Brown EC
Pat Carberry Secretary
Peter Wilcox (3), Jeff Seaton (3)
Kath Smith (5)
Neil Sutton (6)
Lisa Slevin (7)
Kevin Gutherson (9)
Norm Perry (10)
Alison Stott (11)
Alli Burrows (12)

Apologies

Paul Canning (10)

National Report

John McGhee gave the AGM a briefing on current Union work, nationally.

National Secretaries Report

Pat Carberry gave the AGM a report on work carried out by the national committee since November 2007.

Resolutions

1. ONLINE BULLYING AND HARASSMENT SURVEY

After the recent CLG survey into bullying and harassment at work within fire stations it is clear that unacceptable behavior still exists. As a key stakeholder with a proud record of dealing positively with unfair treatment, it is essential that the FBU show leadership within this area of work.

Conference therefore demands that the Fire Brigades Union sets up a confidential and professionally run online survey of current members. This will establish any current issues of bullying and harassment along with support available and utilised, within all FRSs. We ask that a yearly report be tabled in front of annual conference to show the extent of any problems that still exist, and examples of good practice.

REGION 10

2. LGBT ASYLUM

Conference is appalled at the continued deportation of LGBT asylum seekers by our Government on the grounds that they believe gay and lesbian people who act in a "discreet" way will not be in danger in countries such as Iran.

Conference calls on the Executive Council through whatever means possible to lobby the Government to halt the deportation of people to countries where their sexual orientation or gender identification may mean that they are

threatened with the risk of imprisonment, torture, or even execution.

A report on progress to be circulated to all members prior to Annual Conference 2010.

REGION 3

3. NATIONAL SCHOOL – EQUALITY AND DIVERSITY

Gay and Lesbian members of the Fire Brigades Union recognise and applaud our Union's achievements in moving forward the issue of equality and diversity. It has long been recognised that the Fire Brigades Union have been leaders in this field but it is with concern that we note the lack of input and education on this subject at the 2008 national school.

Gay and Lesbian members therefore call on the Executive Council and Education Committee to ensure that opportunities such as national school include the necessary training to ensure our Union continues to lead the way in the area of equality and diversity.

REGION 9

4. LGBT ISSUES

The National Gay and Lesbian Committee wish conference to recognise the work of Avon FRS with the support of the FBU in raising LGBT issues within the Fire and Rescue Service nationally.

Avon together with a small number of other Services has facilitated seminars and events that have discussed and investigated the impact of homophobia in the Fire and Rescue Service.

Despite this very good work there is a lack of a formalised action plan to implement any findings and progress of LGBT issues nationally.

Conference calls on the Executive Council to lead a working group inviting key stakeholders to participate in developing an action plan from the findings of these seminars, circulating this action plan to all Fire and Rescue Authorities to progress LGBT issues within their Service as a demonstration of best practice. Progress to be circulated to all members before November 2009.

REGION 3

5. HOLOCAUST MEMORIAL DAY

Conference welcomes the increasingly high profile that Holocaust Memorial Day is having, and especially recognises the impact within the lesbian, gay, bisexual and trans community.

Holocaust Memorial Day (HMD) takes place on the 27th January each year on the day that Auschwitz was liberated, and it is vital that trade unions and its members are made aware of this. It is also important to understand that of the many people who perished within the concentration camps, a large number were trade unionists and a huge number were lesbian, gay, bisexual or trans, and this still goes unnoticed in some quarters.

Conference therefore calls on the Fire Brigades Union to

raise awareness of Holocaust Day, get involved with remembering those who died, and those who still survive.

Conference also calls on the Executive Council to participate in HMD on January 27th each year.

REGION 10

6. FIRE SERVICE ENGAGEMENT WITH HOMOPHOBIC ORGANISATIONS

Gay and Lesbian members of the Fire Brigades Union note with concern that some fire services have been engaging external organisations who have published policies excluding people who identify as gay or lesbian (from being members of their organisation) to provide support services to their employees.

It is further noted that some of these organisations receive payment from fire service budgets to provide these services.

Conference opposes the engagement by fire services of organisations that operate policies of exclusion based on sexual orientation. We call on Brigade Secretaries and Fairness at Work Representatives to raise this as an issue with any fire services who currently utilise or are considering the engagement of such organisations to ensure that all service providers to the fire and rescue service meet the ethical standards of inclusion the service purports to hold so dearly.

REGION 9

7. TRAINING ON LGBT ISSUES FOR FRS STAFF

Conference is appalled at the ongoing issues of bullying and harassment faced by Lesbian, Gay, Bi-Sexual and Trans (LGBT) staff, within the Fire and Rescue Service (FRS), highlighted in the recent FF survey by the CLG.

This issue seems to be the one area where the FRS struggles in terms of Equality and Diversity. There is no proper way of recording any statistics on this, as many people are reluctant to report incidents, for fear of 'outing', themselves.

Conference therefore calls on Brigade Secretaries to enter into dialogue with FRS managers to establish a programme of training and education on LGBT issues. This will give all staff the tools and education to make informed decisions and therefore break the cycle of homophobia and transphobia currently faced.

Conference further asks that a way to monitor what individual FRSs around the UK are doing be set up by the FBU through its Fairness at Work committee and this work to be reported to annual conference 2010.

REGION 10

8. EQUALITY REPRESENTATIVES

Conference acknowledges the work of Trade Unions, the TUC and Government in recognising, developing and supporting the work of reps in the workplace with a specific role of progressing equalities issues. Many unions

have specific Equalities reps, in the FBU these roles are often covered by the Equality Sections reps, including officials of the National Gay and Lesbian Committee.

One barrier these reps constantly have to overcome is the lack of facility time provided by our employers.

Disappointingly proposals in the Single Equality Bill fail to provide equality reps with legislative provision of time off to conduct their duties, similar to that of Health and Safety and Union Learning reps.

Conference calls on the Executive Council to work with the TUC and affiliates in developing a campaign to bring about change by the Government to implement the required change to legislation that facilitates paid time off to carry out their duties, a report on progress to be provided back to conference 2010.

REGION 3

9. DISABILITY DISCRIMINATION ACT, PROTECTING OUR MEMBERS' RIGHTS

Lesbian, Gay, Bisexual and Trans members of the FBU note with concern the recent decision by the House of Lords in the case of *Malcolm v London Borough of Lewisham*. The case involved an interpretation of less favourable treatment with regards to the protection afforded under the Disability Discrimination Act 2005 (DDA). Although the case did not mention employment it has had major implications for employment law as cuts to the very definition of 'less favourable treatment' within the meaning of the legislation.

Recently a member diagnosed with HIV took their employer to an employment tribunal as a result of the application of sickness and absence monitoring and the threat of disciplinary action for time off through sickness and treatment directly attributable to their HIV condition. As a result of the application of the interpretation of the DDA with the *Malcolm* case our member was left without the vital protection that the DDA was intended to provide.

The consequences of this new legal interpretation have far reaching consequences not only for our members but members of all unions.

Gay and Lesbian members call on the General Secretary to consult with our solicitors on how best to challenge the legal interpretation of the *Malcolm* case. As this matter concerns members of all trade unions we also call on the General Secretary to raise this matter with the TUC General Council with a view to joint funding for any necessary legal challenge.

REGION 9

After close of business all members of the NGLC were instructed to convene to decide which three resolutions shall be forwarded to Annual Conference.

AOB

No items of business received.

G16 Retained Members National Committee Report 2008

2008 has been a busy year for the National Retained Committee. It started on a high with a momentous victory for RDS firefighters in the tribunal, which was won in March 2008, and meant that after eight years of FBU campaigning and challenging, through the legal system, RDS firefighters are now classed as Part-time Workers and are allowed equal access to the Firefighters' Pension Scheme. The outstanding issues from this victory are subject to further discussions at Joint Secretary level to try to find a remedy to any areas of potential discrimination within the Grey Book. The other outstanding issue of RDS access to the Firefighters' Pension Scheme is subject to further discussion with the Treasury Solicitors.

Members of the NRC have continued to work with Daniel Giblin in an aim to recruit new members, establish RDS contacts in Brigades, assist with Regional Reps and support structures in Regions.

The NRC has also been working alongside Brigade and Regional Officials by offering support to stations under the threat of closure and becoming involved in campaigns to fight against cuts.

The issue of salary schemes has continued to be an area that the NRC has had to provide advice on in ongoing discussions. These and other Issues have been regularly reported through the *Alerter* magazine.

Conference 2008 carried four resolutions directly impacting on RDS firefighters concentrating on establishment levels, access to training, transferability and retention of the Bounty Scheme. These resolutions have been subject to ongoing work with the NRC and the FBU Workforce Development Group, where appropriate.

G17 Retained Members National Committee AGM 2008

Report of Proceedings and Record of Decisions

Opening the meeting:

The Annual General Meeting of Retained Members of the Fire Brigades Union on 30th November 2008 was this year held at the Kingston Lodge Hotel, Kingston Upon Thames, Surrey. The meeting was opened at 10:00 hours by National Retained Committee Chair Harry Cotter who welcomed the delegates, observers and guest speakers to the meeting.

Guest speakers

The first speaker was FBU President Mick Shaw, who delivered a speech that outlined the national position on work currently being undertaken by the Union, highlighting the Firefighters Fatalities campaign, the work done on membership and recruitment, pensions and part-time workers legislation issues. The President also answered a number of questions from the floor on topics ranging from public sector pensions, progress on the Retained Pensions case and discrimination of part-time workers. It was reiterated that members who believed they were being discriminated against should seek legal advice from Thompsons Solicitors with a view to holding the offending brigades to account.

The second guest speaker was FBU Organiser Daniel Giblin, who gave a report on the Union's activities across the regions where recruitment activity had taken place. He also gave an overview of the Activist's Academy course that was trialled in Humberside recently.

EC Member's Report

The third speaker was Executive Council Member Tam Mitchell, who outlined the work undertaken by the NRC executive who, as a result of recent changes to standing orders, had been tasked with the organisation of this year's and future Annual Retained Members meetings. An update was given on the Retained Pensions case highlighting the current position in respect of the meetings and proposed meetings with the NJC joint secretaries that have been scheduled to progress this matter. This speech also covered the issue of RDS members who wished to transfer to full time duty system posts within their own and other brigades and the work currently being undertaken by the FBU on this.

A number of questions from the floor were answered. These questions ranged from the progression of RDS issues passed to the FBU's Workforce Development Group and included topics such as training, transferability and part time worker discrimination. The importance of membership involvement in these and the many other issues affecting RDS members was also covered. All new attendees were urged to fully participate, using the structures provided by the FBU in branch, brigade and regional retained meetings that are held regularly, to help pass on information received and feedback into the NRC.

The meeting was adjourned at 11:12 for tea & coffee and resumed at 11:32 to continue with the moving of resolutions.

Resolutions: Record of Decisions:

Resolution 4:	
Salaried Schemes	– Carried
Resolution 11:	
Retaining Fee	– Carried Unanimously
Resolution 9:	
Transferability	– Carried
Resolution 10:	
Public Awareness Campaign	– Carried Unanimously

Resolution 6:
Union Leave – Carried

Resolution 2:
Email Resources for Brigade
Retained Reps – Carried

The meeting was closed at 12:32 by NRC Chair Harry Cotter who thanked all attending for their participation and wished them a safe journey home.

G18 Officer Members National Committee AGM 2008

The Officer Members National Committee AGM met on December 15th 2008 at Friends Meeting House, London, and considered the following resolutions, which were passed and subsequently submitted to Annual Conference 2009.

Motoring Allowance

This Conference instructs the Executive Council to undertake research into improving the mechanisms to enhance the reimbursements for all vehicle user schemes and to report the findings to Conference 2010.

Loss of Grey Book posts

This Conference is concerned with the increasing number of Grey Book posts being re-aligned to other contractual conditions of employment. This Conference instructs Brigade Committees to resist all attempts for such re-alignments and to ensure the Executive Council is kept informed of such attempts.

Retired FBU Members Section

Conference calls upon the Executive Council to investigate the possibility of forming a new section called 'The Retired FBU Members Section'. The Executive Council will give due consideration to the funding and organisation of the Section.

In organising the new section the Executive Council will consider allowing the 'The Retired FBU Members Section' the ability to select its own officials at Brigade, Regional and national level and allowing those officials to attend such meetings as observers.

Conference acknowledges the loss of skills, knowledge, drive and enthusiasm to the FBU when a member retires and applauds the contribution given during their time in Brigades and indeed in elected positions of FBU office.

In proposing this resolution we are aware of the 'Operation Fireguard' proposal and the recent attacks on the ill-health pension provisions.

The Executive Council should report back to Annual Conference 2010 with recommendations and necessary rule changes.

G19 Officer Members Seminar 2008

On 17 and 18 September 2008, the opportunity was taken to reintroduce an Officer seminar to meet Conference resolutions and rule book changes regarding the organisation of an annual meeting for Officer Member representatives. This was the first Officers' Seminar organised for some years, and took place at Wortley Hall and was attended by students who were officials and/or officer members of the Fire Brigades Union. An opportunity was taken to also invite officials of the Control Staff National Committee.

The seminar was led by Assistant General Secretary Andy Dark and proved to be very successful. A report to this effect has already been placed before the Executive Council.

The seminar was intended to provide technical information and to look at improving communication methods between Officer representatives, and sessions included:-

- Union Learning Fund with a presentation by Andy Brickles, an FBU ULF rep;
- Timber Framed Construction with a presentation by Rob Martin, Region 8 ONC rep;
- Analytical Operational Risk Assessment with a presentation by Steve Flanagan, Officer rep. Cheshire;
- FBU/Officers National Committee – a discussion led by Jack Ford, ONC EC member;
- BS 9999 with a presentation by Mike Wood, Pilkington Glass;
- Fire Safety Update with a presentation by Dave Sibert the FBU's Fire Safety and IRMP Advisor;
- Carbon Footprinting within the Fire and Rescue Service with a presentation by Dr Jim Marsden;
- Organising within the workplace– a discussion led by Trevor Cave;
- The campaign against the Regionalisation of Control Rooms with a presentation by Sharon Riley EC member for Control members.

In closing the seminar we acknowledged those who assisted with the organisation and smooth running of the event. The Officers' Seminar for 2009 has been booked to take place between October 19-20th at Wortley Hall.

G20 Political Fund

The political fund continues to be used for the provision of campaign funding and political education work.

Members will note the increase in publications we issue for briefings to politicians to benefit all sections and members, ensuring our political work is effective, targeted and assists those who actively help our members.

The available fund continues to grow following the disaffiliation from the Labour Party and this additional financial resource has been used in all areas of political work to benefit members by campaigning on their behalf at local and national level.

G21 Reorganisation Sub-Committee

The Reorganisation Sub Committee of the Executive Council continued to meet during 2008. Membership of the Committee was as follows:

- General Secretary;
- President;
- Vice President;

and the following Executive Council members:

- Brother Roddy Robertson;
- Brother Jim Barbour;
- Brother Dave Green;
- Brother Mike Smith;
- Brother Jack Ford;
- Brother Mick Nicholas.

A consensus emerged early on in discussions that there was no need identified for significant and large scale re-structuring within the union. This was reflected in the response to various consultations by the committee as well as in the considerations of the sub-committee itself. Nevertheless, the committee has continued to function and has agreed to address outstanding issues in due course. These include:

- Officer/middle manager structure;
- The development of sectional representation;
- Retired and Out of Trade members;
- The rule book.

Proposals in relation to retired and out of trade members were submitted to the Executive Council for discussion.

G22 RAFT

RAFT (Restoration of Appearance and Function Trust) is a registered charity, dealing with people suffering from physical disfigurement and awful wounds, including those injuries sustained by severe burning. As a result of this work, several of our own FBU members have benefitted from specialised treatment.

The Union has continued its association with RAFT throughout 2008.

G23 Regional Offices and Officials

Region 1 – Scotland

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Brigades

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Dumfries & Galloway
Fife
Grampian
Highland & Islands
Lothian & Borders
Strathclyde
Tayside

Executive Council Member

Mr R D Robertson

Regional Secretary

Mr K Ross

Regional Chair

Mr J Duffy

Regional Official

Mr J Docherty

Regional Treasurer

Mr G K Barrie

Brigade Secretary

Mr G McQuade
Mr G McLeod
Mr S McCabe
Mr A Paterson
Mr M Cooper
Mr A Fulton
Mr A Miller
Mr J Malone

Brigade Chair

Mr S Thomson
Mr S Chaudhry
Mr G Birtley
Mr L Murray
Mr F Parr
Mr B J Banks
Mr J Cairns
Mr R Costello

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Mr J Quinn

Regional Chair

Mr B Stanfield

Regional Official

Mr D Rooney

Regional Treasurer

Mr S Boyd

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Tyne & Wear

Executive Council Member

Mr A McLean

Regional Secretary

Mr S A Gregg

Regional Chair

Mr S Watson

Regional Official

Mr P Wilcox

Regional Treasurer

Mr S Hedley

Brigade Secretary

Mr S Watson
Mr K Shaw
Mr C James
Mr A Noble

Brigade Chair

Mr T Whitfield
Mr R Morton
Mr K Brennan
Mr D Turner

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West Yorkshire

Executive Council Member

Mr J Pagan

Regional Secretary

Mr I Murray

Regional Chair

Mr I Watkins

Regional Official

Mr V Gregory

Regional Treasurer

Mr P Smith

Brigade Secretary

Mr P Smith
Mr I Watkins
Mr N Hodges
Mr M B Wilson

Brigade Chair

Mr D Collingwood
Mr G Willis
Mr J Gilliver
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Lancashire
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Regional Secretary

Mr K P Brown

Regional Chair

Mr N Thompson

Regional Official

Mr S Harman

Regional Treasurer

Mr S Shelton

Brigade Secretary

Mr D H Williams
Mr M Hind
Mr P Taylor
Vacant
Mr S Harman
Mr B L Skarratts

Brigade Chair

Mr A Price
Mr D Greenway
Mr A Anderson
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Mr K Deacon
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Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Executive Council Member

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Regional Secretary

Mr D J Limer

Regional Chair

Mr T D Murray

Regional Official

Mr T Neal

Regional Treasurer

Mr P Wilkins

Brigade Secretary

Mr M Cobb
Mr N Mayne
Mr C Tuck
Mr G Mitchell
Mr B Mould

Brigade Chair

Mr M Ferron
Mr C Doughton
Mr C Hides
Mr S Mason
Mr P Coates

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Staffordshire
Warwickshire
West Midlands

Executive Council Member

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Regional Secretary

Mr C Downes

Regional Chair

Mr A Larose

Regional Official

Mr P W Goulden

Regional Treasurer

Mr C Wood

Brigade Secretary

Mr J Richards
Mr M Lamb
Mr B Moss
Mr T Conn
Ms R Jones

Brigade Chair

Mr P Hope
Mr A Brown
Mr G McLeod
Mr M Rattray
Mr M Fellows

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Brigades

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North Wales
South Wales

Executive Council Member

Mr M Smith

Regional Secretary

Mr G Mayos

Regional Chair

Mr R Perry

Regional Official

Mr C J Howells

Regional Treasurer

Mr S M Jenkins

Brigade Secretary

Mr R Curran
Mr C Burns
Mr J Jenkins

Brigade Chair

Vacant
Ms S Williams
Mr C Griffiths

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Essex
Hertfordshire
Norfolk
Suffolk

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Mr K Handscomb

Regional Secretary

Mr A Clarke

Regional Chair

Mr B Hooper

Regional Official

Mr N Day

Regional Treasurer

Mr D Godfrey-Shaw

Brigade Secretary

Mr J Hollamby
Mr K Napier
Mr P Moth
Mr A Smith
Mr J Wyatt
Mr S Collins

Brigade Chair

Ms J Clarke
Mr P McQuillen
Mr N Mayes
Mr S Duncan
Mr P Greeves
Mr A Vingoe

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Executive Council Member

Mr I Leahair

Regional Secretary

Mr J MacVeigh

Regional Chair

Mr G Fielden

Regional Official

Mr P Embery

Regional Treasurer

Mr L Brightman

Region 11 – South Eastern

FBU Regional Office

Fire Station
Coldharbour Road
Northfleet
Kent
DA11 8NT
Tel: 01474 320473
Fax: 01474 361422

Executive Council Member

Mr J Parrott

Regional Secretary

Ms D Armstrong

Regional Chair

Mr Mark Simmons

Regional Official

Vacant

Regional Treasurer

Mr S Beckwith

Brigades

Kent
Surrey
East Sussex
West Sussex

Brigade Secretary

Mr M Simmons
Mr R Jones
Mr S Huggins
Mr F Bishop

Brigade Chair

Mr I Young
Mr P Greenwood
Mr M Dale
Mr M Cambers

Region 12 – Southern

FBU Regional Office

Fire Station
St Mary Street
High Wycombe
Buckinghamshire
HP11 2HE
Tel: 01494 513034
Fax: 01494 513035

Brigades

Berkshire
Buckinghamshire
Hampshire
Isle of Wight
Oxfordshire

Executive Council Member

Mr K Horan

Regional Secretary

Mr R Matthews

Regional Chair

Mr P Fletcher

Regional Official

Ms J Barton

Regional Treasurer

Mr D Dymond

Brigade Secretary

Mr E Cardoso
Mr R Matthews
Mr P Trew
Mr M Sainsbury
Mr A Sillman

Brigade Chair

Mr M Stollery
Mr M Bliss
Mr E Burrows
Mr M Deacon
Mr G Laidler

Region 13 – South West

FBU Regional Office

158 Muller Road
Horsfield
Bristol
BS7 9RE
Tel: 0117 935 5132
Fax: 0117 935 5916

Brigades

Avon
Cornwall
Devon & Somerset
Dorset
Gloucestershire
Wiltshire

Executive Council Member

Mr T McFarlane

Regional Secretary

Mr J Drake

Regional Chair

Mr P Jordan

Regional Official

Mr K Herniman

Regional Treasurer

Ms V Hampshire

Brigade Secretary

Mr C D Jackson
Mr T Nottle
Mr T French
Mr C Stanley (Acting)
Mr M Tully
Mr J Tray

Brigade Chair

Mr C Taylor
Mr M Tremellen
Mr B Walker
Mr M Reed (Acting)
Mr S Turner
Mr P Lawler

SECTION G — INTERNAL ADMINISTRATION

Gay & Lesbian Committee

Executive council

member G/L	Mr S Brown
Secretary G/L	Mr P Carberry
Chair G/L	Ms Y Dubois

Region 1	Vacant
Region 2	Vacant
Region 3	Mr P A Wilcox
Region 4	Vacant
Region 5	Vacant
Region 6	Ms P Griffith
Region 7	Ms L Slevin
Region 8	Vacant
Region 9	Mr K Gutherson
Region 10	Mr N Perry
Region 11	Vacant
Region 12	Ms A Burrows
Region 13	Vacant

National Retained Committee

Executive council

member NRC	Mr T Mitchell
Secretary NRC	Mr P Preston
Chair NRC	Mr D H Cotter

Region 1	Vacant
Region 2	Mr N C Jordan
Region 3	Mr A Pattinson
Region 4	Mr R Arrand
Region 5	Mr M Parkinson
Region 6	Vacant
Region 7	Mr P Brownhill
Region 8	Mr L Jones
Region 9	Vacant
Region 10	Vacant
Region 11	Mr J Haizelden
Region 12	Mr R H Dewis
Region 13	Mr L P Redman

Control Staff National Committee

Executive council

member CSNC	Ms S Riley
Secretary CSNC	Ms S Offland
Chair CSNC	Ms K Smith

Region 1	Mr S Reid
Region 2	Ms L Rowan-O'Neill
Region 3	Ms J E Westwood
Region 4	Mr W G Sunderland
Region 5	Vacant
Region 6	Mr P Poole
Region 7	Mr I Titley
Region 8	Mr N Rees
Region 9	Ms S Thorndyke

Region 10

Region 11

Region 12

Region 13

Vacant

Ms A Stott

Mr P Watts

Mr S Gould

Officers' National Committee

Executive council

member ONC	Mr J C Ford
Secretary ONC	Mr D Beverley
Chair ONC	Mr A P Guest

Region 1	Vacant
Region 2	Mr J Denvir
Region 3	Mr M Pottinger
Region 4	Vacant
Region 5	Mr P Moss
Region 6	Mr M Coakley
Region 7	Mr W R Perrins
Region 8	Mr R Martin
Region 9	Mr D Cain
Region 10	Mr P Poullais
Region 11	Mr R Troth
Region 12	Vacant
Region 13	Vacant

Black & Ethnic Minority Members Committee

Executive Council Member

B&EMM Secretary	Mr M Nicholas
B&EMM Chair	Ms S Samuels
	Mr L Phillpotts

Region 1	Mr L Ramsey
Region 2	Vacant
Region 3	Mr L Brown
Region 4	Mr M Brown
Region 5	Vacant
Region 6	Mr D H Powell
Region 7	Mr C Jarrett
Region 8	Mr B Amos
Region 9	Mr V Liburd
Region 10	Mr G Brooks
Region 11	Ms C Brown
Region 12	Mr A Fernandes
Region 13	Mr L Phillpotts

National Women's Committee

Executive council

member NWC	Ms V Knight
Secretary NWC	Ms K Baigent
Chair NWC	Ms D Feltham

Region 1	Ms D Christie
Region 2	Ms L Rowan-O'Neill
Region 3	Ms S Rye
Region 4	Ms T Jeffrey
Region 5	Vacant

Region 6	Ms H Tooley
Region 7	Ms H P Harrison
Region 8	Ms J Byrne
Region 9	Ms H Astridge & Emma Davis shared role in 2008
Region 10	Ms S Harper
Region 11	Mrs J Craig
Region 12	Ms K Ellis
Region 13	Ms P Layhe

Education Officers

Region 1	Mr J Duffy
Region 2	Ms L Rowan-O'Neill
Region 3	Mr B Gibson
Region 4	Mr P Smith
Region 5	Vacant
Region 6	Mr D Limer
Region 7	Mr C Horsburgh
Region 8	Mr C Griffiths
Region 9	Mr S Brinkley
Region 10	Mr P Embery
Region 11	Mr S De Fraine Ford
Region 12	Mr K Hall
Region 13	Mr R Walker
CSNC Education Rep	Ms J E Westwood
ONC Education Rep	Mr D Beverley
NRC Education Rep	Mr D H Cotter
NWC Education Rep	Ms H Harrison
B&EMM Educ. Rep	Mr L Philpotts
G&L Education Rep	Ms Y Dubois

Regional Fairness at Work Reps

Region 1	Mr L Ramsey
Region 2	Mr J Quinn
Region 3	Mr B Gibson
Region 4	Mr D Williams
Region 5	Ms V Salmon
Region 6	Mr Mayne
Region 7	Mr B Moss
Region 8	Mr D E Parry
Region 9	Mr J Clarke
Region 10	Mr S Wakeford
Region 11	Ms D Armstrong
Region 12	Mr J Wolfenden
Region 13	Mr J Drake
CSNC FAW Rep	Ms S Offland
ONC FAW Rep	Mr P Poullais
G&L FAW Rep	Ms A Burrows
NWC FAW Rep	Ms K Baigent
B&EMM FAW Rep	Mr C Jarrett

Regional Health and Safety Reps

Region 1	Mr J Docherty
Region 2	Mr J Heron
Region 3	Mr R King
Region 4	Vacant
Region 5	Mr I McGill
Region 6	Mr T D Neal
Region 7	Mr P W Goulden
Region 8	Mr S Fleming
Region 9	Mr S Kerridge
Region 10	Mr G Fielden
Region 11	Mr M Brown
Region 12	Mr D Dymond
Region 13	Mr K Herniman
CSNC H&S Rep	Ms K Smith
ONC H&S Rep	Mr M Coakley
NRC H&S Rep	Mr L Jones
NWC H&S Rep	Ms S J Harper
B&EMM H&S Rep	Mr M Brown
G&L H&S Rep	Mr P Carberry

G24 Retired Officials

The following officials retired during the calendar year 2008:

Executive Council members

Ernie Thornton – Region 11 Executive Council Member

Brother Ernie Thornton retired in November 2008, after 30 years' loyal service to the public and the Fire Brigades Union. Ernie joined the Kent Fire and Rescue Service in 1978 just after the 1977/78 National Strike. Shortly after joining the Service, Ernie became a Branch Representative, and from there went on to take up many positions within the Union in Kent – including Divisional Chair, Brigade Membership Secretary, and Brigade Secretary. Amongst his many achievements Ernie was instrumental in building close links with French firefighter trade unions, which proved beneficial when signing the Channel Tunnel firefighting agreement between the UK and France. Ernie was elected as EC Member for Region 12 (which later became the FBU's Region 11) in December 1999. He led the Region through a most difficult period, the 2002/04 National Pay Dispute. The Executive Council join with Region 11 in applauding Ernie for his outstanding contribution made to the Fire Brigades Union, and wish him a long and happy retirement.

Peter Miller – Region 12 Executive Council Member

Brother Peter Miller retired at the end of June 2008 after loyally serving in the Royal Berkshire Fire & Rescue Service for 33 years. Peter held various Union positions at Brigade level before being elected as Regional Treasurer. He then went on to hold all of the Regional positions prior to being elected as Executive Council Member. His experience and knowledge will be sorely missed in the Region. Peter was a first class ambassador for the FBU and made many friends for the Union whilst campaigning for workers' rights, and formed bonds which will continue in his retirement. The Executive Council wish Peter a long and happy retirement and thank him on behalf of the membership for his dedicated contribution and efforts to build a stronger FBU.

Regional Officials

Tony Maguire	Regional Secretary Region 2
Paul Matthewman	Regional Official Region 4
Sean Cahill	Regional Secretary Region 4
Tony Nutting	Regional Secretary Region 7
Tennyson Turney	Regional Chair Region 9

Brigade Officials

Tony Paterson	Brigade Chair Region 1 Central
Wullie Brown	Brigade Chair (& Regional Officers Rep) Region 1 Dumfries & Galloway
Billy Sanderson	Brigade Secretary Region 1 Highlands & Islands
Jim Speirs	Brigade Secretary Region 1 Strathclyde
John Speight	Brigade Chair Region 4 South Yorkshire
Nick Sutcliffe	Brigade Chair Region 4 West Yorkshire
Dave Carruthers	BMS Region 5 Cheshire
Paul Tyrell	BMS Region 6 Leicestershire
Steve Laughher	Brigade Secretary Region 7 Hereford and Worcester
Richard Nightingale	Brigade Chair Region 9 Cambridgeshire
Harry Sawyer	Brigade Secretary Region 11 Kent
Andy Middleton	Brigade Secretary Region 12 Oxfordshire

In addition, several officials stood down from posts pending their retirement date, and they will be formally recorded when they leave the service.

Our sincere thanks to those officials who have selflessly served members and the public during the period covered by this report.

G25 Membership Statistics

Membership Statistics as at 31 December 2008																
Region	Brigade Name	Code	Whole-time	Retain-ed	Control	Total	Levy to Labour	Levy FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head Office	National Official	HO	6	0	0	6	3	2	1	6	6	0	6	6	0	6
Total			6	0	0	6	3	2	1	6	6	0	6	6	0	6
1	Central	CE	237	86	11	334	198	68	68	334	332	2	334	318	16	334
	Dumfries/Galloway	DU	94	165	15	274	107	23	144	274	274	-	274	245	29	274
	Fife	FI	349	59	15	423	180	187	56	423	413	10	423	396	27	423
	Grampian	GR	307	131	27	465	344	70	51	465	465	-	465	422	43	465
	Highland & Islands	HI	128	476	15	619	281	132	206	619	614	5	619	577	42	619
	Lothian/Borders	LB	714	142	29	885	320	527	38	885	871	14	885	808	77	885
	Strathclyde	ST	1,970	401	74	2,445	1,262	1,028	155	2,445	2,436	9	2,445	2,333	112	2,445
	Tayside	TA	388	153	21	562	165	234	163	562	560	2	562	520	42	562
Total			4,187	1,613	207	6,007	2,857	2,269	881	6,007	5,965	42	6,007	5,619	388	6,007
2	N.I.F.B.	NI	892	733	52	1,677	343	140	1,194	1,677	1,677	-	1,677	1,610	67	1,677
Total			892	733	52	1,677	343	140	1,194	1,677	1,677	-	1,677	1,610	67	1,677
3	Cleveland	CL	494	68	25	587	211	223	153	587	543	44	587	546	41	587
	Durham Co.	DH	335	97	26	458	277	131	50	458	453	5	458	427	31	458
	Northumberland Co.	NO	180	116	22	318	212	84	22	318	315	3	318	285	33	318
	Tyne/Wear	TY	866	12	49	927	480	127	320	927	924	3	927	861	66	927
Total			1954	301	119	2374	1308	476	590	2374	2321	53	2374	2205	169	2374
4	Humberside	HU	607	217	22	846	557	153	136	846	797	49	846	798	48	846
	North Yorkshire	NY	313	174	16	503	273	56	174	503	482	21	503	465	38	503
	South Yorkshire	SY	792	41	39	872	378	332	162	872	841	31	872	813	59	872
	West Yorkshire	WY	1,345	112	44	1,501	634	298	569	1,501	1,436	65	1,501	1,425	76	1,501
Total			3,057	544	121	3,722	1,842	839	1,041	3,722	3,556	166	3,722	3,501	221	3,722
5	Cheshire	CH	533	144	21	698	474	190	34	698	690	8	698	660	38	698
	Cumbria	CU	221	154	8	383	231	42	110	383	353	30	383	366	17	383
	GMC	GM	1,718	18	44	1,780	1,108	407	265	1,780	1,739	41	1,780	1,717	63	1,780
	Isle of Man	IM	1	40	-	41	38	-	3	41	41	-	41	41	-	41
	Lancashire	LA	814	243	41	1,098	876	218	4	1,098	1,093	5	1,098	1,040	58	1,098
	Merseyside	ME	764	4	34	802	596	175	31	802	754	48	802	748	54	802
Total			4,053	603	148	4,802	3,323	1,032	447	4,802	4,670	132	4,802	4,572	230	4,802
6	Derbyshire	DE	398	234	25	657	419	112	126	657	642	15	657	616	41	657
	Leicestershire	LE	419	115	24	558	276	52	230	558	539	19	558	524	34	558
	Lincolnshire	LI	183	234	17	434	312	76	46	434	423	11	434	389	45	434
	Northamptonshire	NR	261	90	15	366	148	117	101	366	357	9	366	344	22	366
	Nottinghamshire	NT	534	176	27	737	315	291	131	737	730	7	737	695	42	737
Total			1,795	849	108	2,752	1,470	648	634	2,752	2,691	61	2,752	2,568	184	2,752
7	Hereford/Worcester	HW	303	164	16	483	286	132	65	483	471	12	483	439	44	483
	Staffordshire	SF	378	240	13	631	331	223	77	631	622	9	631	589	42	631
	Shropshire	SP	184	108	10	302	151	39	112	302	293	9	302	287	15	302
	Warwickshire	WA	248	90	17	355	114	57	184	355	347	8	355	328	27	355
	West Midlands	WM	1,583	10	48	1,641	654	813	174	1,641	1,611	30	1,641	1,534	107	1,641
Total			2,696	612	104	3,412	1,536	1,264	612	3,412	3,344	68	3,412	3,177	235	3,412
8	Mid & West Wales	MW	438	470	33	941	549	365	27	941	939	2	941	875	66	941
	North Wales	NW	266	481	29	776	523	191	62	776	776	-	776	722	54	776
	South Wales	SW	877	415	53	1,345	926	311	108	1,345	1,314	31	1,345	1,276	69	1,345
Total			1,581	1,366	115	3,062	1,998	867	197	3,062	3,029	33	3,062	2,873	189	3,062

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Membership Statistics as at 31 December 2008 (continued)																
Region	Brigade Name	Code	Whole-time	Retained	Control	Total	Levy to Labour	Levy FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	BE	273	61	26	360	172	138	50	360	359	1	360	325	35	360
	Cambridgeshire	CA	213	95	11	319	95	115	109	319	309	10	319	295	24	319
	Essex	ES	889	230	24	1,143	717	307	119	1,143	1,130	13	1,143	1,090	53	1,143
	Hertfordshire	HE	450	110	17	577	322	189	66	577	569	8	577	548	29	577
	Norfolk	NF	253	163	16	432	231	173	28	432	420	12	432	407	25	432
	Suffolk	SU	181	124	8	313	162	124	27	313	294	19	313	295	18	313
	Total		2,259	783	102	3,144	1,699	1,046	399	3,144	3,081	63	3,144	2,960	184	3,144
10	London	LO	5,700	-	-	5,700	3,866	1,458	376	5,700	5,566	134	5,700	5,493	207	5,700
Total			5,700	-	-	5,700	3,866	1,458	376	5,700	5,566	134	5,700	5,493	207	5,700
11	Kent	KE	835	405	24	1,264	623	203	438	1,264	1,224	40	1,264	1,206	58	1,264
	Surrey	SR	546	53	21	620	486	58	76	620	619	1	620	585	35	620
	East Sussex	SX	403	107	14	524	127	50	347	524	507	17	524	494	30	524
	West Sussex	WS	312	53	18	383	225	66	92	383	372	11	383	350	33	383
	Total		2,096	618	77	2,791	1,461	377	953	2,791	2,722	69	2,791	2,635	156	2,791
12	Berkshire	BK	385	75	26	486	316	86	84	486	483	3	486	453	33	486
	Buckinghamshire	BU	339	118	15	472	227	62	183	472	463	9	472	447	25	472
	Hampshire	HA	536	94	10	640	161	152	327	640	601	39	640	610	30	640
	Isle of Wight	IW	57	80	14	151	86	17	48	151	149	2	151	137	14	151
	Oxfordshire	OX	222	152	10	384	146	66	172	384	357	27	384	354	30	384
	Total		1,539	519	75	2,133	936	383	814	2,133	2,053	80	2,133	2,001	132	2,133
13	Avon	AV	583	113	36	732	356	214	162	732	696	36	732	689	43	732
	Cornwall	CO	185	188	5	378	110	81	187	378	371	7	378	366	12	378
	Dorset	DO	287	106	22	415	138	102	175	415	398	17	415	379	36	415
	Devon	DV	615	327	51	993	387	187	419	993	939	54	993	929	64	993
	Gloucestershire	GL	215	105	21	341	131	48	162	341	321	20	341	301	40	341
	Wiltshire	WI	174	76	10	260	123	45	92	260	258	2	260	243	17	260
	Total		2,059	915	145	3,119	1,245	677	1,197	3,119	2,983	136	3,119	2,907	212	3,119
TOTAL			33,793	9,448	1,376	44,617	23,759	11,567	9,291	44,617	43,578	1,039	44,617	42,041	2,576	44,617

G26 Union Trustees

The EC wish to place on record their appreciation to Bro. Stan Fitzsimmons and Bro. Mick Harper, both former Presidents of the Union, for continuing to serve as Trustees of the Union in accordance with the provision of the Rule Book.

G27 Women Members National Committee Annual Report 2008

The National Women's Committee

National Representatives:

EC Member	Vicky Knight
National Women's Committee Chair	Dona Feltham
National Women's Committee Secretary	Kerry Baigent
National Women's Committee Vice-chair	Helen Harrison

Regional Representatives:

Region 1	Denise Christie
Region 2	Lynda Rowan-O'Neil
Region 3	Samantha Rye
Region 4	Patricia Jefferey
Region 5	No rep
Region 6	Staci Leach/Helen Tooley
Region 7	Helen Harrison
Region 8	Joanne Byrne
Region 9	Emma Davis/Helen Astridge
Region 10	Sally Harper
Region 11	Jenny Impey
Region 12	Kate Ellis
Region 13	Pauline Layhe

National Women's Committee Meetings

The National Women's Committee met on several occasions this year.

11th January	NWC business meeting <i>Womens Library – London</i>
13th February	NWC business meeting <i>Wortley Hall</i>
14th February	NWC working meeting <i>Wortley Hall</i>
25th February	NWC executive meeting <i>Liverpool</i>

9th May	NWC Annual Conference meeting <i>West Midlands office</i>
11th June	NWC working meeting <i>Wortley Hall</i>
12th June	NWC full business meeting <i>Wortley Hall</i>
14th and 15th August	NWC executive meeting <i>Wortley Hall</i>
2nd October	NWC executive meeting <i>West Midlands office</i>
8th October	NWC full business meeting <i>Wortley Hall</i>
9th October	NWC working meeting <i>Wortley Hall</i>
10th December	NWC AGM <i>Wortley Hall</i>

Conferences/events attended by NWC with speaking commitments

WTUC – 12th – 14th March 08

Location: Eastbourne

Delegates:

Vicky Knight
Kerry Baigent
Dona Feltham
Sally Harper
Sam Rye
Denise Christie and;
Sharon Sales Mossop

Plus two sororal guests from the UFU.

The conference was chaired by Lorene Fabian, who has been a tutor at the FBU Women's School for many years and she did a great job of keeping us all in order and ensuring that the debates were well balanced.

The FBU proposed two motions to the conference. The first motion was concerning the provision of childcare at TUC events and Vicky Knight moved a great speech on behalf of all women members. The Women's Committee knows that until the TUC addresses this issue fully, the movement will be missing out on the involvement of loads of women. As a union we are very proud of our inclusive childcare policy, that not only thinks about the needs of childcare during the day, but also during the evening when a lot of informal work gets done. We want to see this replicated throughout the Trade Union Movement and believe that the TUC must lead by example. This resolution was overwhelmingly carried by the Conference.

The other motion we proposed was regarding Women in Afghanistan and was proposed by Dona Feltham. We wanted to ensure that the increasingly horrendous situation for the

SECTION G — INTERNAL ADMINISTRATION

women and children in that country is highlighted in order that the crimes currently taking place against them are not hidden from the wider world.

International issues are something that women relate to and have much empathy for, so we were delighted to hear from Dr Shatha Beserati, (our FBU Women's School speaker this year) of the Iraqi Women's League. Shatha's contribution to the conference highlighting the plight of Iraqi women and children was shocking, yet motivational and asked affiliated unions to consider supporting the organisation in whatever manner it can. Following on from the amazing bucket collection held at the FBU Women's School just a week before, the FBU delegation decided to hold one at the WTUC and managed to raise just over £500.

FBU delegates spoke on a range of issues at the Conference.

Wales TUC Women's Conference – October 20th 2008

Jo Byrne (Delegation leader)

Tania Morris

Kerry Baigent

Sian Davies

Chair: San Wibblin

Guest Speakers: Cathy Owens,
Amnesty International
Samantha Moore,
Thompsons Solicitors
Pauline Buchanan, ICTU
Cheryl Gedling, STUC
Sheila Bearcroft, TUC President
Martin Mansfield,
General Secretary Wales TUC
Neil Wooding,
Commissioner EHRC Wales
Voorrey Manson, EHRC
Natasha Hirst, Wales TUC
Women's Committee Secretary

FBU Speeches: Motion 2 – Positive Action &
Diversity in Recruitment
– moved by Jo Byrne
Motion 9 – Child Poverty
– seconded Tania Morris

STUC Women's Conference – 17th – 18th November 2008

Location: Perth

Delegates: Denise Christie
Kerry Baigent
Colleen Devine
Suzanne Dowson

Observers: Yvonne Cambell

Resolutions: PPE
Childcare

FBU Speeches: PPE – Suzanne Dowson
Childcare – Denise Christie
Maternity – Colleen Devine
Safety on train stations:
Colleen Devine

Other National Conferences/Events/Meetings attended on behalf of the NWC

Date/Event/NWC Attendees

8th January

CLG meeting re: FF survey – Kerry Baigent

9th January

Region 1 Women's AGM – Denise Christie

10th January

FAW meeting – Kerry Baigent

16th January

Abortion Rights lobby of parliament – Kerry Baigent and Dona Feltham

17th January

Industrial Relations Seminar – Kerry Baigent and Dona Feltham

22nd January

Charter for Women meeting – Kerry Baigent

28th January

Sub meeting re Equality and Diversity Strategy questions and answers – Kerry Baigent and Sam Rye

31st January

Region 9 Women's Meeting – Emma Davis, Helen Astridge and Kerry Baigent

19th February

Region 13 Women's Meeting – Pauline Layhe and Kerry Baigent

21st February

Meeting with Minister – Vicky Knight and Kerry Baigent

28th February

FAW meeting – Kerry Baigent

7th – 9th March

Women's Annual School – NWC

11th March

TUC Women's Committee meeting – Vicky Knight

11th – 14th March

WTUC – NWC

19th March

Regional Education Officers Meeting – Helen Harrison

1st April

Region 10 Women's Meeting London WAC – Sally Harper and Sian Griffiths

3rd April

Equality sections meeting John McGhee – Kerry Baigent

5th April

Abortion Rights Emergency Meeting – Kerry Baigent

7th April

Sub Committee: facilities – K Baigent, S Harper and P Layhe

10th April

Sub Committee: Positive Action – D Feltham, D Christie and E Davis

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16th April

Sub Committee: Q and A re E&D Strategy – K Baigent, P Layhe and S Rye

19th April

NAW AGM – Dona Feltham and Helen Harrison

30th April

Region 7 Women's Meeting – Helen Harrison

7th May

Flexible Working FAW Sub Committee Meeting – Kerry Baigent

12th May

Region 9 Women's Meeting – Helen Astridge and Dona Feltham

13th May

Regionalisation of Control Campaign Co-ordinators – Kerry Baigent

13th May

TUC Women's Committee meeting – Vicky Knight

13th May

Region 1 Women's Meeting – Denise Christie

27th May

Media Training – V Knight, K Baigent, J Byrne, K Ellis, S Harper and Jenny Impey

28th May

CLG Equality and Diversity Launch – V Knight, K Baigent, D Christie, J Byrne, K Ellis, S Harper and J Impey

19th – 23rd May

Annual Conference NWC

2nd June

Region 13 Women's meeting – Pauline Layhe and Kerry Baigent

5th June

TUC Equality Briefing – Vicky Knight

13th June

Women's delegation visit to Avon re: dignity vehicle – South West Women – Pauline Layhe and Kerry Baigent

18th June

Charter for Women – Kerry Baigent

25th and 26th June

Region 13 Women's School – P Layhe, K Baigent and Helen Harrison

1st and 2nd July

Region 9 Women's School – H Astridge, E Davis, D Feltham and K Baigent

2nd July

FAW meeting – Jenny Impey

9th July

Region 10 Women's Meeting London WAC – Sally Harper and Sian Griffiths

10th July

Region 6 Women's Meeting – Kerry Baigent and Helen Harrison

15th July

Region 1 Women's Meeting – Denise Christie

16th July

TUC Women's Conference Meeting – Vicky Knight

28th July

Charter for Women – Kerry Baigent

29th July

Region 7 Women's Meeting – Helen Harrison

1st August

FF fatalities co-ordinators – Dona Feltham

4th August

Region 13 Women's Meeting – Pauline Layhe and Kerry Baigent

4th August

EDSG – Vicky Knight

15th August

Meeting with Daniel Giblin – Dona Feltham and Helen Harrison

15th August

Sylvia Pankhurst Lecture – Dona Feltham and Helen Harrison

18th August

Region 1 Women's Committee – Denise Christie

28th August

Fire Conference – Dona Feltham

2nd September

Equality sections meeting with John McGhee – V Knight, K Baigent and D Feltham

3rd September

Spanish Civil War Commemoration – Vicky Knight

4th September

Region 8 Women's AGM – Jo Byrne and Kerry Baigent

7th – 11th September

TUC – Vicky Knight

8th September

Region 13 Women's Meeting – Pauline Layhe and Kerry Baigent

10th September

FF Fatalities co-ordinators – Kerry Baigent

11th September

FAW meeting – Kerry Baigent

12th September

Region 9 Women's Meetings – Helen Astridge

13th September

Women Chainmakers festival – Vicky Knight

15th September

Region 10 Women's Meeting London WAC – Sally Harper and Sian Griffiths

SECTION G — INTERNAL ADMINISTRATION

23rd September

FF fatalities – Kerry Baigent, Dona Feltham

25th and 26th September

Region 13 Equality Seminar – Vicky Knight and Kerry Baigent

6th October

Region 12 Women's Meeting – Kate Ellis

6th October

Region 3 Women's AGM – Sam Rye

6th October

EDSG – Vicky Knight

7th October

TUC Women's Committee – Vicky Knight

10th – 12th October

B&EMM School – Helen Harrison

14th October

EDSG Workshop – Vicky Knight

16th October

Region 7 Women's Meeting – Helen Harrison

17th – 19th October

G and L School – Kerry Baigent

20th – 21st October

Welsh TUC Women's Conference – Jo Byrne and Kerry Baigent

22nd October

Region 9 Women's Meeting – Helen Astridge

27th October

Region 1 Women's Meeting – Denise Christie

29th October

Region 8 Women's Meeting – Jo Byrne

3rd November

Region 13 Women's AGM – Pauline Layhe and Kerry Baigent

5th November

TUC Equality briefing – Vicky Knight

6th November

NWC School meeting with AGS – Vicky Knight, Kerry Baigent, Dona Feltham

11th November

Region 11 Women's AGM – Jenny Impey and Kerry Baigent

11th November

Region 1 Women's Meeting – Denise Christie

12th November

Lobby of Parliament – Kerry Baigent, Sally Harper, Denise Christie, Sam Rye, Jo Byrne and Jenny Impey

13th November

CLG meeting re: maternity – Vicky Knight and Kerry Baigent

13th November

CLG Facilities work stream – Vicky Knight

14th November

FBU sub committee Equality and Diversity Strategy – Vicky Knight and Kerry Baigent

17th and 18th November

WSTUC – Denise Christie and Kerry Baigent

17th November

Region 12 Women's Meeting – Kate Ellis

26th November

International Sub Committee – Vicky Knight

1st December

Region 6 women branch officials school – Helen Tooley, Kerry Baigent and Helen Harrison

6th December

Abortion Rights AGM – Jenny Impey

8th December

Region 10 – London WAC meeting – Sally Harper and Sian Griffiths

9th December

Women Members AGM – NWC and extended delegations

Affiliations and donations

- Abortion Rights
- NAW
- CSC
- Amnesty International
- Hands off Venezuela
- Unite Against Fascism
- Working Class Movement Library
- ACTSA

Women's Annual School – Wortley Hall

Date: 7th – 9th March 2008

Location: Wortley Hall

Students: 61 Students

Children: 35

Sororal delegates: 3 from Australian UFU

A timely event, encompassing International Women's Day and covering a range of issues from Equal Pay, How the Vote was Won, Responding to the National FRS Equality and Diversity Strategy and Women in Iraq - ensured wide debate and inclusion of all.

Our sororal guests (women firefighters) from New South Wales and Tasmania fire departments gave interesting input on the political scene for women in overseas FRSs and our guest speaker from the Iraqi Women's league, Dr Shatha Beserani, gave a fantastic account of life for Iraqi women after the invasion of Iraq.

Shatha told us how it is for women and children still living in Iraq, many widowed or orphaned, how the involvement of trade unions and international aid is crucial to the rebuilding of their cities and how – by acting collectively, the Iraqi Women's League has re-instated from the rubble in towns like Basra, libraries and schoolrooms to enable communities to function and grow.

A collection at the school for the IWL raised £545.

Eight workshops ran this year over the weekend, and evening sessions ran showing DVDs on the TUC Equal Pay archives and the NYFD film "Taking The Heat" which was requested again and again over the weekend period.

On International Women's day morning, the General Secretary addressed the school and in the evening, a banner procession and mass meeting/celebration was held in the ballroom presenting the work of the "young trade unionists" in attendance and contributions from guests and students alike celebrating the event.

Sunday morning was utilised as a three-hour session collating the FBU Women's response to the Equality and Diversity strategy and questionnaire outcomes, soon to be released by CLG. Hopefully to assist in arming our members with the tools they may require in dealing with the forthcoming survey results and probable backlash and how to assist brigades in addressing the outstanding issues surrounding Equality in their FRSs. These workshop outcomes were wonderful and will be fed back into the relevant channels via John McGhee's office.

The feedback from the school was fantastic and there is a definite thirst for political, feminist and equality education amongst our women members and officials. Professor Mary Davis's sessions linking the working class struggle with class and gender politics and feminist/socialist politics would, it has been suggested by many women in their feedback results, be a lesson to all of our members in translating the adage 'Unity is Strength'.

The National Women's Committee did a wonderful job of organising and accomplishing the whole event, which simply couldn't take place in the format it is and as accessibly as it is today without the services of our creche workers who enable many women members who usually wouldn't, to access FBU education. The usual breakdowns of the monitoring process information will also be completed in the near future, allowing proper evaluation of the event and it's attendees.

For information, the workshop sessions were:

- Workplace Bullying;
- How the Vote was won – The East London Federation of Suffragettes and the significance of Sylvia Pankhurst;
- Women and the women's movement today;
- Finding your voice – learn to speak up;
- Women's Health and Safety;
- Women in the fire service;
- Depression and Post Natal Depression;
- Do women have a 'best before' date? – the media portrayal of women and attitudes towards ageing.

Other areas of work that the NWC has undertaken

Brigade Women's Committees

The agenda set by the NWC for the past 12 months was to continue our work around the organisation of FBU women members. We have recorded the regional women's meetings earlier on in this report, but in addition to those there has been a huge number of women's meetings held within Brigades.

These meetings have been held in addition to the continuing work of the regular meetings that are already galvanised within organised brigades.

Regional Women's Committees

Due to the above mentioned work in brigades the NWC have progressed the Regional Women's Committees even further. All regions bar one now have a Regional Women's Representative and as can be seen from the record, meetings are running well, with many more women becoming active. Thanks to regions for their support in holding these meetings

Website

The website has continued to be updated throughout the year and the regional reps have kept the members' calendar updated. Tom Gill is currently making enquiries in regard to updating the website and organising the design so that it is easier to use.

CLG Equality and Diversity Strategy

The results from the FF survey were published in May of this year alongside the launch of the CLG equality and diversity strategy. The NWC sub committee put together a set of questions and answers for our women members to empower them at work and to help prevent any backlash that may have occurred. Sally Harper talked about the strategy on Women's Hour on Radio 4. She was brilliant.

Unisex Facilities

I am pleased to report that the FBU's sustained opposition to the building of unisex facilities has been very successful this year as it has been reported by regional women's reps that in many cases we have been able to prevent them being built. It appears that we have been successful in informing brigades that they are a bad idea and not conducive to good working relations between men and women. In addition to all the local work that has been done, Vicky is currently working on a model policy with the CLG which will not include the adoption of unisex facilities. The fight continues though as some brigades are still to be convinced!

Minimum Workplace Facilities, Best Practice Document

Thanks to the work of the NWC, this document has just been published and circulated to all Brigade Secretaries. This policy should go some way to assisting Brigade Officials in their work within the facilities arena.

Thanks also to the Regional Health and Safety Committee for their contribution.

New/old Reps

The Committee has seen the election of three new regional NWC reps in the year 2008, Helen Tooley – Region 6, Kate Ellis – Region 12 and Jo Byrne – Region 8. Congratulations to all three who have already been a great asset to the committee. A big thank you goes to Staci Leach who stood down earlier this year due to work and family commitments. Staci worked extremely hard on behalf of the NWC despite being pregnant and giving birth to three children during her elected period. Staci is still the Northamptonshire Women's Rep.

Siren

We have produced three copies of *Siren* this year, which has been distributed to branches and women members' home addresses. The three magazines have been great campaigning tools and we have received many calls from women members who have been inspired by the contents. Big thanks must go to Helen Hague, Tom Gill and Anna Zych for all their assistance on the production of the magazine.

Negotiating Maternity, Paternity and Adoption Rights

The NWC finished writing this document at the end of 2007 and were delighted to see it produced professionally in January of this year and circulated to officials. It must be reported that the then Fire Minister Parmjit Dandhar wrote a letter to John McGhee commending the document.

The reports received from Regional Women's Reps regarding local negotiations are positive and we are delighted to learn of the Isle of Wight's adoption of the FBU policy in full – yes that does include 39 weeks at full pay.

Positive Action Negotiating Tool

The NWC finished collating the Positive Action Tool which has been submitted to the regional FAW committee for consideration and additional points. Well done to all concerned in putting this together.

Support and advice to women members

NWC Officials have represented 70 women in the year 2008.

G28 Women Members National Committee AGM 2008

Record of decisions

RESOLUTION 1 – NATIONAL FBU EQUALITIES AND DIVERSITY STRATEGY

This Women Members AGM applauds the South West Region's innovative and challenging "FBU Equality and Diversity Strategy". This strategy was developed following the launch in May 2008 of the Government's own strategy entitled "Fire and Rescue Service Equality and Diversity Strategy 2008-2018". The South West FBU strategy ensures that employers don't ignore the challenges ahead regarding equality and diversity and also enables the FBU to put forward the views and thoughts of members to ensure positive change occurs within the workplace.

Therefore, this Women's AGM demands that the Executive Council develop a National FBU Equality and Diversity Strategy within 6 months of this AGM and reports progress back to the National Womens Committee.

MOVER: REGION 13
CARRIED

RESOLUTION 2 – NATIONAL RE-BRANDING OF THE IMAGE OF A FIREFIGHTER

UK Fire and Rescue Services have a specific problem with the recruitment of a diverse work force reflective of the community they serve and a significant contributing factor to the low application rate is that such groups find it difficult to identify with the stereotypical image of a firefighter. This stereotype is widely embedded in UK culture, but the reality has changed considerably over the past ten years. Equipment is much lighter, more efficient and working practices aim to control the risks faced in emergency situations. With a greater emphasis on prevention and education the role of a firefighter is more varied and more social than at any time previously.

Some small-scale positive action campaigns run sporadically by local FRSs are unlikely to be enough to challenge the stereotype that prevents many people from under represented groups from identifying with the role of a firefighter. For this reason, we propose a united national re-branding of the role of a firefighter to challenge the routinely accepted stereotype and demonstrate that a career in the FRS is applicable to all. The success of this campaign would be dependent on Fire and Rescue Services collectively contributing to this goal and adopting a national strategy. The success of this campaign will improve the work environment for people from under represented groups who are currently employed and will significantly improve the recruitment problem of a diverse work force reflective of the community they serve.

MOVER: REGION 8
CARRIED

RESOLUTION 3 – FBU EQUALITY EDUCATION

This AGM notes that in 2008 the only specific national equality education that took place was the Equality Impact Assessment Training for Fairness at Work Reps in November.

This AGM is very concerned that without a national education programme that deals specifically with Fairness at Work education, that the FBU may take a backwards step from our current very positive record on equality.

Therefore this AGM calls upon the EC to develop with the National Fairness at Work Committee a programme of FAW education, which will include stage 1 and stage 2 FAW schools.

This programme of FAW education is to be developed as a matter of urgency and must take place within 2009.

MOVER: REGION 7
CARRIED

RESOLUTION 4 – POSITIVE ACTION

This Women's AGM is concerned that the numbers of women firefighters employed in the UK Fire and Rescue Service (FRS) is still very low with only 3.1% of all firefighters in England being women (2007 data).

This AGM welcomes the Government's recently launched equality and diversity strategy which calls upon FRSs in England to ensure that by the year 2013, a minimum of 15%

of all new entrants to the operational sector be women. This AGM believes that to achieve this target, the FRS needs to embrace positive action. Some FRSs have seen the benefits of positive action campaigning as statistics show that those FRSs that carried out positive action work have seen an increase in applications from women.

This progressive attitude needs to be adopted by all UK FRSs. The National Women's Committee (NWC) have inputted into a Positive Action Best Practice negotiating tool for Brigade Officials to use when negotiating with management.

We therefore call upon the Executive council to:

- Distribute the positive action document to all Brigade Officials in order for them to raise the issue with management;
- Instruct Brigade Officials to report back to the Executive Council within 6 months on any progress made;
- Encourage Brigade Officials to utilise the FBU equality committees experience regarding local positive action initiatives.

All progress to be reported back to this Women's AGM 2009.

*MOVER REGION 1
CARRIED*

RESOLUTION 5 – MEMBERS' REPRESENTATION

This Women Members' AGM calls upon the EC to review the current procedures regarding member eligibility for obtaining FBU legal representation regarding all discrimination cases.

Further, we believe that the decision must always be determined by more than one individual and must factor in the member's wishes and the principle of the case as the main drivers for the decision to fund legal representation.

This AGM recognises the plight of women members when deciding to take out an Employment Tribunal case and knows only too well that compensation for the member may not be the main driver in every case.

It is not solely a court win, but to protect a member's ability and right to work that is important and we also believe that upholding principles and challenging immoral practice is a positive step for the FBU.

*MOVER: REGION 12
CARRIED*

RESOLUTION 6 – ADAE

This Women Members' AGM calls upon the Executive Council to monitor the process of All Different All Equal (ADAE) investigations more stringently, paying particular regard to the timescales within the policy.

We further call upon the Executive Council, when compiling their annual report to conference, to report an additional statistic in relation to the length of time taken to conclude all ADAE investigations.

This additional data to be available commencing Annual Conference 2010.

*MOVER: REGION 3
CARRIED*

RESOLUTION 7 – BULLYING AND HARASSMENT

When a case of bullying and harassment on a retained fire station comes to the attention of a Fire and Rescue Service it is too often ignored or trivialised. The victim is then in a situation where the inappropriate behaviour of the bullies is seen to be condoned by the FRS concerned as action to prevent the inappropriate behaviour is not taken.

We call upon the EC to instigate a survey of all FRSs to determine the number of grievances relating to bullying and harassment on retained fire stations that result in a discipline hearing being brought against the protagonist(s).

We also seek to determine, of those that do not result in discipline action being taken by the FRS concerned, how many cases end up with an Employment Tribunal for the complainant. The survey to be completed within 12 months, and a transparent and progressive strategy be formulated from results, to enable joint working with our employers to deal with bullying and harassment on retained fire stations.

*MOVER: REGION 12
CARRIED*

RESOLUTION 8 – PPE RESEARCH

This Women's Annual General Meeting is appalled to learn that some women firefighters are being provided by their Fire and Rescue Service (FRS) with Personal Protective Equipment (PPE) and protective clothing that does not fit them. Women are either being forced to wear this ill fitting protective clothing, which is unsafe, or they are being excluded from some forms of work activity due to such poor provision.

This Women's AGM notes that many FRSs blame their supplier for not offering a variety of sizes however; some FRSs blame the introduction of central purchasing which they believe hinders them from having an influence on the protective clothing being bought.

This situation is wholly unacceptable and we therefore call upon the Executive Council to investigate and research the availability of suitable PPE and protective clothing within the market place. We further call upon the EC to publish their findings and apply enormous pressure to the relevant national forums in order to rectify this appalling situation.

All progress is to be reported back to the Women's AGM 2009.

*MOVER: REGION 1
CARRIED*

RESOLUTION 9 – PERSONAL PROTECTIVE EQUIPMENT

This Women Members' AGM is appalled that many Fire and Rescue Services (FRSs) have adopted a "one size fits all policy" in regard to the provision of some items of personal protective equipment (PPE). Women members are often excluded from specific workplace activity such as water rescue

SECTION G — INTERNAL ADMINISTRATION

and chemical incidents due to the PPE provided being too big for them to wear safely.

This situation is unacceptable and therefore this AGM demands that the Executive Council:

- Urgently seek to rectify this negative situation affecting our women members by raising this issue at the National Joint Council as well as any other relevant national forums;
- Mount a campaign in *Firefighter* and any other written form, to highlight and encourage our members to report ill fitting PPE as a near miss;
- Set up a data base to monitor and assess the situation within each Fire and Rescue Service.

This AGM further instructs the Executive Council to report back any progress made to the National Women's Committee within 6 months of this AGM.

*MOVER: REGION 13
CARRIED*

RESOLUTION 10 – SHIFT PATTERNS

This AGM recognises that shift work is vital to the provision of professional, reliable, year round public services and for employees, when provided with family friendly requirements such as flexible working, childcare and good workplace provisions, employment in this sector is a gender neutral vocation.

In view of this and the failure of the Fire and Rescue Service (FRS) over the last decade to significantly increase diversity in the workforce in relation to Women, LGBT and BME staff, the Government's CLG department recently launched an FRS ten year strategy to increase equality and diversity in the FRS in these areas.

However, employers locally are now utilising this as a smokescreen of false 'family friendly' arguments to detrimentally change shift patterns in the service for all employees. The backlash of which is of course detrimental to those very minority groups already under represented and research shows, the current 2,2,4 shift patterns are conducive to family life for men and women.

In view of the damaging effects on members, we call upon the Executive Council to be aware of and combat these sexist attacks on our members, fuelled by employers' continued misuse of equality as a route to detrimentally changing conditions of service.

*MOVER: REGION 8
CARRIED*

RESOLUTION 11 – BEST PRACTICE

This Women's AGM believes that in the interests of achieving the best for all FBU women members, the Grey Book Fairness at Work section should include a 'best practice' clause for policies.

This AGM notes that due to the Grey Book providing a set of minimum standards, women FBU members in different Brigades are being subjected to different arrangements. This AGM calls upon the Executive Council to negotiate, at the

NJC, the provision of a 'best practice' clause within the Grey Book. This would encourage all Brigades to adopt the best negotiated policies, with a view to continual improvements for our members.

*MOVER: REGION 10
CARRIED*

RESOLUTION 12 – WOMEN AND SICKNESS ABSENCE

This AGM notes that managers within the Fire and Rescue Service are tightening up on sickness absence monitoring. Whilst recognising that employers need to effectively manage unplanned absence, this AGM is concerned that, in practice, many sickness schemes may have an indirectly discriminatory impact on women.

Research shows that women's ill-health follows a different pattern from men's. Women are more likely to take shorter, more frequent periods of sickness than men and to experience a range of health complaints specific to women, such as but not only, those related to the menopause, endometriosis and osteoporosis.

Therefore this AGM calls upon the Executive Council to ensure that Brigade Officials are given up to date guidance regarding gender specific sickness and the sex discrimination laws which may apply.

This is to be done by the Women Members' AGM 2009.

*MOVER: REGION 7
CARRIED*

RESOLUTION 13 – MENOPAUSE

The Women Members' AGM demands that the Executive Council immediately ensure that a detailed investigation and report into the effects of the menopause on women in the Fire and Rescue Service be carried out.

These findings to be made available to inform an integral part of an FBU Best Practice Document produced in consultation with the NWC, highlighting the impact of the menopause in the workplace. This document must include recommended actions expected of a modern Fire and Rescue Service.

This Best Practice Document to be completed by Annual Conference 2010.

*MOVER: REGION 3
CARRIED*

RESOLUTION 14 – PND

This Women Members' AGM calls upon the EC to raise with the National Employers the increasing numbers of Post Natal Depression cases affecting our members who have returned to work.

We also call upon the EC to negotiate a National Monitoring System developed for our members who are returning/have returned following pregnancy, to identify and allow Post Natal Depression to be properly and acceptably dealt with to the satisfaction of individual members.

*MOVER: REGION 11
CARRIED*

RESOLUTION 15 – IMPLEMENTATION OF THE FBU MINIMUM FACILITIES POLICY

This Women Members' AGM notes that the Executive Council at its meeting held on the 16th – 18th September 2008 endorsed the FBU 'Health, Safety and Welfare Minimum Workplace Facilities' document and agreed to publish and circulate it to Brigade Officials.

To ensure that further implementation of it is carried out, this AGM calls upon the Executive Council to:

- Negotiate at the National Joint Council for better facilities within Fire and Rescue Service workplaces using the FBU Minimum Facilities Document;
- Highlight at the National Joint Council the problems faced by our members regarding inappropriate facilities in the workplace;
- Carry out annual workplace surveys, via health and safety reps, to determine the standards of the facilities in each Fire and Rescue Service; and
- Regularly review and update where necessary the FBU Minimum Facilities Document.

*MOVER: REGION 13
CARRIED*

RESOLUTION 16 – FACILITIES RESOLUTION

This AGM congratulates all who contributed to the FBU document entitled 'Health, Safety and Welfare Minimum Workplace Facilities, Best Practice' which is a tool to be used by negotiators for improving the current workplace facilities situation.

This AGM calls on the EC to undertake an annual review of all Fire and Rescue Service workplaces via health and safety audits, with a view to establishing the full extent of the problems being faced by our members in the workplace.

We are aware that an audit has been undertaken, but unfortunately did not include all workplaces.

The review we call for is needed to provide information for a statistical analysis, to compare with previous reviews to gauge improvement/lack of improvement year on year.

This review must have clearly defined questions for those tasked to respond and be in place by 2010.

*MOVER: REGION 12
CARRIED*

RESOLUTION 17 – ABORTION RIGHTS

This Women's AGM notes the unsuccessful attempt by the anti-choice lobby to reduce the time limits for abortion earlier on this year, and recognises that the strength of the victory was down to the lobbying work that women in the trade union and women's rights movement have done along with the medical profession to show that the very few women who require late term abortions would be the most vulnerable should the time limit be cut.

Furthermore conference believes that 41 years after the '67

act, there are opportunities to be campaigning for amendments to the law, such as:

- To extend abortion provision to our sisters in Northern Ireland;
- To end the requirement for 2 doctors to approve an abortion;
- Enable suitably trained health care professionals to carry out early abortions;
- Allowing women to be at home for the second stage of an early medical abortion;
- Requiring anti-choice doctors to declare a conscientious objection;
- Improving the regulation of organisations offering counselling related to abortion.

*MOVER: REGION 11
CARRIED*

RESOLUTION 18 – CHILD POVERTY

This Women's AGM believes that child poverty is a significant barrier to the cognitive, physical and emotional development of children, significantly reducing their life chances by excluding them from opportunities open to others.

New evidence indicates that there is a widening gap between the richest and poorest in society, in fact 1 in 3 children live in poverty, and this directly contravenes the aspirations of improving children's prospects as outlined in the Government's strategy of 2005.

The FBU must put sustained and urgent pressure on the Government to ensure that they make the promised investment in our children and prove their commitment to halving child poverty by 2010.

*MOVER: REGION 8
CARRIED*

RESOLUTION 19 – HUMAN TRAFFICKING

This AGM condemns the appalling and unacceptable escalation of human trafficking, which predominantly targets women and children.

Internationally, human trafficking is the fastest growing organised crime, with around two million people being forced into the sex trade every year. This is nothing short of 21st century slavery and must be wiped out.

Therefore this AGM calls upon the Executive Council to:

- Campaign within the TUC and sister unions to seek adequate Government resources to prevent and deter the perpetrators, and to provide support and refuge for the victims;
- Publicise and oppose this form of exploitation and abuse;
- Work closely with organisations such as Amnesty International and other relevant agencies to highlight to eradicate this slavery.

*MOVER: REGION 7
CARRIED*

SECTION G — INTERNAL ADMINISTRATION

RESOLUTION 20 – PALESTINIAN WOMEN UNDER OCCUPATION

This AGM deplores the suffering of Palestinian society under various measures put in place by the Israeli occupation throughout the West Bank and the Gaza Strip, particularly the effects on women and children.

These oppressive measures include army incursions into Palestinian cities, towns, villages and refugee camps, the Apartheid Wall, checkpoints, military operations, killings and arrests.

As a marginalised sector of society, women have borne the brunt of these restrictive measures. Thousands of women have endured the loss of their husbands, daughters, sons, their homes and land to the brutality of the occupation.

Women have found themselves with no source of livelihood after the Israeli Wall has severed them from their land and crops. The issue of house demolition has devastated the fabric of the family, the main responsibility for which is held by women.

The effects of the checkpoint on pregnant Palestinian women are horrendous, including women having to give birth at the checkpoints. This is an appalling restriction imposed on them which has resulted in the deaths of 24 Palestinian women and 27 Palestinian children.

This AGM calls upon the FBU Women's Committee and the Executive Council to:

- Ensure FBU women maintain and increase their links with Palestinian Women's groups;
- To make contact and encourage sister unions to make contact with and support both Israeli and Palestinian women's groups seeking peace;
- Contact the JWC, the women's section of the Palestinian General Federation of Trade Unions, to develop future work programmes;
- Maintain the FBU affiliation to Palestine Solidarity Campaign, and increase our involvement with them;
- Continue to link with other organisations to lobby all relevant bodies, including Government to aid and assist the Palestinian people to achieve a Palestinian State on terms that are acceptable to them.

*MOVER: REGION 1
CARRIED*

RESOLUTION 21 – CUBA

This Women Members' AGM notes that the 50 year anniversary of the Cuban Revolution takes place in 2009.

In order to maintain the links that the NWC has with the Cuban women's movement and to celebrate the achievements of the Cuban people, we call upon the Executive Council to invite and fund two members of the Federacion de Mujeres Cubanas (FMC) to address the NWC 10 year anniversary school.

This invitation must be sent immediately following this AGM in

order to secure speakers in time for the NWC School 2009.

*MOVER: REGION 3
CARRIED*

Attendees

EC – Vicky Knight
Sec – Kerry Baigent
Chair – Dona Feltham

Delegates

Region 1	Denise Christie Anne Templeton
Region 3	Sam Rye Sarah Gartland Amanda Cregin
Region 6	Helen Tooley Clare Hudson
Region 7	Helen Harrison Rose Jones
Region 8	Jo Byrne Tania Morris
Region 9	Emma Davis Ali Graver
Region 10	Sally Harper Sian Griffiths
Region 11	Jenny Impey Kerrie Moncrief Annie Hooper
Region 12	Kate Ellis
Region 13	Diane Critchlow Helen Dickenson Emma Williams
Observers	
Region 3	Melanie Smith
Region 13	Pauline Layhe



Section

Education

H1 Introduction

Educational courses and seminars have been run successfully within regions, brigades and sections with assistance and input from Head Office where requested and as appropriate.

Meetings have been arranged with the Education Committee and Regional Educational Officers and in addition meetings with the sectional education officers have taken place to try and ensure that all schools and courses fit into the overall education strategy of the Union.

As reported to the last annual conference, Trevor Cave, previously an FBU national tutor and Head of the Department of Trade Union Studies/TUC Education at Park Lane College Leeds, took up position as Education Advisor in April last year. An office has been established at Wortley Hall to support that role. The Education Advisor has continued to support FBU education courses including both the development of materials and also course delivery.

National Education Priorities

Discussion within the Union has highlighted several current education priorities for Officials and it was agreed that priority should be given to developing materials and resources for the following courses:

- Using National & Local Consultation & Negotiating Procedures;
- Handling Change at Work – Shift Patterns etc;
- Handling Restructuring;
- Understanding Equality Impact Assessments.

Materials for the first two courses have been prepared and further developed following pilot courses during the summer

and autumn of 2008. Materials have also been developed to assist Officials with practical skills including guidance on writing letters and writing reports.

Materials for the third course on Handling Restructuring have also been written and will be piloted in due course. All courses have been designed to be delivered within the TUC Open College framework for accreditation and the Union has been assisted by TUC tutors from a number of TUC Education centres.

Further to the Executive Council decision to agree a course on “Understanding Equality Impact Assessments” discussions were held between the National Officer, the TUC Education Service and a TUC provider and subsequently course materials were developed and piloted at the Bridgend centre in November 2008.

The Union has introduced a standardised system for course evaluation and feedback from each course/school is summarised by Head Office for discussion by the appropriate committees.

The Education Advisor has met with the national head of the TUC’s Education Service and several TUC Regional Education Officers to seek continued support for the Union’s education provision and development of the programme and also to ensure that our programme can continue to be accredited within the TUC / Open College scheme.

Regional Education

All regions continued to receive funding through the imprest system for educational courses and seminars as part of their overall financial allocation each quarter. Most regions have run successful courses, on occasion in conjunction with other regions; a practice it is hoped will continue.

SECTION H — EDUCATION

National Officials and the Education Advisor have begun discussions with regions regarding a range of issues including:

- Assistance with programme planning;
- Development of course materials;
- TUC Discussion Leaders courses;
- Support from TUC Education Centres.

Several regions have requested assistance with course materials for use with their regional TUC Education Centres and materials have been provided.

Courses delivered have included:

- Handling Internal Investigations (ADAE);
- Introductory Branch Officials;
- Dealing with Accidents, Injuries and Claims;
- Engaging with Politics & Campaigning Skills;
- Introductory Health & Safety Representatives;
- Promoting Union Learning in Regions;
- Handling Discipline & Grievance;
- Handling Medical Appeals;
- Time Management;
- Handling Discipline & Grievance – Developing Casework Skills;
- Discussion Leaders and Education Methods.

Union Learning Project

National Officials and the Education Advisor have continued to support the Union's Union Learning project, working with the national team and also the Regional Coordinators. Course programmes and materials for both the national ULR seminar and the joint regional courses were written and delivered during the year. Particular emphasis has been given to producing materials that can assist Officials handling Workforce Development, Skills for Life etc. Courses provided have included the following:

- Promoting Union Learning in Regions;
- Union Learning in the UKFRS.

The Executive Council will continue to strive to provide the greatest range of access to educational opportunities for members and officials at all levels and positions within the FBU.

H2 National School 2008

National School 2008 was held from Sunday 2nd November to Friday the 7th November at Wortley Hall, Sheffield, attracting 52 students in all.

The programme for the FBU National School 2008 was designed by National Officials with the assistance of Trevor Cave, FBU Education, and John Botterill, Ron Oldfield and Katherine Fry, TUC tutors.

Year 1 was attended by 36 members and supported by two TUC/FBU Tutors:

Year 1 Group 1 – Ron Oldfield, TUC tutor; Park Lane College Leeds, Department of Trade Union Studies;

Year 1 Group 2 – John Botterill, TUC tutor; Park Lane College Leeds, Department of Trade Union Studies.

National Officer Sean Starbuck and Tam Mitchell, EC Member RDS, acted as the Year 1 class chairs.

Year 2 was attended by 16 members and supported by Trevor Cave, FBU Education & TUC/FBU tutor. Dave Green, EC Member, acted as the Year 2 class chair.

Themes running through the school included:

- Modernisation of the Fire Service and Trade Union Strategies;
- Building Union Organisation and Effective Communications;
- Trade Unions and Engaging with Politics;
- International Trade Unionism and Migrant Workers;
- Promoting Fairness, Equality and Diversity;
- Developing Skills and Confidence as Active Members.

The school aims were to help participants to:

- Understand the importance of trade union activities at local, national and international levels and the ways in which these can interlink;
- Discuss key current issues for the FBU within the UK Fire Service, of concern to the National Joint Council and identify priorities for the Union and its members;
- Consider wider issues of concern to trade unionists including an opportunity to update yourself on fairness, equality and employment law;
- Consider how the Union might develop strategies for building an effective organisation at all levels in order to protect the interests of the membership;
- Think about the relevance of political ideas in pursuit of trade union objectives such as fair and equal treatment;
- Discuss how to tackle racism and challenge far right ideas in the workplace;
- Understand the broader trade union and labour movement, both national and international, and factors affecting its development both now and in the past.

The school was opened on the Sunday by Brother Mick Shaw, President, and participants then divided into their respective classes in either Year 1 or 2 for introductory sessions with tutors and class chairs. The sessions covered an introduction to studies, and a discussion of learning aims, methods and skills.

Prior to the commencement of the school all participants had been provided with a selection of pre-course reading on a range of topics/issues to be covered during the school and also a brief guide to study skills.

Monday, the second day of the school, was opened by Brother Matt Wrack, General Secretary, who introduced a session on Dealing with Modernisation – Priorities for Organising in the UKFRS and Your Workplace. Following on from the plenary session each of the classes continued with group work and discussion with their tutors.

The afternoon session began with a contribution from Sarah Messenger, Secretary of the NJC Employers side, followed by group work and discussion on relevant industrial relations issues.

The final session of the day was led by Trevor Cave who delivered a briefing for the next day's visits to the National Coal Mining Museum, the exhibition of banners at the NUM Headquarters Miners' Hall in Barnsley, and the Huskar Pit Disaster Memorial in Silkstone Churchyard.

Tuesday, the third day, began with an early departure for the National Coal Mining Museum at Caphouse Colliery near Wakefield, stopping on the way at the village of Silkstone to visit the Huskar Pit Disaster Memorial in Silkstone Churchyard.

The rest of the morning was spent at the National Coal Mining Museum where students were able to explore the museum sections on the surface especially those dealing with industrial, social, and economic development along with the growth of trade unionism and struggles for both industrial and political representation. Participants then divided into three groups for a tour of the colliery, including the mine workings underground, led by the museum guides, all of whom have previously worked in the coal industry.

After lunch the school then departed for Barnsley for a visit to the NUM Headquarters and a guided tour of the exhibits and banners housed in the Miners' Hall. On their return, course groups participated in discussion sessions focussing on trade union history, the impact of trade unions on society and the relevance of understanding history to trade unionists today. The final session brought together various interconnected themes from the day with the whole school watching the film "Brassed Off".

On the Wednesday morning the school concentrated on issues around Developing Effective Organisation in Your Workplace, including recruitment, current organising issues, organising and the union learning agenda. During the session there was an opportunity to hear a progress report on Union Learning and Organising from Trevor Shanahan, FBU ULF Project Manager.

The afternoon sessions were constructed around the theme – "Building Unity in the Workplace" with an opportunity to consider the wider struggle for "Freedom, Justice & Equality" and its meaning for trade unionists. A key resource during these sessions included activities connected with the Martin Luther King Anniversary and the moving documentary film "At the River I Stand". The final session of the day considered strategies for tackling the far right in the workplace and community.

On the Thursday the school opened with Professor Gregor Gall, of the University of Hertfordshire, who dealt with Understanding the Global Economy – Neo liberalism, followed by questions and discussion.

The tutors then facilitated discussion within each of the classes looking at Trade Unions and the Economy.

The afternoon session was led by Katherine Fry, TUC tutor,

who gave a presentation on Promoting Equality & Diversity in the Workplace and UKFRS, and an overview of the Public Sector Equality duties, followed by discussions around why the duties are necessary.

The final session of the day was led by guest speaker Michael Clapham MP, Vice Chair of the FBU Parliamentary Groups who addressed the school prompting many questions from members and officials present and evoking a lively debate in both classes following the session.

The highlight of the evening was the National School quiz organised by National Officials.

The final day of what was a very intense school included an introductory plenary session on Challenges Facing the FBU and the Wider Trade Union & Labour Movement led by Matt Wrack, General Secretary.

In the review of the school members scored the school as extremely successful. A full report of the school was presented to the Executive Council and some of the attendees comments are worth recording in this Annual Report:

- The importance of organising, education and learning. All parts of the course taught me something;
- The trip to the NUM exhibition and the Mining Museum were very good. It motivated me; gave me the impetus to continue strong;
- I thought the course criteria have all been informative and well constructed. The balance of guest speakers and having an outside programme of visits was well received;
- I found the following especially useful: Engaging with politics; understanding NJC and knowing your agreements; building unity; tackling the far right;
- It was great for meeting other reps of differing levels and experience. Really good speakers encouraged me to look into the subjects they spoke about ... so more knowledge. The underground mine visit and film were totally inspiring;
- I found all the content to be very beneficial to my overall knowledge. The group activities allowed me to interact with members of other Brigades and hear new perspectives on issues;
- I thought this was an excellent course and I have gained a lot from attending;
- I found this extremely invigorating – really want to learn now about how to change the way we're governed and then get on with changing it!;
- I didn't think it could be better last year, but it did! It was good for understanding the bigger picture;
- I felt it was excellent how the speakers and tutors tailored the course to the various experience levels of students.

The closure of the 2008 National School was overseen by Bro. Mick Shaw, FBU President, who thanked all those who had participated in whatever capacity for their contribution to the school.

The Executive Council would like to thank all speakers, tutors and students for making this an extremely successful and enjoyable school and place on record their thanks and in particular to the class chairs, Dave Green, Sean Starbuck and Tam Mitchell, and the tutors Trevor Cave, John Botterill, Ron Oldfield and Katherine Fry for their assistance in the planning of the school and their active involvement.

H3 National Education Grants

The Executive Council are pleased to report the continued uptake of national grants to those undertaking Trade Union related studies which will be of benefit to Union members.

Grants are subject to approval by the Executive Council and reports are submitted from those awarded grants during their progress and a final report made on conclusion of their course.

H4 TUC Day Release and Extended Course

Officials and members throughout the regions have, for the period covered by this report, attended a variety of Extended and Day release courses organised by the TUC Education Service and run by TUC providers. These courses have included the following:

- Union Representatives Stage 1;
- Stepping Up – Union Representatives Stage 2;
- Health & Safety Representatives Stage 1;
- Next Steps for Safety Representatives Stage 2;
- Diploma in Employment Law;
- Diploma in Occupational Safety & Health;
- Union Learning Representatives;
- Equality Representatives;
- Disability Champions at Work;
- Introduction to Pensions;
- Pensions Champions;
- TUC Activists' Academy;
- Introduction to COSHH;
- Risk Assessment;
- Employment Law Update.

All courses from the TUC Education Service are notified to all Regional Education Officers and Regional Secretaries both from head office and directly from regional TUC offices. Both officials and members are encouraged to attend all courses that will benefit them and other members as well as the wider trade union movement.

According to data collected annually by the TUC and published in the TUC Education Annual Report, the FBU, which represents 0.71% of TUC membership, is responsible for 1.45% of the take up on TUC 10/12 day release courses and

3.00% of the take up on short courses. Regional and Brigade Officials who have encouraged these outstanding levels of participation are thanked for their continuing effort in supporting the training and development of our officials.

The Executive Council note that there was on occasions a lack of feedback from such courses and that all attendees on course should make a brief report to their education officers so the quality of such courses can be monitored and improvements made where required.

H5 Tutors

In accordance with the policy of the FBU, all tutors used on courses should be TUC tutors except in exceptional cases where a TUC tutor is not available.

The Executive Council wish to place on record their thanks to all tutors and officials who have assisted in education provision throughout the period covered by this report.

The EC would like to thank in particular John Botterill, Head of Trade Union Studies, Park Lane College Leeds; Ron Oldfield, previously Head of Trade Union Studies, East Riding College Hull; and Katherine Fry, TUC Tutor, Park Lane College Leeds for their continued involvement in the national education programme for officials and members.

H6 Union Learning Fund

The FBU has continued to deliver a successful lifelong learning programme through its Union Learning Fund projects and continues to work towards embedding Union Learning within the FBU's structures. It also plays a key role within the TUC's learning arm – Unionlearn, where the FBU is a representative on the Unionlearn Advisory Group. The Union also sits on the Unionlearn U-net steering group which offers guidance and advises on workplace learning centre issues.

The drive by the FBU to ensure access and equality to learning opportunities led to the employers' formal statement of support in the agreement of NJC Circular 11/08 – Skills in the Workplace.

The projects continue to be overseen by two committees; National Co-ordinators Committee which met on five occasions and a Strategic Partners Committee which met on two occasions.

We successfully obtained further funding through the relevant application processes in England, Scotland and Northern Ireland; Wales continues to work within its current funding allocation. Three regionally funded Union Learning projects are also in place in: GMC FRS, Merseyside FRS and the North East brigades (excluding Durham).

The General Secretary launched the FBU's Skills for Life policy at the 2008 National ULR seminar held at Stoke Rochford Hall. The document, supported by CFOA, sets out a strategy and offers guidance for officials and brigade management when dealing with the sensitive issue of numeracy and literacy skills needs. Over 70 attended the school to discuss issues around Union Learning, Skills for Life and Workforce Development with the latter generating a lively discussion following a very informative session from guest speakers.

The South West Learning for All Project, which was delivered specifically for RDS firefighters in Avon FRS and Gloucestershire FRS, came to a successful conclusion in October 2008. Nearly 100 RDS firefighters accessed learning through the project with 61 going on to gain their first qualification in numeracy or literacy. Despite the willingness of our members to engage in learning, efforts to maintain the project through direct brigade funding were unsuccessful. The FBU's thanks go to Trudi Cox who ran the project for 18 months, and Bill Hendy, the ULF Region 13 Co-ordinator for the work they put in during this time.

The FBU's learning centres in the North East have continued to deliver quality Learndirect courses across the region and operate within Unionlearn 'U-net'. They have maintained their position within the top performing learning centres offering SfL and ICT courses at a number of levels. The University for Industry (Ufi) have indicated that there will be a major change in the way Learndirect is delivered in the next two to three years and this will be carefully monitored with appropriate recommendations made to the EC.

The FBU has trained around 380 Union Learning Reps (ULRs) throughout the regions; all having attended the five-day TUC course with some going on to complete additional courses in Skills for Life or Workforce Development. It is encouraging that many ULRs, having never been involved as a union official, are continuing to take up posts.

Two joint regional Union Learning seminars have taken place; Regions 10, 11 and 12 held in Eastbourne, and 7, 8 and 13 held in Bridgend. The seminars were open to ULRs, Education Officers and interested officials to help them get a better understanding of each other's roles and open up discussion on learning, workforce development and FRS qualifications.

During the last year, over 6,000 members have taken part in learning of some sort through the ULF projects with many achieving a qualification. They have covered a diverse range of subjects including; numeracy, literacy, languages and the most popular – ICT. Over 800 have achieved their first national test certificate in literacy or numeracy with nearly 1,200 completing the ECDL, ITQ or short certificated ICT course.

The ULF co-ordinators and ULRs have also been able to support members who are undertaking workforce development including Firefighter S/NVQ and ADCs. Work carried out by Suffolk ULRs in this area was nominated for and received a Highly Commended Award at the National STAR QIA awards.

Scottish Union Learning Fund

The SULF project continues to deliver learning opportunities within Scottish Region with a particular objective to address the skills gap in adult literacy and numeracy and raise members' skills level to Level 5 on the Scottish Certificate Qualification Framework. To achieve this, current work includes engaging with management to undertake a number of 'Challenge the Scottish Fire and Rescue Service' using the FBU Whole Organisation Skills for Life document as a base.

Working with Aberdeen College we have helped nearly 300 members gain an ETHOS qualification in effective customer care and a first level introduction to management. Deaf awareness courses continue to be one of the most popular courses members have been asking for and in partnership with H&I FRS we have facilitated the delivery of these courses across the brigade.

Recognising the need to deliver learning opportunities to FBU members on the Scottish islands, a joint FBU/SULF meeting took place in Orkney. A successful cross-union meeting took place with a number of members agreeing to take on the role of ULRs; the majority of members in these rural areas mostly work the Retained Duty System and are delighted that the Union is delivering learning for them; it is also enabling us to attract and recruit new members.

Last year also saw the official launch of Scottish Union Learning – the learning arm of the STUC; the FBU SULF Regional Manager sits on its advisory group.

Northern Ireland Union Learning Fund

The continuation of the Union's NIULF project was initially in doubt due to the amount and allocation of funding available. Following a period of further negotiation, agreement was reached that has enabled us to carry on with the project for a further two years.

One particular advance has been the recognition of the benefits of the project by NIFRS managers. This has resulted in the form of closer links between the Personal Development Unit and the Regional Project Manager, helping to ensure that Lifelong Learning and Skills for Life are within NIFRS Learning Strategy and can be raised at the appropriate level.

Deaf awareness, computer studies, sign language and drug awareness are just some of the courses that our members have taken part in. One particular RDS station has completed an introduction to Spanish delivered in partnership with a community education provider.

Following the opening of a new Community Fire Station discussions are already taking place with one of the six new colleges to start making use of the facilities available for educational use.

The project is currently working to raise the understanding of dyslexia and deliver awareness training for all members. This will include an agreed policy relating to advising and supporting any member who thinks or is known to have dyslexic tendencies.

Wales Union Learning Fund

The WULF project commenced June 2007 and set about the task of establishing the foundations that would assist in creating a lifelong learning culture in the Welsh Fire and Rescue Services.

It has been successful in bringing together all partners to the bid, from employers and providers to FBU and other trade unions and receives presentations from organisation such as Basic Skills Cymru. The Strategic Steering Committee reviews progress and assists in setting the agenda for future development.

A learning needs survey of all fire and rescue staff in Wales was conducted during summer 2008 and the information gathered provided evidence on the aspirations and interests of members. This information has been shared with all project partners and has resulted in pilot IT courses being run in South Wales; once evaluated it will provide a template for future provision that meets the needs of the individual and increased skills that benefit the organisation.

All three FRSs in Wales have committed to the signing of workplace learning agreements during January and February 2009. A variety of learning events have been organised to coincide with these signings and include sample taster sessions supported by further education and higher education providers promoting existing short and part-time course provision.

The current two-year project draws to its conclusion on 31st March 2009, and although considerable progress has been achieved there still remains much to be accomplished. A further bid for WULF funding has been submitted to the Welsh Assembly Government which, if successful, will provide the funding that allows for the continued development of learning in the FBU and the fire and rescue service. This will continue to raise the profile of what can be achieved with members and building a collaborative approach to the introduction and support of learning with employer partners. The project continues to work towards establishing an embedded lifelong learning culture in the Wales FRS.

There is a great deal of support for the Union to continue to sustain and promote lifelong learning. It is clearly seen as another key benefit and reason to be a member of the FBU. It also fits in well with the Union's organising agenda to attract and retain Union members.

Embedding Union Learning

The Embedding Union Learning Working Group, set up by the EC following the 2007 annual conference resolution, has met but has been unable to meet the resolutions timeframe. The working group recognises the importance of submitting an updated report and appropriate recommendations to the EC; especially in light of the ULF project's completion date of April 2010. It is anticipated that this will be submitted prior to the Union's 2009 Annual Conference.

The EC would like to place on record its thanks to all the members of the ULF committee and learning centre staff for their work over the last year.

FBU National Co-ordinators Committee: Dean Mills (National Officer), Andy Dark (AGS), Dave Green (Executive Council), Tam Mitchell (Executive Council), Trevor Shanahan (National ULF manager), Adrian Slassor (ULF Finance manager), Trevor Cave (FBU Education), Jock Munro (SULF Regional manager), Lynda Rowan O'Neill (NIULF Regional manager), Nigel Williamson (WULF Regional manager), Mike Kirby (Region 4 co-ordinator), Garry Harney (Region 5 co-ordinator), Andy Brickles (Region 6 co-ordinator), Graham Humphrey (Region 7 co-ordinator), Steve Brinkley (Region 9 co-ordinator), Tim Davis (Region 10 co-ordinator), Bob Fitzgerald (Region 11 co-ordinator), Paul Fletcher (Region 12 co-ordinator), Bill Hendy (Region 13 co-ordinator), Claire Wealleans (FBU learning centre manager), Lorna Taylor (FBU Skills for Life adviser/tutor), Ingrid Ludolph (T2G) and Lara Hindhaugh (ULF administration assistant).

H7 B&EMM School 2008

B&EMM School took place at Worley Hall in Sheffield on 10th – 12th October. There were 70 students at the school, with eight of these being B&EMM women members. We had 16 guests attend, some of whom were also speakers. We are pleased to report that we had 22 first time attendees at the school. There were 93 applications received to attend the school but unfortunately we had to decline a number of these due in part to the inadequacy of trade union facility leave afforded by some fire and rescue services.

The London Fire Brigade facilitated the time off for 40 B&EMM members to attend our school, and we are aware that other Brigades also supported the attendance of their members at our school, which led to the following Brigades having representation of members in attendance –

● London Fire Brigade	40
● West Midlands	9
● East Sussex	2
● Lothian and Borders	1
● GMC	2
● Nottingham	2
● Derbyshire	2
● Bedfordshire	1
● County Durham	1
● Dumfries and Galloway	1
● Leicestershire	1
● South Yorkshire	2
● Royal Berkshire	1
● Gloucestershire	2
● Kent	1
● Hertfordshire	1
● South Wales	1

We are also aware that a number of members could not secure attendance at the school this year due to facilities not being supported. These Brigades included:–

- Cheshire
- Merseyside.

We would like to thank those who assisted our members in securing trade union facilities and training or development facilities to attend the school.

The theme of the B&EMM School this year was 'Women in Colour' and saw all the speakers at the school this year being women (apart from the FBU General Secretary). Our guest speakers were Donna Fraser – Olympian and Commonwealth medal winner; Phyll Opoku-Gyimah from PCS (Public and Commercial Workers Union) and a founder member of UK Black Pride; Jona Olsson, Chief Fire Officer of the Latir Volunteer Fire Department, New Mexico, and political activist. On the evenings we were edu-tained by Black History Studies and Banner Theatre – 'They get mobile phones don't they?' and we held two breakfast events for our Asian members and BME women.

All in all the school was packed with activities, as we endeavoured to educate B&EMM members in issues that are important in the modern trade union movement and in their communities today.

The school started with introductions and welcomes as well as outlining of the expectations of behaviour for the weekend. This was followed by an update on B&EMM activities since 2007's school, which supplemented the complete report which is provided to all students in their school packs.

Each year the B&EMM School has a closed session which is an opportunity for members to air their concerns and personal issues in a B&EMM only environment, and this is always an essential part of our school.

Our last session before dinner was an update from the FBU General Secretary on the major FBU campaigns. This included:-

- FF Fatalities
- Regionalisation of Fire Controls.

Our evening session was a monologue performance from Black History Studies, which saw us being told the story of the immigration of a Caribbean woman from Jamaica to the UK in the 1950s.

Saturday morning started with an Asian breakfast, where we explored the representation of Asians within B&EMM as well as at the B&EMM School. This was a very useful breakfast meeting, and we hope to progress the points raised here to improve the representation.

Donna Fraser spoke about her journey to the Olympics and other sporting achievements, and the challenges along the way. Her motivation and ability to continue through injury and failure was inspiring.

Phyll Opoku-Gyimah gave us the most moving contribution of the school, where she told us about the challenging roller coaster of coming out to her family, friends and community which saw her life change for ever.

Our workshops addressed issues around LGBT issues in society and the FRS and BME issues of triple discrimination.

These workshops were challenging but were addressed with maturity and sensitivity.

Jona Olsson gave us an insight into being a white woman in America who is also LGBT, and a political activist who was brought up to be afraid of black men. This was an interesting, honest contribution.

Our evening education came from Banner Theatre – 'They give them mobile phones don't they' – which was important for our members to see, so we also understand the asylum and immigration myths that are pedalled by the media.

Sunday started with a Breakfast for B&EMM Women, which saw us discuss the need for a targeted BME women's event, which will be a priority for the next 12 months.

The regional activity took place on Sunday morning where we addressed standing issues for B&EMM across all regions, which will be fed into the B&EMM National Committee.

Jona and Phyll took part in a panel session together where they answered questions from the floor.

Our children in the crèche were entertained during the weekend by the playtime's crèche providers and were visited by Anancy who helped them to prepare a presentation for the whole school, which was a play about the Rosa Parks story – as usual the children excelled in their acting and presentation skills.

Before our school closed we had presentations and acknowledgements where we paid respect to two retired members of B&EMM – Renick Joseph who was a member of the original B&EMM Steering Committee and Michael Ackah who attended the first B&EMM School and was a member of the B&EMM National Committee for a number of years. We also showed our appreciation to Warren Simpson who has recently stood down from the B&EMM National Committee and Michael Nicholas the B&EMM EC member who has been a full time official for seven years.

In closing the school we acknowledged those who assisted with the organisation and relatively smooth running of the event. The B&EMM School for 2009 has been booked to take place between October 9th – 11th at Wortley Hall.

H8 Gay and Lesbian Members School 2008

This year we celebrated our 10th Gay and Lesbian School. The school held at Wortley Hall was again a great success with the highest attendance of LGBT members so far.

The school was opened by Stewart Brown, our EC member, who gave us updates on FBU recent issues and campaigns.

SECTION H — EDUCATION

The sessions that followed during the next three days included:

Ben Summerskill, Chief Executive of Stonewall, on the latest legislative changes for the LGBT Community

Madeline Lasko from Stonewall – How to set up a network

Terry Richardson, founder of our group, on the history of the group

“Paragraph 175”, a film on the Holocaust, and a workshop on how to tackle the far right

Jona Olsson, Chief Fire Officer of the Latir Volunteer Fire Department, New Mexico, professional equality tutor and inspirational speaker on internalised homophobia, sexism and racism

Update on the Regionalisation campaign by Sue Offland, CSNC

Amnesty International, the role of trade unions in combating LGBT oppression – Shane Enright

Disability workshop with Andy Oaker vice-chair of the National Disabled Fire Association

Leadership skills with Peter Watkins

Closing the school with a summary of the Fire and Rescue Service Equality and Diversity Strategy, National Officer John McGhee

Once more, we had a lot of encouraging feedback from the students and everyone seemed to have thoroughly enjoyed it as well as learning about the issues and how to get involved as trade union members.

One of the students sent the following:

“Thanks for all of the hard work you and the committee obviously put into organising the school. I’ve found the weekend truly invaluable both professionally and personally and the issues discussed during the sessions have really given me things to think about.”

H9 Women Members School 2008

Date: 7th – 9th March 2008

Location: Wortley Hall

Students: 61 Students,

Children: 35

Sororal delegates: 3 from Australian UFU

A timely event, encompassing International Women’s Day and covering a range of issues from Equal Pay, How the Vote was Won, Responding to the National FRS Equality and Diversity Strategy and Women in Iraq – ensured wide debate and inclusion of all.

Our sororal guests (women firefighters) from New South Wales and Tasmania Fire departments gave interesting input on the political scene for women in overseas FRSs and our

guest speaker from the Iraqi Women’s League, Dr Shatha Beserani gave a fantastic account of life for Iraqi women after the invasion of Iraq.

Shatha told us how it is for women and children still living in Iraq, many widowed or orphaned, how the involvement of trade unions and international aid is crucial to the rebuilding of their cities and how – by acting collectively, the Iraqi Women’s League have re-instated from the rubble in towns like Basra, libraries and schoolrooms to enable communities to function and grow.

A collection at the school for the IWL raised £545.

Eight workshops ran this year over the weekend, and evening sessions showing DVDs on the TUC Equal Pay archives and the NYFD film “Taking The Heat” which was requested again and again over the weekend period.

On International Women’s Day morning, the General Secretary addressed the school and in the evening, a banner procession and mass meeting/celebration was held in the ballroom presenting the work of the young trade unionists in attendance and contributions from guests and students alike celebrating the event.

Sunday morning was utilised as a three-hour session collating the FBU Women’s response to the Equality and Diversity strategy and questionnaire outcomes, soon to be released by CLG. Hopefully to assist in arming our members with the tools they may require in dealing with the forthcoming survey results and probable backlash and how to assist brigades in addressing the outstanding issues surrounding Equality in their FRSs. These workshop outcomes were wonderful and will be fed back into the relevant channels via John McGhee’s office.

The feedback from the school was fantastic and there is a definite thirst for political, feminist and equality education amongst our women members and officials. Professor Mary Davis’s sessions linking the working class struggle with class and gender politics and feminist/socialist politics would, it has been suggested by many women in their feedback results, be a lesson to all of our members in translating the adage ‘Unity is Strength’.

The National Women’s Committee did a wonderful job of organising and accomplishing the whole event, which simply couldn’t take place in the format it is and as accessibly as it is today without the services of our crèche workers who enable many women members who usually wouldn’t, to access FBU education. The usual breakdowns of the monitoring process information will also be completed in the near future, allowing proper evaluation of the event and its attendees.

For information, the workshop sessions were:

- Workplace Bullying;
- How the Vote was won – The East London Federation of Suffragettes and the significance of Sylvia Pankhurst;
- Women and the women’s movement today;
- Finding your voice – learn to speak up;
- Women’s health and safety;

- Women in the fire service;
- Depression and Post Natal Depression;
- Do women have a 'best before' date? – the media portrayal of women and attitudes towards ageing.

H10 WEA/ILO Study Days

The Executive Council continues to review all opportunities to attend WEA and ILO study days.

Where the attendance at such initiatives is beneficial to members, and officials are available to attend, the Executive Council will agree such attendances taking all pertinent facts into account.



Section

Fairness at Work

1 Introduction

The National Fairness at Work Committee met on three occasions during 2008. The December meeting was rescheduled for January 2009 due to difficulties experienced by officials in securing trade union leave to attend.

The committee continues to be proactive and seeks to support Brigade and Regional Committees with any work relating to equality and diversity.

Training on the issue of 'Equality Impact Assessment' was provided for the committee at the Fire Brigades Union's training centre, Pencoed, Wales on 25-28 November 2008. This was delivered by Trevor Cave and Katherine Fry. The feedback from the training was very positive.

Throughout the development of the strategy the FBU equality sections made extremely valuable contributions to the consultations and supported John McGhee with his work. The Union will continue to press for greater improvements in the area of equality and strive to create a more equal and diverse workforce.

At the launch of the Equality and Diversity Strategy, awards were made to a number of individuals and groups for their leadership and commitment in the area of equality.

The FBU National G&L Committee was awarded first prize in the leadership category in recognition for the work the committee has done to help make the FRS more representative of the communities we protect.

Following the launch of the strategy, the Project Board, having completed its work, was disbanded and a new committee, The National Equality and Diversity Delivery Partnership, was set up. This committee will oversee the delivery of the strategy and John McGhee represents the FBU on this.

2 Equality and Diversity Project Board

2008 was a busy year for the Fire and Rescue Service in respect of equality and diversity. The Department for Communities and Local Government (CLG) launched its strategy for 2008-2018. The Equality and Diversity Project Board developed the strategy in consultation with all FRS stakeholders. John McGhee, National Officer, represented the Union on the Project Board. John was invited to speak at the launch of the strategy on behalf of the Union where he outlined the challenges to the FRS to deliver the strategy within the time frame.

3 Equality and Diversity Stakeholders Group (EDSG)

The EDSG met on three occasions during 2008. The Union was represented on the group by John McGhee, National Officer, Stewart Brown, EC member for G&L members, Vicky Knight, EC member for Women, and Micky Nicholas, EC member for B&EMM.

SECTION I — FAIRNESS AT WORK

Stewart Brown was appointed as the Vice Chair in 2007 and became Chair at the end of 2008.

The Union continued to use this group to raise equality and diversity issues on behalf of all members. The FBU played a significant role in this group.



Section

Health & Safety

J1 Introduction

The vital work of our dedicated health and safety representatives continued throughout 2008. Safety representatives throughout the Union have been working to improve the health and welfare of all our members.

2008 has seen an increase in the number of proactive safety representatives working on behalf of the Union. Accident statistics remain a concern along with sickness and, in particular, stress-related ill-health. 2008 Conference set many demanding objectives, which health and safety officials continue to strive towards.

During the year, the Union expressed concern over the reduced funding for the Health and Safety Executive (HSE). Without adequate funding, the HSE will be unable to carry out inspections, which would ultimately lead to a worsening of health and safety conditions for workers.

We will continue to exert as much pressure as possible to ensure adequate funding.

J2 Regional Health & Safety Coordinators

The committee of Regional Health and Safety Coordinators met on a quarterly basis throughout 2008 with a number of sub committee meetings in between. Regional coordinators

have, over the past year, been involved in a variety of projects such as:

- The production of the Safety Reps Handbook;
- The production of the Crew Cab Safety Document;
- International Workers Memorial Day;
- Hazards Conference 2008;
- Firefighting at Sea;
- New Dimensions;
- PPE;
- Combined Aerial Rescue Pumps;
- Racist Attacks on Firefighters;
- Operational Training Review;
- Welfare Facilities.

The work of this group is highly valued by the Executive Council and head office officials.

J3 Fire and Rescue Service Health and Safety Group

John McGhee, National Officer with responsibility for health and safety, represents the Union on this group and reports the work through the Executive Council. During 2008, the group met on four occasions and the Union raised a number of specific issues such as firefighter fatalities, the transportation of dangerous goods and toxins.

The group also discussed the response to the flood reviews and sought to reach agreement on a joint health and safety protocol as well as receiving reports on various issues.

J4 TUC Union Health and Safety Specialists

The Union continues to be represented on this group by John McGhee, National Officer with responsibility for health and safety. During 2008 it met on six occasions and discussed a wide range of issues such as:

- Asbestos;
- HSE/HSC Funding;
- First Aid Guidance;
- Gender and Occupational Health and Safety;
- Occupational Cancers;
- Directors' Duties;
- Pleural Plaques;
- Safety Reps and consultation regulations;
- Standard Setting;
- HSE Strategy.

J5 Generic Risk Assessment

Throughout 2008 the Union raised with government and employers concerns over the lack of central guidance with the FRS. One of these concerns was the failure to review and update the Generic Risk Assessments contained in 'The Guidance of Operational Assessment Volume 3 1998' with 2004 amendments. Following a meeting between National Officer, John McGhee, and the senior manager within The Chief Fire and Rescue Advisers Unit to discuss the government's priorities for operational doctrine, the FBU were invited to take part in the GRA Working Group.

Terms of reference were drawn up for the group and discussed at a meeting on 13th October 2008. This group will now be responsible for the review of all GRAs and National Officer, John McGhee, represents the Union on the group.

Regional health and safety coordinators and Executive Council members will be involved throughout the life of the project, which is likely to be up to two years.

Two GRAs were reviewed and published during 2008: High Rise Procedures and Explosives. Graham Noakes and Jim Parrott made major contributions to the pieces of work to which the Executive Council is grateful for their assistance.

J6 Negotiating Maternity, Paternity and Adoption Rights

Around the year 2000, the Union produced its first model maternity policy, which has been rewritten on a number of

occasions since. Following the last rewrite in 2004, a number of resolutions were carried at the National Women's Committee AGMs.

The National Women's Committee developed a new best practice document, which covered negotiating maternity, paternity, adoption and other family matters. This was then published in February 2008.

Since its publication, many improvements, particularly in provisions for expectant mothers, have been achieved.

Feedback on the document was received from many sources and the then Fire Minister, Parmjit Dhanda MP, wrote to National Officer, John McGhee, congratulating the Union on its publication.

The Executive Council and head office officials are grateful to the excellent work carried out by the National Women's Committee on behalf of all members.

J7 Branch Health, Safety and Welfare Representatives Tool Kit

Resolution 20 passed at 2007 Annual Conference, called for the production of an up to date health and safety handbook for safety representatives. A sub group of regional health and safety coordinators worked with the National Officer, John McGhee, to produce the new handbook, which was issued as part of a complete 'tool kit'. The 'tool kit' was developed to allow members to take on the role of safety representative and have immediate access to information and equipment to get started in the role.

The kit provides easy to use guidance, reporting forms, inspection notices, a check list, as well as Union identification. To date over 1,300 safety representatives have been issued with the tool kits, which are available through Brigade Officials' or head office. Feedback from brigades and regions indicated a highly successful kit, which will be kept updated.

J8 Workplace Facilities

For many years now, there have been calls from, in particular, women members to have improvements to workplace facilities such as changing, toilet, washing and rest facilities.

During 2008, the National Women's Committee developed and produced, with input from the regional health and safety coordinators, a 'Minimum Workplace Facilities, Best Practice' document. This was published and distributed in November

2008 to assist brigade officials in their negotiations, to improve workplace facilities for all members. The document covered permanent and temporary workplaces.

It lays out requirements and expectations and should greatly assist officials in their work. The Executive Council and head office officials are grateful to the National Women's Committee for their excellent work.

J9 Fire Crew Cab Safety

Following the introduction of BSEN1846 parts 1 and 2 in 2001, it was necessary to carry out a review of the Fire Brigades Union's 2000 policy document on 'Appliance Crew Cab Safety'. The appliance and equipment sub group of the Regional Health and Safety Coordinators committee carried out this review. The updated document, was published in May 2008, and although the policy takes account of BSEN1846, it moves away from being one of a prescriptive nature, to one of setting attainable goals with regards personnel and vehicle safety.

The Executive Council and head office officials are grateful to the work of the sub group.

J10 Channel Tunnel Incident 11 September 2008

Following the serious incident involving a fire on board a freight train inside the Channel Tunnel on the 11th September 2008, an investigation was commenced by the FBU.

Although there were no serious injuries or fatalities, the consequences of the fire have raised again many concerns for the safety of firefighters, the public and other workers in the Channel Tunnel.

The FBU, led by National Officer John McGhee, raised these concerns with Kent Fire and Rescue Service and the Channel Tunnel Safety Authority. A number of issues were raised directly with the Chair of the UK side at the Bi-National Safety Authority:

- Fire Prevention and Detection Improvements;
- Fire Suppression Systems;
- Improved Design of Freight Rolling Stock;
- Carriage of Dangerous Goods;
- Firefighting Tactics.

Efforts to meet with the French unions were also made and were ongoing at the end of 2008. This matter will be pursued and reported to the Executive Council.

J11 Warwickshire – Atherstone on Stour

2008 saw the first anniversary of the tragic deaths of Ian Reid, John Averis, Ashley Stephens and Darren Yates-Badley.

Throughout the year, officials have continued to work on the health and safety investigation into the incident. The Union and our solicitors have worked to support families and colleagues of all four members who lost their lives. We have continued to cooperate fully with the HSE and Warwickshire Police with their investigation. Many FBU members have been interviewed by the HSE and Warwickshire Police, a number have been interviewed twice. At each interview FBU officials and solicitors have supported our members. The outcome of the investigations is not yet known and regular reports have been given to the Executive Council. The Union will continue in its work to find out the facts of the incident.

J12 Marlie Farm – East Sussex

Following the tragic incident on Sunday 3rd December 2006, where the lives of Brian Wembridge and Geoff Wicker were lost, East Sussex and Region 11 officials have continued to work jointly with the Fire and Rescue Service on the health and safety investigation in order to bring about, jointly, the improvements in health and safety required.

J13 Stevenage – Harrow Court

In 2007, the Fire Brigades Union raised at the Practitioners' Forum the issue of design specifications for Automatic Distress Signal Units in use with breathing apparatus. This was raised because of the Coroner's inquest into the fatal incident at Harrow Court on the 2nd February 2005. This led to CLG taking the issue to the British Standards Institute (BSI). On the 1st October 2008, BSI held a meeting, which was attended by John McGhee, where it was agreed to create a 'business case' for drafting an appropriate BSI standard. This was important progress for our members and a direct result of the Union's persistence.

J14 English Wildfire Forum

In the summer of 2008 the Union was invited to send a representative to the English Wildfire Forum. John McGhee attended this forum, which is coordinated by the Cabinet Office.

The forum met on only one occasion during 2008 to discuss the terms of reference.

J15 Buncefield

The final report of the Major Incident Investigation Board was published in December.

This was the ninth report they had published over a three-year period. The Board made a number of recommendations which will directly impact on FBU members. Among the recommendations were a number of matters, which had been identified in the report produced on behalf of the Union by Arthur D. Little in 2007.

The Union will be giving further consideration to the final report.

J16 Confidential Stress Helpline

The Union continues to offer our members access to the confidential stress helpline (0800 783 4778).

An independent company, who maintain complete confidentiality on behalf of those who choose to use the service, provides this service.

J17 Assaults on Fire Crews

On 11 February 2008 the Union launched its latest research examining the level of attacks on fire crews across the UK. The report, *Easy Targets, tackling attacks on fire crews in the UK*, was based on detailed research carried out by the Labour Research Department.

Policies and agreements regarding the use or the threat of violence against fire service personnel were collected from every fire authority using the Freedom of Information Act. These have all been placed on the Union's online policy database.

The Freedom of Information Act and other research was used to gather the numbers of attacks on firefighters from each fire authority. These were compared against the official figures produced by the Department for Communities and Local Government (CLG).

The research found there are 40 attacks on fire service personnel every week in the UK. Under-reporting could mean the true figure is much higher than the 2,000 attacks recorded in 2007.

The research also found significant differences and trends between Northern Ireland, Scotland, Wales and England. There

were also significant differences within and between the English regions.

Attacks recorded by fire authorities in England and Wales are four times the official figures issued by Government. Attacks in England and Wales were up 15% year on year, while the official Government figures showed a fall of 68%.

In England and Wales, the Department for Communities and Local Government (CLG) figures showed the number of attacks had fallen from 1,300 in 2005-06 to only 400 in 2006-07. Figures obtained directly from fire services using the Freedom of Information Act show the actual numbers of attacks rose from 1,300 in 2005-06 to 1,504 in 2006-07, an increase of 15%.

Scotland, unlike England and Wales, publishes the official figures for attacks in the Annual Report of the Her Majesty's Fire Service Inspectorate. These official figures show that in 2005-06 there were 324 attacks on firefighters, while in 2006-07 there were 316 attacks. These figures corresponded closely with figures supplied following FoI questions which record 329 attacks in Scotland in 2005-06 and 309 in 2006-07.

Northern Ireland collects figures in a different way with the total number falling from 342 in 2005-06 to 285 in 2006-07. These figures exclude a large number of civil disturbance and other calls at which fire crews face the threat of attack.

The nature of the attacks was also significant. Fire crews were found to be threatened, intimidated and abused, and being pelted with bricks, bottles and stones as they fought fires or attended other emergency incidents. Other incidents included ambushes, booby traps and being attacked with lumps of wood, knives and a petrol bomb.

In some parts of the UK abuse, threats and attacks are so frequent they are no longer reported by fire crews. On the basis of the report, the FBU accused Whitehall of neglecting the problem and called for a detailed and funded Government-led strategy aimed at significantly reducing attacks.

The report found that some fire and rescue services have well developed policies for tackling violence towards all fire service personnel, while others do not. Often fire crews who are assaulted and injured are treated in the same way as any other sickness absence.

The report found that most fire authorities are struggling to deal with the problem but that good practice was patchy. The Union called for a Government-led and funded national strategy with fire authorities required to put plans in place to tackle violence against their staff.

This strategy would replace the existing wish list of nice ideas and 'good practice' which don't have to be implemented by fire authorities. Instead, fire authorities are being left to deal with the problem on their own without the necessary support and funding.

The Union called for Government to take a lead rather than

ignore the problem as it is doing in England. In Scotland, Northern Ireland, and increasingly in Wales, the parliaments and assemblies were playing a more direct and active role.

Key parts of a national strategy would include:

All fire authorities being required to put in place plans to tackle the issue of attacks on fire crews;

Statistics: the competent collection of standardised statistics on attacks;

Training: If incidents cannot be avoided then an appropriate level of 'conflict resolution' training should be provided for fire crews paid for by dedicated national Government funding. There needs to be more widespread back up and support for all staff including those who work in emergency fire control;

National campaigns: public awareness advertising campaigns that challenge attacks on firefighters, similar to those run in Northern Ireland and Scotland;

CCTV: no further extension of its use on fire appliances until an independent assessment of its effectiveness and use has been completed. Most CCTV camera footage is unsuitable for prosecutions and what may help in one area may harm in another;

Resources: training and initiatives with schools and the community need to be maintained over the long term and need dedicated and long-term funding.



Section

**Accounts
2008
and
Financial Statement**

K1 Foreword

National Treasurer's and General Secretary's Foreword

The union's Consolidated Income and Expenditure Account details a 2008 surplus for the year after pension scheme actuarial gain of £1,704,268 compared to a 2007 surplus of £1,789,567.

The General Fund details a surplus for the year after pension scheme actuarial gain of £816,154, whilst the Accident and Injury Fund details a surplus of £459,782.

Contributions income and grants received have increased by £171,678 and £296,325 respectively.

Expenditure has increased by £999,878, which is mainly due to higher administration and union learning costs.

The 2008 consolidated carried forward surplus has increased to £6,269,928 (2007 £4,565,660). The General Fund carried forward surplus is now £491,274 compared to a 2007 deficit of £324,880.



Matt Wrack
General Secretary



Warren Gee
National Treasurer

K2 Financial Statement

Accounts for the Year Ended 31 December 2008

Statement of the Executive Council's Responsibilities

Trade Union Law requires the Executive Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice for each financial year which give a true and fair view of the state of the union's affairs and of the surplus or deficit of the union for that year. In preparing those financial statements the Executive Council is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue to operate.

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

the maintenance and integrity of the corporate and financial information including on the Union's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Independent Auditors' Report to the Members of the Fire Brigades Union

We have audited the financial statements of the Fire Brigades Union for the year ended 31 December 2008 which comprise the Consolidated Income and Expenditure Account, Consolidated Balance Sheet, Consolidated Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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

Respective responsibilities of the Executive Council and auditors

The Executive Council's responsibilities for preparing the financial statements in accordance with applicable law and relevant United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of the Executive Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the National Treasurer's and General Secretary's Foreword is consistent with the financial statements, if the Union has not kept proper accounting records or if we have not received all the information and explanations we require for our audit.

We read the Report of the National Treasurer and General Secretary and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Executive Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with relevant United Kingdom Generally Accepted Accounting Practice, of the state of the union's affairs as at 31 December 2008 and of its surplus for the year then ended and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992, and the information given in the National Treasurer's and General Secretary's foreword is consistent with the financial statements.



HARD DOWDY

a trading style of

Chantrey Vellacott DFK LLP

Chartered Accountants

Registered auditors

London

Date 28 April 2009

Consolidated Income And Expenditure Account

For The Year Ended 31 December 2008

	Note	2008 £	2007 £	General Fund £	Accident & Injury Fund £	Political Fund £	Officials' Pension Fund £	Union Learning Fund £
Income								
Contributions	1i	12,135,667	11,963,989	10,164,743	1,655,702	274,601	40,621	—
Investment Income		173,475	126,476	121,918	18,803	3,848	20,696	8,210
Grants		935,466	639,141	—	—	—	—	935,466
Sales of Publications and Merchandise		6,987	4,650	6,987	—	—	—	—
Support Fund		—	128	—	—	—	—	—
Commission Received		974	—	974	—	—	—	—
VAT Recoverable		3,684	5,290	3,684	—	—	—	—
		<u>13,256,253</u>	<u>12,739,674</u>	<u>10,298,306</u>	<u>1,674,505</u>	<u>278,449</u>	<u>61,317</u>	<u>943,676</u>
Expenditure								
Benefits	2	1,923,585	1,827,152	881,288	1,042,297	—	—	—
Conferences and Meetings		369,134	400,288	369,134	—	—	—	—
Affiliations		166,347	141,316	162,437	—	3,910	—	—
'Firefighter'		236,113	206,798	236,113	—	—	—	—
Commissions		158,215	146,240	63,286	63,286	31,643	—	—
Union Learning Costs		943,676	648,976	—	—	—	—	943,676
Administration	3	8,550,817	8,045,343	8,007,932	109,140	195,302	238,443	—
Depreciation	1b	192,098	245,280	192,098	—	—	—	—
Loss/(Profit) on Disposal of Fixed Assets		4,620	(72,549)	4,620	—	—	—	—
Loss/(Profit) on Disposal of Investments		15,380	(28,737)	6,943	—	—	8,437	—
Transfer of Funds		—	—	209,301	—	—	(209,301)	—
		<u>12,559,985</u>	<u>11,560,107</u>	<u>10,133,152</u>	<u>1,214,723</u>	<u>230,855</u>	<u>37,579</u>	<u>943,676</u>
Surplus for the year before pension scheme actuarial gain								
		696,268	1,179,567	165,154	459,782	47,594	23,738	—
Pension scheme actuarial gain		<u>1,008,000</u>	<u>610,000</u>	<u>651,000</u>	<u>—</u>	<u>—</u>	<u>357,000</u>	<u>—</u>
Surplus for the year after pension scheme actuarial gain								
		1,704,268	1,789,567	816,154	459,782	47,594	380,738	—
Surplus/(deficit) brought forward		<u>4,565,660</u>	<u>2,776,093</u>	<u>(324,880)</u>	<u>3,399,009</u>	<u>1,043,257</u>	<u>448,274</u>	<u>—</u>
Surplus carried forward		<u>6,269,928</u>	<u>4,565,660</u>	<u>491,274</u>	<u>3,858,791</u>	<u>1,090,851</u>	<u>829,012</u>	<u>—</u>

Consolidated Balance Sheet

As At 31 December 2008

	Note	2008 £	2008 £	2007 £	2007 £
Fixed Assets	4		2,217,135		2,352,184
Investments	5		946,522		965,083
Current Assets					
Stock		6,557		13,114	
Debtors and Prepayments		863,905		1,072,383	
Mortgages repayable after more than one year		414,898		431,316	
Cash at Bank and in Hand		2,985,027		2,884,156	
		<u>4,270,387</u>		<u>4,400,969</u>	
Less Current Liabilities					
Trade Creditors		410,569		625,842	
Other Creditors		197,016		265,621	
Accruals		851,531		1,263,113	
		<u>1,459,116</u>		<u>2,154,576</u>	
Net Current Assets			2,811,271		2,246,393
Total Assets before Pension Asset/(Liability)			<u>5,974,928</u>		<u>5,563,660</u>
Pension Asset/(Liability)			295,000		(998,000)
Total Assets after Pension Asset/(Liability)			<u>6,269,928</u>		<u>4,565,660</u>
Financed By					
Total Funds			<u>6,269,928</u>		<u>4,565,660</u>



M. WRACK – GENERAL SECRETARY



M. SHAW – PRESIDENT

Consolidated Cash Flow Statement

For The Year Ended 31 December 2008

	2008 £	2007 £
Reconciliation of Operating Results to		
Net Cash Inflow from Operating Activities		
General Fund Surplus	816,154	1,246,396
Accident and Injury Fund Surplus	459,782	182,705
Political Fund Surplus	47,594	106,496
Officials' Pension Fund Surplus	380,738	253,970
Depreciation	192,098	245,280
Loss/(Profit) on Disposal of Fixed Assets	4,620	(72,549)
Loss/(Profit) on Disposal of Investments	15,380	(28,737)
Change in Pension Liability	(1,293,000)	(736,000)
Change in Stock	6,557	(13,114)
Change in Debtors	208,478	(242,948)
Change in Mortgages repayable after more than one year	16,418	125,062
Change in Trade Creditors	(215,273)	289,920
Change in Other Creditors	(68,605)	(123,119)
Change in Accruals	(411,582)	(199,641)
Net Cash Inflow from Operating Activities	159,359	1,033,721
Cash Flow Statement		
Net Cash Inflow from Operating Activities	159,359	1,033,721
Purchase of Fixed Assets	(75,670)	(263,985)
Sale of Fixed Assets	14,000	262,200
Purchase of Investments	(91,656)	(157,719)
Sale of Investments	94,838	202,098
	100,871	1,076,315
Reconciliation of Net Cash Flow to Movement in Cash		
Increase in Cash in the year	100,871	1,076,315
Net Cash as at 1 January 2008	2,884,156	1,807,841
Net Cash as at 31 December 2008	2,985,027	2,884,156

Notes to the Accounts

For The Year Ended 31 December 2008

1 Accounting Policies

- a) These accounts have been prepared under the historical cost convention. Income and expenditure is dealt with in the various fund accounts of the Union.
- (b) Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

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

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

- (c) Rental payments in respect of operating leases are charged to the General Fund Income and Expenditure Account in the period in which they are incurred.
- (d) Investments are stated at cost. Provision is made against investments where there is a permanent impairment in value.
- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, in accordance with Financial Reporting Standard No 12, only where the Union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the Union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The non-recoverable element is shown separately in the income statement. All expenditure is shown exclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The Union's pension schemes are defined benefit schemes.

The amounts charged to Income and Expenditure Account are the current service costs. Actuarial gains and losses are recognised immediately in the Consolidated Income and Expenditure Account.

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

Notes to the Accounts

For The Year Ended 31 December 2008

2 Benefits	2008 £	2007 £
Legal Fees	537,022	198,523
Education	317,376	226,260
Accidents and Injury Claims	1,042,297	1,373,674
Payments for Support	—	7,289
Pension Buy Back	3,609	—
Victimisation Payments	23,281	21,406
	<u>1,923,585</u>	<u>1,827,152</u>

3 Administration	2008 £	2007 £
Salaries, National Insurance and Pension Contributions	2,171,340	2,090,640
Honoraria	27,292	20,732
Travelling	864,291	740,853
Hotels and Subsistence	995,506	811,188
Motor Expenses	560,590	534,071
Other Organising Expenses	272,101	207,230
Trade Union Leave	1,091,590	1,041,049
Reports, Journals and Subscriptions	116,364	82,373
Ballot Expenses	26,733	20,068
Donations	122,769	120,912
Goods for Resale and Presentations	79,421	56,818
Repairs and Renewals	118,879	96,646
Office Expenses	490,044	484,292
Communications	649,701	634,785
Printing and Stationery	467,988	501,504
Advertising	47,918	66,646
Insurance	31,032	39,767
Bank Charges	22,574	23,067
Audit and Accountancy	36,117	27,459
Professional Fees	287,468	390,099
Computer Leasing	71,099	55,144
	<u>8,550,817</u>	<u>8,045,343</u>

Notes to the Accounts

For The Year Ended 31 December 2008

4 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2008	2,671,906	794,191	140,758	3,606,855
Additions	—	17,237	58,433	75,670
Disposals	—	(256,516)	(37,274)	(293,790)
31 December 2008	2,671,906	554,912	161,917	3,388,735
Depreciation				
1 January 2008	640,328	540,859	73,484	1,254,671
Charged	51,824	99,794	40,480	192,098
Disposals	—	(256,532)	(18,637)	(275,169)
31 December 2008	692,152	384,121	95,327	1,171,600
Net Book Value				
31 December 2008	1,979,754	170,791	66,590	2,217,135
Net Book Value				
31 December 2007	2,031,578	253,332	67,274	2,352,184

5 Investments at Cost

	2008 £	2007 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £366,575 (2008), £515,028 (2007)	414,217	425,940
Newton Investment Management Ltd – Market Value – £243,735 (2008), £332,125 (2007)	268,740	275,578
Unquoted Equities		
240,000 Unity Trust plc Ordinary Shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
Loans – Co-op Societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	<u>946,522</u>	<u>965,083</u>

No provision for permanent impairment in value of investments is considered necessary.

Notes to the Accounts

For The Year Ended 31 December 2008

6 Pension Scheme Contributions

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials' and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2005 and 1 July 2005 respectively on each scheme and updated to 31 December 2008 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.08	At 31.12.07	At 31.12.06
Rate of increase in salaries	4.9%	5.5%	5.3%
Rate of increase of pensions in payment	2.9%	3.4%	3.2%
Discount Rate	6.7%	5.8%	5.2%
Inflation Rate	2.9%	3.5%	3.3%

The mortality assumptions are in accordance with the published PFA92 medium cohort year of birth tables.

The assets in the scheme and the expected rate of return for the National Officials' Scheme.

	Long-term expected rate of return	Value at 31.12.08 £'000	Long-term expected rate of return	Value at 31.12.07 £'000	Long-term expected rate of return	Value at 31.12.06 £'000
With Profits Fund	5.1%	1,623	7.1%	1,237	5.6%	886
Secured annuities	6.7%	2,973	5.8%	3,384	5.2%	3,520
Total market value of assets		4,596		4,621		4,406

The major assumptions used by the actuary for the Clerical Staff Scheme.

	At 31.12.08	At 31.12.07	At 31.12.06
Rate of increase in salaries	4.2%	5.0%	4.8%
Rate of increase of pensions in payment	2.7%	3.5%	3.3%
Discount Rate	6.7%	5.8%	5.1%
Inflation Rate	2.7%	3.5%	3.3%

The mortality assumptions are in accordance with the published PFA92 medium cohort year of birth tables.

The assets in the scheme and the expected rate of return for the Clerical Staff Scheme.

	Long-term expected rate of return	Value at 31.12.08 £'000	Long-term expected rate of return	Value at 31.12.07 £'000	Long-term expected rate of return	Value at 31.12.06 £'000
Cash accumulation policy	6.6%	2,007	7.0%	2,065	7.0%	1,934
Secured annuities	6.7%	1,183	5.8%	1,125	5.1%	1,025
Total market value of assets		3,190		3,190		2,959

The union is only subject to corporation tax in line with note 7 and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

Notes to the Accounts

For The Year Ended 31 December 2008

6 Pension Scheme Contributions (continued)

	National Officials' Scheme £'000	2008 Clerical Staff Scheme £'000	Total £'000	National Officials' Scheme £'000	2007 Clerical Staff Scheme £'000	Total £'000
The amounts recognised in the balance sheet are as follows:						
Present value of scheme liabilities	(3,953)	(3,538)	(7,491)	(4,500)	(4,309)	(8,809)
Fair value of scheme assets	4,596	3,190	7,786	4,621	3,190	7,811
Net asset/(liability) recognised	643	(348)	295	121	(1,119)	(998)
The amounts recognised in the income and expenditure account are as follows:						
Service costs	134	204	338	143	258	401
Interest on obligation	261	250	511	237	234	471
Expected return on scheme assets	(288)	(217)	(505)	(236)	(194)	(430)
Total	107	237	344	144	298	442
Actual return on scheme assets	(181)	(278)	(459)	77	1	78
Actuarial gains and (losses) recognised:						
Difference between expected and actual return on scheme assets	(469)	(495)	(964)	(159)	(193)	(352)
Experience gains and losses arising on scheme liabilities and effects of changes in the demographic and financial assumptions underlying the present value of scheme liabilities	826	1,146	1,972	307	655	962
Total recognised	357	651	1,008	148	462	610
Cumulative amounts recognised	(772)	(393)	(1,165)	(1,129)	(1,044)	(2,173)

Notes to the Accounts

For The Year Ended 31 December 2008

6 Pension Scheme Contributions (continued)

	National Officials' Scheme £'000	2008 Clerical Staff Scheme £'000	Total £'000	National Officials' Scheme £'000	2007 Clerical Staff Scheme £'000	Total £'000
Reconciliation of opening and closing balances of the present value of scheme liabilities:						
Scheme liabilities at 1 January 2008	4,500	4,309	8,809	4,553	4,546	9,099
Current service cost	134	204	338	143	258	401
Interest cost	261	250	511	237	234	471
Contributions by scheme participants	40	38	78	44	36	80
Actuarial gains	(826)	(1,146)	(1,972)	(307)	(655)	(962)
Benefits paid	(156)	(117)	(273)	(170)	(110)	(280)
Scheme liabilities at 31 December 2008	3,953	3,538	7,491	4,500	4,309	8,809

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

Fair value of scheme assets at 1 January 2008	4,621	3,190	7,811	4,406	2,959	7,365
Expected return on scheme assets	288	217	505	236	194	430
Actuarial losses	(469)	(495)	(964)	(159)	(193)	(352)
Contributions by employer	272	357	629	264	304	568
Contributions by scheme participants	40	38	78	44	36	80
Benefits paid	(156)	(117)	(273)	(170)	(110)	(280)
Fair value of scheme assets at 31 December 2008	4,596	3,190	7,786	4,621	3,190	7,811

Amounts for the current and previous four years:

	2008 £'000	2007 £'000	2006 £'000	2005 £'000	2004 £'000
Present value of scheme liabilities	(7,491)	(8,809)	(9,099)	(8,759)	(6,775)
Fair value of scheme assets	7,786	7,811	7,365	(7,025)	5,875
Surplus/(deficit) in scheme	295	(998)	(1,734)	(1,734)	(900)
Experience adjustments on scheme assets	(964)	(352)	(414)	619	205
Experience adjustments on scheme liabilities	1,114	1,022	513	(260)	(206)

The best estimate of contributions to be paid by the employer to the scheme for the year ending 31 December 2009 is £690,000.

Notes to the Accounts

For The Year Ended 31 December 2008

6 Pension Scheme Contributions (continued)

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

7 Taxation

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

8 Commitments – Operating Leases

As at 31 December 2008 the Fire Brigades Union had annual computer leasing commitments of £64,813 expiring between one to two years (2007 – £59,804).

Analysis of Officials' Salaries and Benefits

For The Year Ended 31 December 2008

Salaries

Name	Office Held	Gross Salary £	Equivalent Rank	
Matt Wrack	General Secretary	68,054	Area Manager	Competent "B"
Andy Dark	Assistant General Secretary	64,199	Area Manager	Competent "A"
Sean Starbuck	National Officer	59,236	Group Manager	Competent "B"
John McGhee	National Officer	59,264	Group Manager	Competent "B"
Dean Mills	National Officer	59,264	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	59,264	Group Manager	Competent "B"

Note: All National Officials' salaries are in line with Fire Service ranks, endorsed by Annual Conference.

Benefits

Name	Office Held	Employer's N.I. Cons. £	Employer's Pension Cons. £	Benefits In Kind £
Matt Wrack	General Secretary	8,022	45,392	3,784
Andy Dark	Assistant General Secretary	7,529	42,821	4,719
Sean Starbuck	National Officer	6,893	39,511	8,239
John McGhee	National Officer	6,897	39,529	14,042
Dean Mills	National Officer	6,897	39,529	3,770
Paul Woolstenholmes	National Officer	6,897	39,529	3,954

Note: All National Officials pay a pension contribution of the amount specified in the Firefighters' Pension Scheme of 11% and receive a pension comparable to equivalent Officers of the Fire Service.

Members of the Executive Council

For The Year Ended 31 December 2008

Benefits

Name	Office Held	Honoraria £	Car Allowance £	Car & Fuel Benefit £
M. Shaw	President	1,500	—	8,194
A. McLean	EC and Vice President	—	6,000	—
W. Gee	EC and National Treasurer	—	6,000	—

The following Executive Council members were paid a car allowance at the rate of £6,000 per annum:

R. Robertson	K. Horan
J. Barbour	T. McFarlane
J. Pagan	M. Nicholas
D. Green	S. Riley
D. Whatton	T. Mitchell
M. Smith	V. Knight
K. Handscomb	J. Ford
I. Leahair	S. Brown
J. Parrott	

Note: The Union made reimbursement to local Authorities of £1,091,590 (2007 – £1,041,049) in respect of Trade Union Leave in connection with Trade Union duties by certain Executive Council Members and Regional Officials.

“A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors’ of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.”

Section



Obituary

The Executive Council records with deep regret the deaths of the following members:

<i>Forename</i>	<i>Surname</i>	<i>Date of Death</i>	<i>Region</i>	<i>Brigade</i>	<i>On/Off Duty</i>
John	Noble	23/01/2008	1	Central	On Duty
Derek	Gibson	16/03/2008	1	Strathclyde	
Andrew	Grant	01/05/2008	1	Fife	
James	Cooper	03/08/2008	1	Highland & Islands	
Peter	Tweedie	09/10/2008	1	Lothian Borders	
George	Drennan	21/02/2008	2	Northern Island	
Barry	Watson	23/07/2008	2	Northern Island	
Victoria	Barton	21/04/2008	5	Merseyside	
Anthony	Bower	09/02/2008	6	Derbyshire	
Kevin	Broomham	31/03/2008	6	Derbyshire	
Alan	George	16/08/2008	7	Staffordshire	
Paul	Fitzgerald	08/09/2008	7	West Midlands	
Timothy	Cartlidge	23/09/2008	7	West Midlands	
Brian	Dean	03/12/2008	7	West Midlands	
Stephen	Capp	23/03/2008	9	Essex	
Andrew	Boreham	10/04/2008	9	Essex	
Cameron	Russell	16/10/2008	9	Norfolk	
Gary	Neville	28/03/2008	10	London	
Neil	Walker	17/06/2008	10	London	
John	Jackiewicz	29/06/2008	10	London	
Brian	Warner	13/07/2008	10	London	
Jon	Bonney	22/08/2008	10	London	
Terrence	Kitto	27/08/2008	10	London	
Jeffrey	Martin	12/09/2008	10	London	
William	Ward	20/09/2008	10	London	
Leigh	Robson	04/03/2008	11	Kent	
Christopher	Harris	13/09/2008	11	Kent	

