

The Fire Brigades Union



Executive Council's

Annual Report **2010**

85th Annual Conference

19th, 20th and 21st May 2010

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 85th Annual Conference 2010

President:	Mick Shaw
Vice-President:	Alan McLean
General Secretary:	Matt Wrack
Assistant General Secretary:	Andy Dark
Treasurer:	Warren Gee
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President



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ALAN McLEAN
Vice President and Region 3 EC



WARREN GEE
Treasurer and Region 5 EC



JOHN McGHEE
National Officer



SEAN STARBUCK
National Officer



PAUL WOOLSTENHOLMES
National Officer

Executive Council members



RODDY ROBERTSON
Region 1



JIM BARBOUR
Region 2



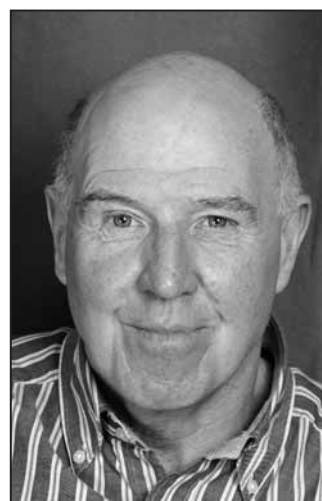
JERRY PAGAN
Region 4



DAVE GREEN
Region 6



ROSE JONES
Region 7



MIKE SMITH
Region 8



KEITH HANDSCOMB
Region 9



IAN LEAHAIR
Region 10



JIM PARROTT
Region 11

Executive Council members (continued)



KARL HORAN
Region 12



TAM McFARLANE
Region 13



MICKY NICHOLAS
B&EMM



SHARON RILEY
Control



TAM MITCHELL
National Retained



VICKY KNIGHT
NWC



JACK FORD
ONC



STEWART BROWN
G and L

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President's Introduction

2009 proved to be another challenging year, not just for the Fire Brigades Union but for working people in general. Unemployment increased, putting pressure on trade union membership levels; enormous pressure was exerted by employers to keep down wages; and a cacophony of voices in the media and amongst politicians called for pension schemes such as our own to be worsened or even scrapped.

The outlook for working people has been extremely uncertain and looks likely to worsen during 2010. Defending jobs, pay and pensions will be urgent priorities for the FBU, alongside our fellow trade unions, both in the UK and throughout the world. As I write, the major political parties are gearing up for the forthcoming general election and a consensus has emerged between them that cutting public expenditure and holding down or cutting the pay of workers in public services is essential for economic recovery. The only argument seems to be how deep to cut and how quickly.

We need to be saying very clearly that it was not firefighters or other public sector workers who caused the current economic crisis and that we should not be the ones who are required to pay the cost. It was the unrestrained activities of those at the top in banking and finance, with their doctrine of free markets, cheered on by successive governments, that caused the current crisis. Destroying public services in an attempt to enable the bankers to return to business as usual is neither viable nor reasonable.

Fire authorities are currently entering the last year of settlements determined by the three-year Comprehensive Spending Review and already we are seeing cuts being imposed in various parts of the country. If the next three-year review leads to worse financial settlements, that pressure will intensify. In 2009 pressure for cuts led to our members taking industrial action in South Yorkshire, London, Essex and Merseyside, along with public campaigns in other areas.

I would particularly like to congratulate our members in South Yorkshire for standing together and showing that FBU members are not prepared to be forced into accepting worse conditions through the tactic of mass dismissals and re-engagement on new contracts. The magnificent turn out on

the demonstration in Barnsley on 28 September and the delegations from many brigades who visited our South Yorkshire members on their picket lines showed the importance of the South Yorkshire dispute to our whole membership.

Obtaining a satisfactory pay rise for our members this year is likely to prove extremely difficult. We have heard a chorus of voices in the media calling for pay freezes in the public sector and the local government employers for England and Wales – largely the same employers that we have to deal with – have told their employees that no pay rise will be offered. At a time when inflation is starting to rise again, a pay freeze would represent a pay cut in real terms.

On the issue of pensions, we had two important results in 2009. Firstly, we were successful in the Court of Appeal on behalf of three London members who had had their ill-health pensions stopped. Secondly, by advising members on how to submit grievances and by providing legal advice, we were successful in obtaining the backdating to 22 August 2006 for the increased commutation payments that had been introduced with effect from October 2007. As I write this, we are still involved in negotiations on how to implement the decision of the Employment Tribunal that our retained duty system members had been unlawfully discriminated against by being excluded from the Firefighters' Pension Scheme.

Our campaign against the regional controls project in England has continued to expose the failure of that project to deliver what it had promised, either in terms of timescales or financial savings. We remain committed to defending the jobs, pay and conditions of all of our members that work in emergency fire control rooms.

I am confident that we will be able to successfully face all of these challenges in 2010. In doing so, we will count on the continued hard work of our officials at all levels and the support of our membership, who realise that we are the only force that can defend their interests, along with those of the public that depend upon our service.

Mick Shaw

Section



National Joint Council

A1 Introduction

The Union appointed the following representatives to the National Joint Council for 2009-2010:

Brother M Wrack (Employees' side joint secretary)
Brother A Dark
Brother M Shaw (Employees' side chairperson and NJC vice chair)
Brother A McLean
Brother R Robertson
Brother J Barbour
Brother M Smith
Sister S Riley
Brother J Ford
Brother T Mitchell
Brother W Gee
Brother D Green
Brother D Whatton (retired October 2009) – replaced by
Brother T McFarlane
Brother M Nicholas

The National Joint Council met on the following dates in 2009:

25 March
3 June
29 September
15 December

A2 Report of the independent chair of the NJC/MMNB

The report of the independent chair of the NJC, Professor Monojit Chatterji, was tabled at the meeting of the National Joint Council (NJC) held on 15 December 2009.

The report was circulated by way of NJC circular (09/09) on 27 October 2009.

Circular NJC/09/09

27 October 2009

Dear Sir/Madam

ANNUAL REPORT OF THE INDEPENDENT CHAIR – 2008/9

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.*
2. *A copy of Professor Chatterji's report, relating to 2008/9, is attached.*

Yours faithfully

Sarah Messenger M. Wrack

SARAH MESSENGER
Joint Secretaries

MATT WRACK

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

ANNUAL REPORT OF THE INDEPENDENT CHAIR 2008 – 2009

SEPTEMBER 2009

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 2008/9 the Vice-Chair was held by the Employers' Side.

The membership of the National Joint Council (and the Middle Managers Negotiating Body) during 2008/9 is attached to this report.

Introduction

1. The Annual Report of the Independent Chair of the National Joint Council for Local Authority Fire and Rescue Services (NJC) covers the period from 1 October 2008 to 30 September 2009. Issues dealt with at the meetings of the National Joint Council on 29 September 2008 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 the interpretation of the national scheme of conditions of employment.

The main outcomes in 2008-2009

3. Since my last report the National Joint Council has met on the following dates and considered a number of issues:
30 September 2008

16 December 2008

25 March 2009

3 June 2009

The body will also meet on 29 September 2009.

4. The National Joint Council issues circulars from time to time detailing agreements reached. Below are a list of agreements reached since September 2008 together with the relevant circular number:

Car Allowances – VAT Reduction **NJC/1/09**

Due to the Chancellor of the Exchequer's announcement that VAT was to be reduced to 15% from the 1 December 2008, the NJC agreed to reduce the amount of VAT per mile in the petrol element of the NJC car allowances.

Scheme of Conditions of Service (Grey Book) Out of Pocket Allowance **NJC/4/09**

Revised allowances effective from the 1 April 2009.

Car Allowances **NJC/5/09**

Revised Allowances effective from the 1 April 2009.

Retirement and Pension Schemes **NJC/6/09**

The NJC agreed an updated and revised paragraph 4 in Section 7 of the Scheme of Conditions of Service (Grey Book) to reflect the introduction of the New Firefighters Pension Scheme and access of employees on the retained duty system to the new scheme.

Pay Settlement 2009 **NJC/7/09**

Pay award effective from 1 July 2009.

Continual Professional Development Payments **NJC/8/09**

New payment levels effective from 1 July 2009.

Additional Circulars

5. In addition to the circulars referred to in paragraph 3 above, the following circulars have been issued since September 2008:

Independent Chair's Annual Report **NJC/13/08**

First report of Professor Monojit Chatterji.

Technical Advisory Panel (TAP) **NJC/14/08**

Recommendation of the Independent Expert of the Technical Advisory Panel with regard to the referral by Strathclyde Fire and Rescue Service (October 2008).

Resolution Advisory Panel (RAP) **NJC/15/08**

Recommendation of the Independent Chair of the Resolution Advisory Panel with regard to the referral by Tayside Fire and Rescue Service (July 2008).

Pay and numbers survey 2009 **NJC/2/09**

Survey form and guidance notes.

Technical Advisory Panel (TAP) **NJC/3/09**

Recommendation of the Independent Expert to the Technical Advisory Panel with regard to the referral by Lincolnshire Fire and Rescue Service (January 2009).

Middle Managers Negotiating Body

6. The Middle Managers Negotiating Body came in to existence in September 2007. It has plenary powers to

deal with issues relating solely to employees in Station Manager to Area Manager roles.

7. Since my last report the Middle Managers Negotiating Body has met on the following occasions and has considered a range of issues:

30 September 2008

16 December 2008

25 March 2009

3 June 2009

The body will also meet on 29 September 2009.

Rolemaps and National Occupational Standards sub-Committee

8. The Rolemaps and National Occupational Standards sub-Committee came into existence in July 2008.
9. Its purpose is to consider any proposed changes to the NJC agreed rolemaps and/or national occupational standards 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.
10. Since my last report the sub-Committee has met on one occasion with further meetings scheduled to consider changes originally put forward by the Fire and Rescue Services Vocational Standards Group.
11. The group is led by the Joint Secretariat.

Joint Secretariat Activity

12. 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.
13. The Joint Secretariat leads discussions in National Joint Council working parties which inform negotiations and again tend to meet on a monthly basis. The most recent working party was concerned with the approach to pay for 2009.
14. In both cases meetings can be held more frequently depending upon the complexity of the issues and/or the agreed timescale for conclusion.
15. The Joint Secretariat also leads discussion in the sub-Committee on rolemaps and national occupational standards as outlined in paragraph 9 above.
16. 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 assisting the parties to develop the basis of an agreement which leads to a resolution following further discussion at local level. Over the last year various fire and rescue services have referred eighteen issues to the Joint Secretariat for conciliation.

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.

17. The Joint Secretariat will also have handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.

Other National Joint Council Activities

18. At the invitation of the Employees' Side Secretary, the Employers' Side Secretary attended the Fire Brigades Union National School in November 2009 to discuss industrial relations within the UK fire and rescue service.
19. The Independent Chair visited Tayside Fire and Rescue Service meeting both employer and employee representatives, gaining further day-to-day knowledge about how a fire and rescue service functions.
20. At the invitation of the Employees' Side Secretary, the Independent Chair and the Employers' Secretariat each attended a day of the Fire Brigades Union Conference in May 2009.

Resolution Advisory Panel

21. 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 a recommendation which based upon the positions presented and discussions during the course of a meeting, he believes could form the basis of an agreement.
22. During the last year there has been one referral to the Resolution Advisory Panel by South Yorkshire Fire and Rescue Service.

Technical Advisory Panel

23. 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 determining whether or not the proposed duty system complies with the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book). He may also include in his recommendation a proposal that he believes, on the basis of the positions presented and discussion during the course of a meeting, could form the basis of an agreement.
24. During the last year there has been one referral to the Technical Advisory Panel by Lincolnshire Fire and Rescue Service.

Matters in Progress

25. 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*.
26. Considerable work has been undertaken at Joint Secretary level, together with respective legal advisers, in order to identify an appropriate remedy and reach a negotiated settlement as directed by the Employment Tribunal in respect of cases taken under the Part-time Workers Prevention of Less Favourable Treatment (Regulations). In addition, work is also taking place on necessary amendments to the Scheme of Conditions of Service. This work is continuing and further meetings are planned.
27. Discussion at Joint Secretary level (extended as and when necessary) will shortly commence on whether or not provisions for middle managers provide the best approach from both a management and an employee perspective.
28. Early discussion at Joint Secretary level will also commence shortly on the matter of the approach to pay for 2010.
29. Consideration will be given to changes to the Maternity provisions contained within the Scheme of Conditions of Service (Grey Book) in the light of a claim received from the Employees' Side.
30. Consideration will be given to provision of health and safety guidance as referred to in Section 5, part A, paragraph 2 of the Scheme of Conditions of Service (Grey Book).

Conclusion

31. Overall this has again been a productive year for the NJC.
32. I was particularly pleased that despite the exceptional economic circumstances the NJC was able to reach agreement on the matter of this year's pay award. This is testimony to the effective working relationships at this level.
33. However, the NJC is not complacent about its successes. It is very aware of the challenges that lie ahead. But it is confident that it is well placed to enable the challenges of the future to be handled in the best interests of both employers and employees.

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2008 TO 30 SEPTEMBER 2009

Employers' Side

Local Government Association

Cllr C Bowden
Cllr S Comer
Cllr A Duggan (part year)
Cllr D Goddard
Cllr M Grimston
Cllr L McGuire
Cllr I Swithenbank
Cllr F Walker
Vacancy

Convention of Scottish

Local Authorities

Cllr M Bridgman
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
Mr J Ford
Mr W Gee
Mr D Green
Mr A McLean
Mr T Mitchell
Mr J Pagan
Ms S Riley
Mr R Robertson
Mr M Shaw
Mr M Smith
Mr D Whatton
Mr M Wrack

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2008 TO 30 SEPTEMBER 2009

Employers' Side

Local Government Association:

Cllr C Bowden
Cllr S Comer
Cllr A Duggan (part year)
Cllr D Goddard
Cllr M Grimston
Cllr L McGuire
Cllr I Swithenbank
Cllr F Walker
Vacancy (part year)

Convention of Scottish

Local Authorities

Cllr M Bridgman
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 A Dark
Mr J Ford
Mr A Guest
Mr A McLean
Mr P Moss (part year)
Mr M Pottinger
Mr P Poullais (part year)
Ms S Riley
Mr R Robertson
Mr M Shaw
Mr M Smith
Mr M Wrack

Fire Officers Association

Mr G Morgan

A3 Pay

The Fire Brigades Union entered negotiations on pay with a view to reaching agreement and implementation by 1 July 2009.

Extensive discussions took place through the mechanism of a joint FBU-Employers working party.

The result of these discussions was a 1.25% pay offer, which was reported to branches in head office circular 2009HOC0452MW. An NJC circular (07/09) was also issued on the matter.

Circular 2009HOC0452MW

5 August 2009

To: ALL MEMBERS

Dear Brother/Sister

PAY SETTLEMENT 2009 – REVISED PAY RATES

Further to my circular number 2009HOC0437MW, issued on 24 July, informing you of the 1.25% pay rise agreed at the National Joint Council, please find attached NJC Circular NJC/07/09, which includes details of all revised pay rates as a result of the increase.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

CIRCULAR NJC/07/09

24 July 2009

Dear Sir/Madam

PAY SETTLEMENT: 2009

1. The NJC has agreed an increase of 1.25% with effect from 1 July 2009.

The following appendices contain the revised rates of pay.

Appendix A Pay rates for firefighting roles

Appendix B Pay rates for the retained duty system

Appendix C Pay rates for control specific roles

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 1.25%. Please see separate NJC circular for the increased payments. (NJC/8/09 refers.)

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

APPENDIX A

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2009

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter			
Trainee	21,157	9.66	14.49
Development	22,038	10.06	15.09
Competent	28,199	12.88	19.32
Crew Manager			
Development	29,971	13.69	20.54
Competent	31,263	14.28	21.42
Watch Manager			
Development	31,940	14.58	21.87
Competent A	32,827	14.99	22.49
Competent B	34,961	15.96	23.94
Station Manager			
Development	36,365	16.60	24.90
Competent A	37,456	17.10	25.65
Competent B	40,109	18.31	27.47
Group Manager			
Development	41,881	19.12	N/A
Competent A	43,138	19.70	N/A
Competent B	46,428	21.20	N/A
Area Manager			
Development	49,167	22.45	N/A
Competent A	50,642	23.12	N/A
Competent B	53,934	24.63	N/A

PROTECTED PAY POINT

Station Officer/Watch Manager B

Protected Pay Point L	36,752	16.78	25.17
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N/A = Not Applicable

APPENDIX B

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2009
(RETAINED DUTY SYSTEM)

	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occasion
Firefighter				
Trainee	2,116	1,058	9.66	3.70
Development	2,204	1,103	10.06	3.70
Competent	2,821	1,410	12.88	3.70
Crew Manager				
Development	2,998	1,499	13.69	3.70
Competent	3,127	1,563	14.28	3.70
Watch Manager				
Development	3,193	1,598	14.58	3.70
Competent A	3,284	1,642	14.99	3.70
Competent B	3,496	1,749	15.96	3.70
Station Manager				
Development	3,637	1,818	16.60	3.70
Competent A	3,745	1,872	17.10	3.70
Competent B	4,012	2,005	18.31	3.70
Group Manager				
Development	4,189	2,094	19.12	3.70
Competent A	4,313	2,158	19.70	3.70
Competent B	4,643	2,322	21.20	3.70
Area Manager				
Development	4,917	2,459	22.45	3.70
Competent A	5,065	2,532	23.12	3.70
Competent B	5,394	2,697	24.63	3.70

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 2009

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)			
Trainee	20,099	9.18	13.77
Development	20,935	9.56	14.34
Competent	26,790	12.23	18.35
Crew Manager (Control)			
Development	28,472	13.00	19.50
Competent	29,700	13.56	20.34
Watch Manager (Control)			
Development	30,345	13.86	20.79
Competent A	31,187	14.24	21.36
Competent B	33,211	15.16	22.74
Station Manager (Control)			
Development	34,547	15.77	23.66
Competent A	35,583	16.25	24.38
Competent B	38,104	17.40	26.10
Group Manager (Control)			
Development	39,788	18.17	N/A
Competent A	40,980	18.71	“
Competent B	44,108	20.14	“

PROTECTED PAY POINTS

Fire Control Officer			
Protected Pay Point L	34,879	15.93	23.90
Principal Fire Control Officer			
Protected Pay Point P	44,420	20.28	N/A

N/A = Not Applicable

APPENDIX D

NON-OPERATIONAL STAFF – PAY RATES FROM 1st JULY 2009

	£pa
Fire Control Operator equivalent	
During first six months	18,019
After six months and during 2nd year	18,817
During 3rd year	19,712
During 4th year	20,681
During 5th year	22,524
Leading Fire Control Operator equivalent	24,121
Senior Fire Control Operator equivalent	
During 1st year in rank	24,741
During 2nd year in rank	25,678

JUNIOR FIREFIGHTERS – PAY RATES FROM 1st JULY 2009

	£pa
Aged 16	9,787
Aged 17	10,518
Aged 18	21,157

A4 CPD payments 2009

Following the agreement of a 1.25% pay increase for 2009, the CPD rates were also uprated by the same amount. This was reported in NJC circular 08/09 on 24 July 2009.

CIRCULAR NJC/08/09

24 July 2009

Dear Sir/Madam

CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS 2009:

PAYMENTS BY AUTHORITY

1. The NJC has agreed an increase of 1.25% on the above payments effective from the 1 July 2009.
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 applies a minimum guaranteed increase upon promotion in such circumstances. That figure will be £311pa with effect from 1 July 2009. For those on the retained duty system the figure will be £78pa with the same effective date.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

APPENDIX A

CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS (CPD) from 1ST JULY 2009

Fire Authority	CPD (£)
Avon	697
Bedfordshire and Luton	615
Buckinghamshire	532
Cambridgeshire	543
Central Scotland	805
Cheshire	703
Cleveland	896
Cornwall	282
Cumbria	488
Derbyshire	726
Devon and Somerset	518
Dorset	610
Dumfries and Galloway	637
Durham and Darlington	792
East Sussex	513
Essex	557
Fife	492
Gloucestershire	350
Grampian	711
Greater Manchester	848
Hampshire	606
Hereford and Worcester	637
Hertfordshire	677
Highland and Islands	207
Humberside	662
Isle of Wight	302
Kent	596
Lancashire	663
Leicestershire	621
Lincolnshire	362
London	864
Lothian and Borders	612
Merseyside	658
Mid and West Wales	580
Norfolk	571
Northern Ireland	594
Northamptonshire	624
Northumberland	758
North Wales	586
North Yorkshire	434
Nottinghamshire	867
Oxfordshire	644
Royal Berkshire	646
Shropshire	638
South Wales	610
South Yorkshire	949
Staffordshire	652
Strathclyde	675
Suffolk	371
Surrey	669
Tayside	638
Tyne and Wear	916
Warwickshire	545
West Midlands	883

West Sussex	483
West Yorkshire	808
Wiltshire	652

A5 Middle Managers' Negotiating Body (MMNB)

The Union appointed the following representatives for 2009-2010:

Brother M Wrack (Employees' side joint secretary)
 Brother A Dark
 Brother M Shaw (Employees' side chair and NJC vice chair)
 Brother A McLean
 Brother R Robertson
 Brother J Barbour
 Brother M Smith
 Brother J Ford
 Sister S Riley
 Brother D Beverley
 Brother P Moss
 Brother M Pottinger
 Brother R Troth

The Middle Managers' Negotiating Body met on the following dates in 2009:

25 March
 3 June
 29 September

The scheduled meeting for December 2009 was cancelled due to there being no matters specific to the MMNB to discuss.

A6 Revised allowances (including car)

As a result of changes to a VAT reduction from December 2008 and a subsequent reinstatement of the 17.5% VAT rate from December 2009, an unusual number of NJC circulars were issued in relation to Grey Book allowances in 2009.

NJC circular 01/09, issued on 27 January 2009, announced the reduction in car allowance rates, whilst NJC circular 10/09, issued on 19 November 2009, announced an increase due to the VAT rate reinstatement. NJC circular 05/09, issued on 4 June 2009, announced an increase in the car allowances (irrespective of changes to VAT rates). NJC circular 04/09, issued on 2 April 2009, announced an increase in out-of-pocket allowances.

CIRCULAR NJC/1/09

27 January 2009

Dear Sir/Madam

Car allowances: VAT Reduction

1. The Chancellor of the Exchequer announced recently that VAT was to be reduced from 17.5% to 15% with effect from the 1 December 2008.
2. As a result, the amount of VAT per mile in the petrol element of the NJC Car Allowances has been amended. The new figures are shown below, underlined in bold type.
3. This change has no effect upon car allowance rates paid to individuals which therefore remain unchanged.
4. Any new rates agreed with effect from 1 April 2009 will automatically take account of the new VAT rate, which the Chancellor has announced will run until 31 December 2009, at which point a further circular will be issued to reflect any changes announced by the Government as applicable.

CAR ALLOWANCES APPLICABLE FROM 1 April 2008

	451- 999cc	1000- 1199cc	1200- 1450cc
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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

1 April 2008 figures:

Amount of VAT per mile in petrol element	1.374p	1.460p	1.592p
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From 1 December 2008 figures:

Amount of VAT per mile in petrol element	1.203p	1.278p	1.395p
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5. Please ensure that all interested parties in your fire authorities (i.e. Finance departments) are aware of the new VAT reduction figures.
6. For reference, please note that the previous circular detailing car allowances was NJC/4/08.

Yours faithfully

Sarah Messenger M. Wrack

SARAH MESSENGER
 Joint Secretaries

MATT WRACK

CIRCULAR NJC/04/09**2 April 2009**

Dear Sir/Madam

Scheme of Conditions of Service (Grey Book)**Out of Pocket Allowance**

The following revised out of pocket allowance (Section 4, part E, paragraph 3) shall apply with effect from 1st January 2009:

£ 4.89 per night
£19.57 per week

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

CIRCULAR NJC/05/09**4 June 2009**

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 2009:

	451- 999cc	1000- 1199cc	1200- 1450cc
Essential Users			
Lump sum per annum	£795	£906	£1,170
Per mile up to 8500 miles	33.6p	37.1p	46.4p
Per mile over 8500 miles	11.7p	12.2p	14.2p
Casual Users			
Per mile up to 8500 miles	42.9p	47.7p	60.1p
Per mile over 8500 miles	11.7p	12.2p	14.2p
Amount of VAT per mile in petrol element	0.969p	1.070p	1.167p

- 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
Joint Secretaries

MATT WRACK

CIRCULAR NJC/10/09**19 November 2009**

Dear Sir/Madam

Car allowances: VAT Increase

- On the 1 December 2008 the Chancellor of the Exchequer announced that VAT was to be reduced from 17.5% to 15% with effect from the 1 December 2008 until the 31 December 2009. As a result, the amount of VAT per mile in the petrol element of the NJC Car Allowances was amended and issued to fire and rescue services by NJC circular (NJC/1/09). A further NJC circular (NJC/5/09) was issued to authorities on the 4 June 2009 which contained the amended car allowances for 2009 and which also took into account the reduction in VAT.
- The Chancellor of the Exchequer has announced that VAT will return to 17.5% on 1 January 2010. Accordingly attached are the rates applicable from 1 January 2010. The amended figures are headed – Amount of VAT per mile in petrol element.
- This change has no effect upon car allowance rates paid to individuals which therefore remain unchanged and are as published in circular NJC/5/09.
- Please ensure that all interested parties in your fire authorities (i.e. Finance departments) are aware of the VAT increase as detailed above.

CAR ALLOWANCES**APPLICABLE FROM 1 January 2009**

	451- 999cc	1000- 1199cc	1200- 1450cc
Essential Users			
Lump sum per annum	£795	£906	£1,170
Per mile up to 8500 miles	33.6p	37.1p	46.4p
Per mile over 8500 miles	11.7p	12.2p	14.2p
Casual Users			
Per mile up to 8500 miles	42.9p	47.7p	60.1p
Per mile over 8500 miles	11.7p	12.2p	14.2p
Amount of VAT per mile in petrol element	.107p	1.222p	1.333p

Note: 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 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.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A7 Technical Advisory Panel

There was one matter which was formally reported to and considered by the Technical Advisory Panel (TAP) in 2009 – proposed changes to duty systems in Lincolnshire.

The issue was considered by the panel on 23 January 2009 and the final recommendations were issued to FBU representatives and local management on 6 February 2009.

The recommendations did not resolve the matter at the time, although it was subsequently resolved with the assistance of the NJC joint secretaries through conciliation.

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

TECHNICAL ADVISORY PANEL (TAP)

PARTIES: LINCOLNSHIRE FIRE AND RESCUE SERVICE (LFRS) FIRE BRIGADES UNION (FBU)

1. The TAP met at One Birdcage Walk, Westminster, London on 23rd January 2009.
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 Continuous Crewing Duty System and of a Non Continuous Crewing Duty System complies with Section 4, Part A, Paragraph 3, of the Grey Book, namely the four principles of basic working hours of 42 per week, at least two periods of 24 hours free from duty each week, complies with relevant UK and European law and having regard to the special circumstances of individual employees and be family friendly.
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 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 TAP is required to make recommendations.
5. The LFRS proposes to introduce two key duty patterns – a five watch and a two watch pattern. In order to minimise the impact on staff working either patterns the two are mutually supportive. This support takes the form of over establishing the two watch stations from 11 to 12 personnel to allow two watches to operate and reduce staff at the shift stations to prevent compulsory rostering off watch. In short what is proposed is one duty system with two distinct variants. The FBU accepted these duty patterns in June 2008 subject to agreement being reached over derogation of

daily rest within the Working Time Regulations and over other financial issues. (The June Proposals).

6. In November 2008 a derogation for daily rest was collectively agreed but the LFRS said financial constraints made it impossible to make any additional allowances to its firefighters. In December 2008 the FBU said they considered the proposed two key duty patterns did not comply with the NJC Scheme of Conditions of Service, Section 4, Paragraph 3, and would not be prepared to agree to operate the duty systems without a financial incentive.
7. The LFRS, in contrast, felt that the proposed new duty patterns complied with the Grey Book Section 4, Paragraph 3 criteria with the exception of the Working Time Regulations that could only be satisfied if the November 2008 derogation was accepted. As this was now no longer acceptable to the FBU the LFRS amended its June 2008 proposed duty pattern to meet the requirements of the Working Time Regulations without derogation. (The December proposals).
8. The difference therefore, is the extent to which the June or December 2008 proposed duty systems do, or do not, meet the four principles of Section 4(A), Paragraph 3 of the Grey Book.
9. The Recommendations are as follows:
 - a) The Continuous Crewing Duty System and the Non Continuous Crewing Duty System agreed in June 2008 be implemented with effect from 1st March 2009.
 - b) The configuration of duty/rota days within each of the five blocks of leave each consisting of 18 days free duty be given.
 - c) The operation of the two key duty patterns should be subject to review on a joint basis at six and twelve months. This should include whether the operation of short notice shifts is detrimental towards female employees and if so whether there may be some financial recompense in compensation.
 - d) The derogation for daily rest collectively agreed in November 2008 be implemented on March 2008.
 - e) A one off lump sum payment of an amount in line with that explored on the day of the hearing be paid to the employees required to work the new continuous and non continuous shift patterns in settlement of the FBU claims set out in their letter of 11th November 2008.

It will not be possible for the fire and rescue service to implement the above proposals without a collective agreement. I have therefore also considered the management December proposals upon which I would make the following recommendation:

- a) I did not have an opportunity to review the employment contract but assuming there are no contractual issues the system does meet the principles required.
- b) The configuration of duty/rota days within each of the five blocks of leave, each consisting of 18 days free duty be given.
- c) The operation of the two key duty patterns should be subject to review on a joint basis at six and twelve months. This should include whether the operation of short notice shifts is detrimental towards female

employees and if so whether there may be some financial recompense in compensation.

Professor John Gennard,
Independent Chair, Technical Advisory Panel,
6/2/2009

A8 Resolution Advisory Panel

The Resolution Advisory Panel met on 21 May 2009 to hear a dispute between the South Yorkshire FBU and South Yorkshire Fire and Rescue Authority. The matter was not resolved as a result of the discussions. As a consequence the chair of the panel, Professor Willy Brown, made his conclusions known to both parties on 22 May 2009. In the event, both of the local parties rejected the recommendations.

Resolution Advisory Panel of the NJC for Local Authority Fire and Rescue Services

South Yorkshire Fire and Rescue Authority – Difference of opinion concerning shift start and finish times – Panel hearing on 21st May 2009.

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:

Jerry Pagan (Executive Committee Member)
Ian Murray (Regional Secretary)
John Gilliver (Day Chair)
Graham Wilkinson (Brigade Membership Secretary)

For the Employers:

Mark Smitherman (Chief Fire Officer)
Steve Swarbrick (Deputy Chief Fire Officer)
Paul Lakin (Councillor)
Dave Kiddy (Area Manager)
Steve Fletcher (Group Manager)

The meeting was held in London on 21st May 2009. It was not possible to achieve an agreement between the parties at the meeting. The following are the written recommendations of the Independent Chair.

Terms of reference

- i) To consider the difference of opinion between the local parties over proposals to amend the current shift start and finish times.
- ii) It is the aim of the panel to assist the local parties to resolve the above matter. However if that cannot be achieved the Independent Chair will make a recommendation for resolving the matter.

Background

The South Yorkshire Fire and Rescue Authority proposed to introduce revised shift start and finish times for employees on

the '2-2-4' shift based duty system. It was proposed that these be changed from a 9 hour day shift and 15 hour night shift to a 12 hour day shift and a 12 hour night shift. The Authority considered that the change would improve the efficiency and cost-effectiveness of the service. The Fire Brigades Union opposed the change, arguing that it was likely to be ineffective and against the interests of its members.

Considerations

Evidence has been presented to suggest that reduction in the imbalance between the lengths of day and of night shifts would increase the scope for improving training, community engagement, and the efficiency of the service. Changes to the timing of shifts have substantial implications for the domestic and other arrangements of employees. A partial reduction in the imbalance will permit a better assessment of the consequences and of their effective management.

Recommendation

The shift start (and finish) times should become 9am and 7.30pm. These should take effect from 1st July 2009, unless an alternative date is agreed by the parties. These arrangements should be subject to a joint review, starting on 1st March 2010 and reporting by 1st May 2010.

William Brown
Independent Chair
22nd May 2009

A9 Ad Hoc NJC Working Party of NJC/MMNB (rolemaps and national occupational standards)

The Ad Hoc Working Party met on two occasions in 2009 to discuss changes proposed by the Fire and Rescue Sector Vocational Standards Group (FRSVSG) to the firefighter and watch manager role maps. Changes to the national occupational standards in relation to the firefighter rolemaps and details of how simulation tables can be used as part of the assessment process were recommended by the working party to the NJC held in December 2009.

There was no agreement on changes to the watch manager role map, although discussions still continue. Discussions are now taking place on how to progress the matter with Skills For Justice.

The new national occupational standards within the firefighter rolemaps and the simulation table agreed by the NJC are detailed below.

FF1. Inform and educate your community to improve awareness of fire and rescue safety matters

Unit Summary

What is the unit about?

This unit is about meeting your organisation's targets for specific community needs to ensure that the communities that you serve are safer. It covers:

Promoting safety to your community

This is about working with your community, either at your normal workplace or out in your community. Examples of activities could include:

- responding to requests for safety information
- taking part in community events
- responding to requests for leaflet drops

You may work without direct supervision or as a member of a fire and rescue service or partnership team at events organised by or through your own organisation within your own community. The types of information that you will provide may cover safety in relation to fire or wider safety issues.

Giving demonstrations and instructions to help people get a better understanding of safety matters

This is about your ability to assist with community learning and promoting understanding of safety matters. Examples of activities could include:

- demonstration of targeted safety responses to your community and everyday hazards/ risks
- raising awareness of the role of the Fire and Rescue Service

It includes your involvement in both formal and informal activities within your local community.

Who is the unit for?

The unit is recommended for firefighters and others with a remit for community safety.

Outcomes of effective performance

You must be able to do the following:

Providing information

- a) Confirm with relevant people in your organisation the need for information and how you will respond
- b) Provide information that is:
 - relevant
 - accurate
 - appropriate to your job role
 - in a format appropriate to your community
- c) When the information needed is not appropriate to your job role, direct the enquirer to the relevant person
- d) Make sure there is a common understanding of the information you have given

Giving demonstrations and instructions

- e) Use your resources and apply control measures, based on risk assessment, before and during the event

- f) Solve any problems and deal with any risks promptly, when necessary, before and during the event
- g) Return resources to the correct place
- h) Make sure resources are secure and report any faults or low levels of supplies

In general

- i) Make sure your aims and objectives support your organisation's aims and objectives
- j) Relate to people in a way that promotes:
 - goodwill
 - understanding
 - co-operation
 - the image of yourself and your service
- k) Communicate in a way that is suitable for your audience
- l) Encourage and take note of questions, and answer questions appropriately
- m) Behave in a way that supports community safety and avoids harm to people and the environment
- n) Complete records and make sure they are in the agreed format, accurate, legible and available to authorised people
- o) Report on the suitability and success of what you have done and make any suggestions for improvement

Knowledge and understanding

You need to know and understand the following:

Health and safety

1. Hazards and risks of the workplace affecting people and the environment in relation to giving information, demonstrations and instructions
2. How to apply practices that maximise the health, safety and welfare of yourself and others when giving information, demonstrations and instructions
3. How to apply safe practices based upon a risk assessment

Organisational

4. National and Service objectives for Community Safety
5. Where to find information on Community Safety matters
6. Record keeping systems and procedures for the work place

Personal and interpersonal

7. How to communicate clearly and effectively with the range of people involved
8. How to treat colleagues and members of the public with respect and consideration, taking account of, and accepting, diversity
9. Lines and methods of communication/reporting in the workplace
10. Roles, responsibilities and limits of authority of yourself, others and agencies in the workplace
11. How to solve problems and make decisions within your range of responsibility

Technical

12. How to use the relevant resources effectively and safely
13. How to identify the applicable safety advice for your community
14. Your community and its needs in relation to safety

Training and development

- 15. How to facilitate learning
- 16. How to evaluate learning events

FF2. Take responsibility for effective performance in fire and rescue**Unit Summary****What is the unit about?**

This unit is about taking responsibility for your own performance (including personal health and fitness), working well with other people and developing your own skills in the job role. It covers:

Taking responsibility for your own personal performance

This is about you and your day-to-day working, either at your normal workplace or out in your community. It includes your responsibility to make sure your actions do not adversely affect:

- your own health and fitness
- your ability to work safely within agreed level of authority
- safe systems of work and working practices

Working with others

This is about your ability to maintain effective working relationships with:

- your colleagues
- external agencies
- your community

Developing your own skills and knowledge

- This is about your ability to maintain your knowledge, skills and understanding through personal development to meet:
- agreed changes in practice
- maintaining existing competence

It includes your involvement in identifying and planning how to address your development needs to maintain your required level of competence.

Who is the unit for?

The unit is recommended for firefighters and control room staff.

Outcomes of effective performance

You must be able to do the following:

Taking responsibility for your own personal performance

- a) Behave in a way that avoids threat, harm or damage to people, property, the environment and your organisation
- b) Operate within your agreed level of authority and responsibility
- c) Contribute constructively to debriefs
- d) Monitor your personal fitness level and take action to prevent poor health, fitness and hygiene
- e) Report anything that affects your ability to meet your conditions of employment and personal work performance to the relevant people
- f) Make sure your records are in the agreed format, accurate,

complete, legible and accessible to authorised users

- g) Monitor your work environment for hazards and take prompt action to minimise the risks caused by these hazards
- h) Return resources to their correct location, make sure they are secure and report any faults and deficiencies
- i) Make sure you are available for operational response as required by your organisation

Working with others

- j) Show that you respect the diversity of people within your organisation and the wider community
- k) Act constructively to minimise or resolve conflict with others
- l) Support and promote your organisation's values, ethics and codes of practice
- m) Communicate with people in a way that is constructive, supportive and promotes co-operation and a positive image of your organisation
- n) Promote a safe working environment for yourself and others
- o) Respect privacy, confidentiality and encourage trust in your contact with others

Developing your own skills and knowledge

- p) Contribute constructively to your own performance reviews
- q) Assess your own skills and knowledge and identify your development needs in relation to your job role, including working effectively with other team members
- r) Help to develop a personal development plan that aims to improve the areas of skill and knowledge you have identified
- s) Make sure your plan contains objectives that are specific, measurable, achievable and realistic
- t) Take part in development activities which are consistent with your plan
- u) Obtain feedback from relevant people and use this feedback to improve your performance
- v) Update your personal development plan at appropriate intervals

Knowledge and understanding

You need to know and understand the following:

Health and safety

17. Hazards and risks of the workplace affecting people and the environment
18. How to apply practices that maximise the health, safety and welfare of yourself and others in the workplace
19. How to make and apply decisions based on the assessment of risk

Organisational

20. Own contractual obligations, rights of employment and limits of authority
21. The range of external regulations and requirements that impact on your work
22. Your organisation's Occupational Health policy and its application in the workplace
23. Record systems specific to your role and their uses
24. Your organisation's requirements for data protection

25. Your organisation's objectives, systems of work and working practices
26. Anti-discrimination and equal opportunities policies and procedures
27. Your organisation's procedures for performance review and development

Personal and interpersonal

28. How to communicate clearly and effectively with the range of people involved
29. How to treat colleagues and members of the public with respect and consideration, taking account of, and accepting, diversity
30. Lines and methods of communication/reporting in the workplace
31. Roles, responsibilities and limits of authority of self, others and other agencies in the workplace
32. How to maintain your own performance standards including health and physical fitness
33. How to make positive contributions to effective teamwork
34. How to promote a culture that positively supports organisational policies on equality and fairness
35. Role requirements and expected standards of performance
36. The situations, behaviour and interactions between people that may cause conflict and how to minimise conflict and the disruption at work
37. The importance of challenging unacceptable behaviour
38. How to set objectives
39. How to identify your own development needs and take action to address these

FF3. Save and preserve endangered life

Unit Summary

What is the unit about?

This unit is about you working as a team member to search for life and rescue people during fires and other incidents. The unit may cover working as an individual but will usually involve being part of a team to provide treatment to casualties.

Conducting a search for life

This covers your ability to search safely for life using the range of personal protective and rescue equipment available to you. Examples of situations could include within:

- a structure
- compartment(s)
- transport vehicle
- open spaces

Rescuing life involved in incidents

This covers your ability to rescue life (human or animal) safely using the range of personal protective and rescue equipment available to you. Examples of situations could include:

- fire
- hazardous substances
- persons trapped in wreckage
- collapsed or dangerous structures
- result of adverse weather conditions
- animal rescue

Providing treatment to casualties including basic life support and casualty handling

This covers your ability to treat casualties, using the range of treatment and equipment available to you, within its capabilities and within your agreed level of authority, responsibility and expertise. Examples could include:

- within an incident environment
- removed from an incident
- approach by a casualty at an incident

Supporting people involved in an operational incident

This covers your ability to provide both physical and emotional support to people directly and indirectly involved in an operational incident. This will include:

- reassuring and comforting people,
- protecting their privacy and dignity
- maintaining security at the scene of an incident and
- liaising with other agencies

Who is the unit for?

The unit is recommended for firefighters.

Outcomes of effective performance

You must be able to do the following:

Conducting a search for life

- a) Confirm what you have to do with the relevant people and keep them updated on progress
- b) Make best use of your equipment, safely and within its limitations, to carry out the search and deal with known and anticipated risks
- c) Conduct the search within your designated area
- d) When searching, take account of all factors that influence the end results

Rescuing life involved in incidents

- e) Administer aid to minimise further injury and suffering
- f) Make best use of your equipment, safely and within its limitations, to carry out the rescue
- g) Help to take casualties to a place of safety
- h) When deceased are located, report to the relevant people and ensure the remains are protected from further harm

Providing treatment to casualties

- i) Prioritise casualties according to their signs and symptoms
- j) Give treatment to support the stabilisation of casualties' condition
- k) Make best use of your equipment, safely and within its limitations, to provide treatment
- l) Monitor casualties' condition until appropriate agencies take over
- m) Reassure casualties in a calm and considerate way
- n) Give clear information to relevant people on your actions and any treatment casualties have received

Supporting people involved in an operational incident

- o) Support people in a controlled, considerate and compassionate way
- p) Restrict other people's view of the incident where necessary

- q) Report anything which may adversely affect people's safety to the relevant person

In general

- r) Operate safely within your agreed level of authority and responsibility
- s) Use and adhere to ongoing risk assessment to minimise risk to yourself and others
- t) Inform relevant people about factors involving the safety of others

Outcomes of effective performance

You must be able to do the following:

- u) Communicate with people and agencies in a way that is:
- supportive
 - constructive
 - positive
 - timely
- v) Complete records and make sure they are in the agreed format, accurate, legible and available to authorised people

Knowledge and understanding

You need to know and understand the following:

Health and safety

1. Hazards and risks of the workplace affecting people and the environment in relation to search, rescue and casualty care operations
2. How to make and apply decisions based on the assessment of risk in the case of search, rescue and casualty care operations
3. How to apply practices that maximise the health, safety and welfare of yourself and others during search, rescue and casualty operations

Organisational

4. Fire Service or other legislation relevant to carrying out search, rescue and casualty care
5. Record systems specific to your role and their use
6. Sources and availability of information

Personal and interpersonal

7. How to communicate clearly and effectively with the range of people involved in search, rescue and casualty care
8. How to treat colleagues and members of the public with respect and consideration, taking account of and accepting diversity
9. How to recognise and support distressed people
10. Lines and methods of communication/reporting during search, rescue and casualty care
11. Roles, responsibilities and limits of authority of yourself, others and other agencies during the course of search, rescue and casualty care operations

Technical

12. Capabilities and limitations of personal protective and operational equipment used during search, rescue and casualty care
13. How to select and use appropriate personal protective

and operational equipment during search, rescue and casualty care

14. Roles and responsibilities within the incident command system
15. The types of evidence and its importance
16. How to identify and preserve evidence including fatalities
17. Relevant search procedures
18. Relevant rescue procedures
19. How to prioritise casualties
20. How and when to provide immediate medical care
21. Appropriate casualty handling techniques
22. Protocols to determine the status and removal of the deceased

FF4. Resolve fire and rescue operational incidents

Unit Summary

What is the unit about?

This unit is about resolving a range of operational incidents in a fire and rescue context. It covers:

Controlling and extinguishing fires

This is about your ability to work as a team member to respond to emergencies involving all types of fire, tackled by single and multiple crews. You will be required to use the range of personal protective equipment available to you and safely operate appropriate equipment to:

- access, control and/or extinguish fires
- minimise damage to property and the environment from the effects of fire and its extinguishment

Resolving incidents other than those involving fire or hazardous materials

This covers your ability to work as a team member to respond to emergency rescue, non-emergency or special services.

Examples could include:

- persons trapped in vehicles, machinery etc
- lock-ins
- lock-outs
- pump-outs
- emergency provision of water
- support to other agencies

Supporting people involved in an operational incident

This covers your ability to provide both physical and emotional support to people directly and indirectly involved in an operational incident. This will include:

- reassuring and comforting people
- protecting their privacy and dignity
- maintaining security at the scene of an incident and
- liaising with other agencies

Who is the unit for?

The unit is recommended for firefighters.

Outcomes of effective performance

You must be able to do the following:

SECTION A — NATIONAL JOINT COUNCIL

Controlling and extinguishing fires

- a) Confirm what you have to do with the relevant people and keep them updated
- b) Identify the extent, nature and location of the fire and report this to the relevant people as soon as you can
- c) Make best use of your resources, safely and within their limitations, to deal with the fire and its known and anticipated risks

Resolving incidents other than those involving fire or hazardous materials

- d) Confirm what you have to do with the relevant people and keep them updated
- e) Make best use of your equipment and materials safely and within their limitations to deal with the incident and its known and anticipated risks
- f) Identify the nature of the incident and report this to the relevant people as soon as you can

Supporting people involved in an operational incident

- g) Support people in a controlled, considerate and compassionate way
- h) Restrict other people's view of the incident where necessary
- i) Report anything which may adversely affect people's safety to the relevant person

In general

- j) Operate safely within your agreed level of responsibility
- k) Use and adhere to ongoing risk assessment to minimise risk to yourself and others
- l) Communicate with people and agencies in a way that is:
 - supportive
 - constructive
 - positive
 - timely
- m) Preserve evidence to meet the needs of an investigation
- n) Safeguard other people's possessions and property and inform the relevant people
- o) Return equipment and materials to the correct place, make sure they are secure and report any faults or low levels of supplies
- p) Complete records and make sure they are in the agreed format, accurate, legible and available to authorised people

Knowledge and understanding

You need to know and understand the following:

Health and safety

23. Hazards and risks of the workplace affecting people and the environment in relation to fires and other operational incidents
24. How to make and apply decisions based on the assessment of risk in the case of fires and other operational incidents
25. How to apply practices that maximise the health, safety and welfare of yourself and others during fires and other operational incidents

Organisational

26. Fire Service or other legislation relevant to fires and other operational incidents

27. Record systems specific to your role and their use
28. Sources and availability of information

Personal and interpersonal

29. How to communicate clearly and effectively with the range of people involved during fires and other operational incidents
30. How to treat colleagues and members of the public with respect and consideration, taking account of and accepting diversity
31. How to recognise and support distressed people
32. Lines and methods of communication/reporting during fires and other operational incidents
33. Roles, responsibilities and limits of authority of yourself, others and other agencies during fires and other operational incidents

Technical

34. Capabilities and limitations of personal protective and operational equipment used in fires and other operational incidents
35. How to select and use personal protective and operational equipment appropriate to the type of fire and operational incident
36. Roles and responsibilities within the incident command system
37. The types of evidence and its importance
38. How to identify and preserve evidence
39. Methods of controlling and extinguishing fires
40. Causes, effects and behaviour of fire
41. The methods employed to gain access, effect entry and maintain egress
42. The importance of limiting damage to property and the environment

FF5. Protect the environment from the effects of hazardous materials

Unit Summary

What is the unit about?

This unit is about you working as a team member to respond to emergencies involving hazardous material (i.e. any materials that potentially present a hazard to health or the environment), involving single or multiple crews. You will be required to use appropriate personal protective equipment and operate other appropriate equipment to:

- minimise damage to the environment from hazardous materials and
- decontaminate people and property

Limiting damage to the environment from hazardous materials

This covers your ability to work as a team member to respond to hazardous material incidents.

Decontaminating people and property

This covers your ability to work as a team member to decontaminate people and property involved in hazardous

material incidents. Examples could include:

- people: casualty(ies), fire and rescue and other agencies' staff
- property: structures, transport, ground space and fire and rescue and other agencies' equipment

Supporting people involved in an operational incident

This covers your ability to provide both physical and emotional support to people directly and indirectly involved in a hazardous materials incident. This will include:

- reassuring and comforting people
- protecting their privacy and dignity
- maintaining security at the scene of an incident and
- liaising with other agencies

Who is the unit for?

The unit is recommended for firefighters.

Outcomes of effective performance

You must be able to do the following:

Minimising damage to the environment from hazardous materials

- a) Confirm what you have to do with the relevant people and keep them updated
- b) Make best use of your equipment, safely and within its limitations, to minimise effects of hazardous materials and deal with known and likely risks
- c) Report on the type, location, quantity and physical properties of the hazardous materials to the relevant people as soon as possible
- d) Avoid unnecessary harm to people, property and the environment

Decontaminating people and property

- e) Confirm what you have to do with the relevant people and keep them updated
- f) Help to set up a decontamination area for people and property
- g) Help to apply chosen decontamination methods for people and property
- h) Make best use of your equipment, safely and within its limitations, to carry out decontamination
- i) Help with the disposal and decontamination of contaminated items and materials

Supporting people involved in an operational incident

- j) Support people in a controlled, considerate and compassionate way
- k) Restrict other people's view of the incident where necessary
- l) Report anything which may adversely affect people's safety to the relevant person

In general

- m) Operate safely within your agreed level of responsibility
- n) Use and adhere to ongoing risk assessment to minimise risk to yourself and others
- o) Preserve evidence to meet the needs of an investigation
- p) Safeguard other people's possessions and property and inform the relevant people

- q) Return equipment and materials to the correct place, make sure they are secure and report any faults or low levels of supplies

Knowledge and understanding

You need to know and understand the following:

Health and safety

43. Hazards and risks of the workplace affecting people and the environment in relation to hazardous materials and decontamination
44. How to make and apply decisions based on the assessment of risk in the case of hazardous materials and decontamination
45. How to apply practices that maximise the health, safety and welfare of yourself and others when dealing with hazardous materials and decontamination

Organisational

46. Fire service or other legislation relevant to dealing with hazardous materials and decontamination
47. Record systems specific to your role and their use
48. Sources and availability of information relating to dealing with hazardous materials and decontamination

Personal and interpersonal

49. How to communicate clearly and effectively with the range of people when dealing with hazardous materials and decontamination responses
50. How to treat colleagues and members of the public with respect and consideration, taking account of and accepting diversity
51. How to recognise and support distressed people
52. Lines and methods of communication/reporting when dealing with hazardous materials and decontamination responses
53. Roles, responsibilities and limits of authority of yourself, others and other agencies involved in dealing with hazardous materials and decontamination responses

Technical

54. Capabilities and limitations of personal protective and operational equipment used to deal with hazardous materials and decontamination
55. How to select and use personal protective and operational equipment when dealing with hazardous materials and decontamination
56. Roles and responsibilities within the incident command system
57. The types of evidence and its importance
58. How to identify and preserve evidence
59. The importance of limiting damage to property and the environment involved in the release of hazardous materials
60. How to limit damage to property and the environment
61. Methods of control and containment of hazardous materials
62. Decontamination methods and types of decontamination agents

FF6. Support the effectiveness of operational response

Unit Summary

What is the unit about?

This unit is about ensuring that the information and the resources you use for operational responses are available as required. It covers:

Collecting information on risks in your community

This is about your ability to work as an individual or a team member to collect new, or update existing, information on risks in your community. Examples could include:

- sites that contain hazards that need special responses: e.g. chemical, biological and radioactive
- sites that by their nature need special responses: e.g. hospitals, shipyards, zoos, airports
- risks that might lead to an incident: e.g. property that is derelict or unoccupied

Collecting information on resources in your community

This is about your ability to work as an individual or a team member to collect new, or update existing information on resources in your community. Examples could include:

- fixed installations
- bulk storage of firefighting media
- bulk storage of decontamination media
- storage of firefighting equipment
- water supplies and fire service access

Maintaining internal resources

This is about your ability to work as an individual or a team member to test, maintain and commission equipment on or in the following locations:

- stations, for example, spare firefighting and rescue equipment and internal resources
- fire and rescue vehicles, for example, firefighting and rescue equipment and media

Who is the unit for?

The unit is recommended for firefighters

Outcomes of effective performance

You must be able to do the following:

Collecting information on risks in your community

- a) Confirm what you have to do and how you should do it
- b) Avoid risk to yourself and others
- c) Check existing information on known and possible risks to make sure it is accurate
- d) Report any changes or new risks affecting people, property and the environment to relevant people, including process risks

Collecting information on resources in your community

- e) Confirm what you have to do and how you should do it
- f) Avoid risk to yourself and others
- g) Check existing information on what resources are actually and potentially available
- h) Report any change in available resources to the relevant people

- i) Operate within your agreed level of authority and responsibility and follow the agreed procedures to make sure any defects or deficiencies are put right

Maintaining internal resources

- j) Confirm what you have to do with the relevant people and keep them updated
- k) Make best use of your equipment, safely and within its limitations, to carry out any maintenance and testing within your role
- l) Conduct routine maintenance identified within the agreed levels of your authority and responsibility
- m) Conduct routine maintenance in areas assessed as fit for purpose
- n) Conduct routine maintenance within agreed schedules so that resources are ready for operational use
- o) Leave the work area clean, tidy and ready for use
- p) Report any shortages of supplies

In general

- q) Operate safely within your agreed level of authority and responsibility
- r) Complete records and make sure they are in the agreed format, accurate, legible and available to authorised people
- s) Communicate with people in a way that is:
 - supportive
 - constructive
 - positive
 - timely
- t) Return equipment and materials to the correct place and make sure they are secure

Knowledge and understanding

You need to know and understand the following:

Health and safety

63. Hazards and risks within your community and their potential to affect people and the environment
64. How to identify risks and apply decisions based on the assessment of risk within your workplace and community
65. How to apply practices that maximise the health, safety and welfare of yourself and others

Organisational

66. Your organisation's policies, aims and objectives in relation to risks and resources
67. Fire service or other legislation relevant to risks and resources
68. Record systems specific to your role and their use
69. Sources and availability of information relating to risks and resources
70. How to access, interpret and provide relevant information, including feedback

Personal and interpersonal

71. How to communicate clearly and effectively with the range of people involved
72. How to treat colleagues and members of the public with respect and consideration, taking account of and accepting diversity
73. Lines and methods of communication/reporting in your workplace

74. Roles, responsibilities and limits of authority of yourself, others and other agencies in your workplace

Technical

75. How to interpret information of different types and from a range of sources
76. The causes and effects of hazards in your community
77. Your community – its people, risks, geography and topography
78. The provision of appropriate safety arrangements and how to access them
79. The capabilities and limitations of personal and operational equipment
80. The availability and access to internal and external resources and support
81. How to test and maintain internal resources within the limitations of your role
82. The requirements for the availability, operational readiness and response of human and physical resources

FF7. Support the development of colleagues in fire and rescue

Unit Summary

What is the unit about?

This unit is about helping your colleagues to develop themselves in their job role.

Scope of the unit

This unit covers the following types of learning resources:

- workplace equipment
- supporting information

Who is the unit for?

The unit is recommended for firefighters and control room staff.

Outcomes of effective performance

You must be able to do the following:

Communicating your skills and knowledge with colleagues

- a) Confirm with relevant people the skills and knowledge that colleagues need to acquire
- b) Make available the necessary learning resources to your colleagues
- c) Base your information and support on up-to-date operational systems
- d) Provide information and support to your colleagues within your own level of competence
- e) Confirm your colleagues have understood the information and support you have provided
- f) Encourage your colleagues to give feedback to improve your own performance
- g) Return all the learning resources you have used to the correct location
- h) Confirm the results of what you have done to relevant people

Supporting the development of colleagues

- i) Encourage colleagues to ask for help and support on work-related issues
- j) Provide feedback to colleagues on their performance at appropriate times, and give them support when needed
- k) Promote your organisation's values, ethics and codes of practice to colleagues
- l) Encourage self-development and independent decision making

In general

- m) Show that you accept and respect the diversity of the people within your organisation with whom you work
- n) Ask relevant people for advice when you have problems that are outside your area of competence or authority
- o) Support and encourage colleagues to ensure the acceptable level of risk is not exceeded
- p) Support effective working relationships with colleagues
- q) Provide support in a manner, level and pace appropriate to your colleagues' needs
- r) Update records in agreed format and make available to authorised people

Knowledge and understanding

You need to know and understand the following:

Health and safety

40. Hazards and risks of the workplace affecting people and the environment
41. How to safely apply practices that maximise the health, safety and welfare of yourself and others in the workplace
42. How to make and apply decisions based on the assessment of risk

Organisational

43. How to access relevant information
44. How to interpret and provide relevant information, including feedback

Personal and interpersonal

45. How to communicate clearly and effectively with the range of people involved
46. How to treat colleagues and members of the public with respect and consideration, taking account of, and accepting, diversity
47. How to present information to individuals and groups
48. Lines and methods of communication/reporting in the workplace
49. Roles, responsibilities and limits of authority of self, others and other agencies in the workplace
50. How to select and use feedback techniques
51. How to involve and motivate people
52. The impact of providing incorrect or inappropriate information
53. Methods of providing support and development to others
54. Role requirements and expected standards of performance
55. How to recognise achievements and acknowledge success

Training and development

56. How to identify when a colleague needs training support
57. How to facilitate learning
58. How to assess own performance against agreed standards

FF8. Contribute to fire safety solutions to minimise risks to your community

Unit Summary

What is the unit about?

This unit is about undertaking an inspection of premises within your area of responsibility. It covers:

Inspecting premises to minimise risks to people, property and the environment

This is about your ability to work within your competence and authority as individual or in a team inspecting premises to set criteria.

Reporting on issues arising at inspection

This is about your ability to work within your competence and authority as an individual or in a team to report on an inspection with regard to:

- A satisfactory outcome or
- Problems relating to an inspection.

Examples of the latter could include:

- Changes to the premises in terms of ownership, use, and storage
- Failure to comply with requirements
- Changes that conflict with the requirements for use
- Conditions/situations that are the responsibility of another authority e.g. occupier being at risk due to age or infirmity, storage of goods/resources that are subject to control by another body, threats by occupiers/owners to self or others

Who is the unit for?

The unit is recommended for firefighters

Outcomes of effective performance

You must be able to do the following:

Inspecting premises to minimise risks to people, property and the environment

- Confirm that you have the competence and authority to carry out the type and scope of inspection
- Prepare your inspection plan based on all available information
- Confirm the date, time and detail of the inspection with relevant people
- Relate to people in a way that promotes:
 - goodwill
 - understanding
 - co-operation
 - the image of yourself and your service
- Minimise and, where possible, deal with any risks presented by the occupier or by the conditions within the premises
- Communicate with people within the limits of your authority and avoid giving confidential information to unauthorised people

Reporting on issues arising at inspection

- Confirm your inspection findings with relevant people
- Promptly refer any matters beyond your level of competence to relevant people

- Report what you have done and any further action that needs to be taken within timescales for completion
- Follow up on action that needs to be taken within agreed timescales and report any inadequate response or non-compliance to the relevant people
- Report any risks outside the scope of your inspection to relevant people with a degree of urgency appropriate to the situation
- Complete records and make sure they are:
 - in the agreed format
 - accurate
 - legible
 - available to authorised people

Knowledge and understanding

You need to know and understand the following:

Health and safety

- Hazards and risks of the workplace affecting people and the environment when carrying out inspections
- How to make and apply decisions based on the assessment of risk in relation to the premise and your inspection
- How to apply practices that maximise the health, safety and welfare of yourself and others when carrying out inspections

Organisational

- The range of external regulations and requirements relevant to inspections that impact on your work
- How to plan and prioritise work, including time management
- Legislation, policy and procedures relating to inspections and determining solutions
- Sources and availability of information needed for inspections
- The methods and principles of writing inspection reports
- Record systems relevant to inspections specific to your role and how to use them

Personal and interpersonal

- How to communicate clearly and effectively with the range of people involved in inspections
- How to treat colleagues and members of the public with respect and consideration, taking account of and accepting diversity
- Lines and methods of communication/reporting in your organisation
- Roles, responsibilities and limits of authority of yourself, others and other agencies in relation to inspections

Technical

- How to interpret information of different types and from a range of sources relating to inspections
- Building construction and design principles, including the role of active and passive fire protection systems
- The causes, effects and behaviour of fire
- The importance of maintaining means of escape
- The storage of resources and hazardous materials in premises
- How to identify and provide appropriate safety advice

FF9. Drive, manoeuvre and redeploy fire and rescue vehicles

Unit Summary

What is the unit about?

This unit is about driving a fire and rescue vehicle safely to and from an incident – for example, a fire – following the most effective route. The unit also covers siting the vehicle safely and securely at incidents and then taking the vehicle to its next required position.

Scope of the unit

This unit covers the following types of incidents:

- any requiring an emergency response
- any requiring the relocation of resources

and the following types of regulations and guidelines:

- Road Traffic Law
- Civil Law (Duty of Care)
- Health and Safety Law
- Highway Code
- Legal Exemptions
- 'Roadcraft'

Who is the unit for?

The unit is recommended for firefighters and control room staff.

Outcomes of effective performance

You must be able to do the following:

Driving vehicles to incidents

- a) Check the vehicle to make sure it is ready for an emergency response
- b) Plan your route, taking account of the nature of the incident and local conditions
- c) Make the journey in the shortest time whilst minimising risks to life, property and the environment
- d) Comply with all relevant regulations and guidelines
- e) Treat colleagues and members of the public in a way that promotes a positive image of yourself and your organisation
- f) Drive the vehicle safely within its capabilities and your own limitations
- g) Use warning devices only when they are appropriate to the situation
- h) Continuously assess driving conditions and modify your driving to minimise risk to yourself, colleagues and members of the public

Manoeuvring, siting and redeploying vehicles

- i) Manoeuvre and site the vehicle in the best position whilst avoiding undue risk to the vehicle, yourself and others
- j) Make sure that the siting and positioning of the vehicle does not interfere with access and operations
- k) Disengage any unnecessary systems and devices, taking account of the needs of the situation, local conditions and the security of the vehicle
- l) Manoeuvre the vehicle on departure in accordance with local traffic management schemes, regulations and requirements

- m) Make sure you and the vehicle are ready for the next operation on completion of incident duties

In general

- n) Communicate with people in a way that encourages understanding, goodwill, and co-operation and promotes a positive image of yourself and your organisation
- o) Report any vehicle damage, defects and deficiencies to the relevant person within specified timescales
- p) Make sure your records are in the agreed format, accurate, complete, legible and available to authorised users

Knowledge and understanding

You need to know and understand the following:

Health and safety

59. Hazards and risks of the workplace affecting people and the environment
60. How to apply practices that maximise the health, safety and welfare of yourself and others in the workplace
61. How to make and apply decisions based on the assessment of risk

Organisational

62. Relevant fire, rescue and other legislation
63. Record systems and their uses

Personal and interpersonal

64. How to communicate clearly and effectively with the range of people involved
65. How to treat colleagues and members of the public with respect and consideration, taking account of, and accepting, diversity
66. Lines and methods of communication/reporting in the workplace
67. Roles, responsibilities and limits of authority of self, others and other agencies in the workplace

Technical

68. Dimensions, weight limits and capabilities of fire and rescue vehicles
69. How and when to apply exemptions from the Road Traffic Act
70. How and when to use vehicle warning devices and systems
71. The requirements for availability and operational readiness of resources
72. How to apply defensive driving techniques when driving to incidents
73. How to report accidents, damage and defects involving fire and rescue vehicles
74. How to ensure that equipment is securely stowed
75. How to undertake routine maintenance of vehicles
76. The capabilities and limitations of operational equipment
77. How to site and operate appliances

Unit

FF1 : Inform and educate your community to improve awareness of safety matters

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF2 : Take responsibility for effective performance in fire and rescue

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF3 : Save and preserve endangered life

Use of simulation

Simulation is acceptable for this unit, in the absence of opportunity for demonstration of competence through actual work performance. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF4 : Resolve fire and rescue operational incidents

Use of simulation

Simulation is acceptable for this unit in the absence of opportunity for demonstration of competence through actual work performance. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF5 : Protect the environment from the effect of hazardous materials

Use of simulation

Simulation is acceptable for this unit in the absence of opportunity for demonstration of competence through actual work performance. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF6 : Support the effectiveness of operational response

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF7 : Support the development of colleagues in fire and rescue

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF8 : Contribute to fire safety solutions to minimise the risks to your community

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

Unit

FF9 : Drive, manoeuvre and redeploy fire service vehicles

Use of simulation

Simulation is not acceptable for this unit. Assessment should be conducted on several occasions, over time, to ensure demonstration of consistency of competence against the specified standards.

A10 Workforce development

Workforce Development Group

The Workforce Development Group (WDG) developed a document, Guidance to Officials in the IPDS Code of Practice, which was launched at Annual Conference 2009. In addition, a course designed to assist officials in mounting challenges on the way workforce development is being implemented in their FRA was launched. This course, Understanding Qualifications and Workforce Development in the UKFRS, was piloted on 22 June 2009 and a second course was delivered on 20 July 2009. Two further courses are contained within the 2010 National Education Programme. Information has been collected to assist the WDG with producing a best practice guidance for transferability between duty systems and the National Retained Committee is assisting in this task.

From a session in the Understanding Qualifications and Workforce Development in the UKFRS course it became apparent that some brigades were paying development pay upon promotion without adhering to the NJC code of practice for assessment of competence in relation to pay. On 12 October 2009 a circular (HOC0619SS) was distributed to brigade secretaries informing them of the situation and attaching a model letter outlining how it could be challenged locally. At the Executive Council meeting in December 2009 this issue was discussed and Executive Council members felt that brigade officials should be reminded of this challenge and further encouraged to progress it. A further circular (HOC0759SS) was issued on 14 December 2009 reiterating the contents of the previous circular.

Changes to NJC rolemaps

On 15 December 2009 a report of the Rolemaps and National Occupational Standards sub-Committee was given to the National Joint Council.

This report centred on a meeting of the subcommittee held on 13 November 2009 where papers containing amendments were suggested to the firefighter and the watch manager rolemaps.

The FBU had previously raised concerns that the National Vocational Qualification Operations in the Community Level 3 that was being used by many FRAs as the way of proving competence in role for firefighters was inconsistent with the one in the NJC rolemap. The FBU had previously agreed the NVQ standards in December 2008 and agreed that the same amendments should be applied to the NJC standards to remove these inconsistencies. The FBU also proposed that the

agreed assessment strategy be used for both the NJC rolemap and the NVQ.

The subcommittee members agreed the amendments to the firefighter rolemap, which was agreed by the NJC on 15 December 2009.

The report to the NJC also included details of another issue that was discussed at the Rolemaps and National Occupational Standards sub-Committee on the 13 November 2009. This issue referred to proposals to amend the watch manager rolemap. The FBU had previously raised several concerns with these proposals when this issue had been discussed at the Fire and Rescue Sector Vocational Standards Group and reiterated them at the Rolemaps and National Occupational Standards sub-Committee. It also became apparent that there had been further changes to the proposed documentation as a result made elsewhere therefore making the proposals inaccurate and as such there was little point in progressing until the proposals had been amended to reflect these changes.

The subcommittee agreed to progress this matter at a later date through a discussion with the joint secretaries.

Fire and Rescue Sector Vocational Standards Group – FRSVSG

The final meeting of the FRSVSG took place on 19 March 2009 and the transitional move to Skills for Justice was explained. As previously reported, the fire service had been linked to a sector skills council Skills for Justice whose aims include:

- improving opportunities to boost the skills of employees;
- supporting qualification reform and aligning learning and development to reflect the needs of the sector;
- maintaining and developing an up-to-date qualification suite of national occupational standards for the sector.

Early in 2009 Skills for Justice signed a partnership agreement with CLG, Scottish Government, Welsh Assembly Government, Northern Ireland Fire and Rescue and the Defence Fire Risk Management Organisation, which outlined their roles and responsibilities. Skills for Justice officially took up this role on 1 April 2009 and from this date the FRSVSG would be amended to reflect this and renamed to reflect new responsibilities it would take on.

The FRSVSG was replaced by the Fire and Rescue Sector Occupational Committee and the first meeting of this committee was held in Sheffield on 18 June 2009. The FBU continued to be represented on this committee which was facilitated by Skills for Justice. The terms of reference for this committee were agreed after a consultation period and the remit of the group included the overseeing of two subcommittees – the National Occupational Standards and Qualification Workstream Committee and the Integrated Personal Development System Workstream Group.

The National Occupational Standards and Qualification Workstream Committee looked at a review of the watch management NOS with a view to amending the current standards. The FBU was represented on this group and raised concerns with the proposals. No agreement on these amendments was reached.

The committee also undertook a review of the fire safety, fire investigation, and incident management/command standards. Progress on these reviews was made through smaller groups of experts in the particular fields. The FBU was represented on each of these groups by a member of the Officers National Committee who had specific knowledge of this topic.

The Integrated Personal Development System Workstream Group was set up to advise and give support relating to the maintenance and development of IPDS including:

- roles, rolemaps and NOS;
- personal qualities and attributes;
- national firefighter selection tests;
- assessment and development centres;
- personal development records;
- workplace assessment of competence.

The FBU welcomed the formation of this group as there had been many areas of concern raised on the inconsistent application of IPDS throughout the UK. Several resolutions to Annual Conference 2009 called upon the Executive Council to raise issues around workforce development in the appropriate arena. The FBU is confident that the IPDS Workstream Group is the appropriate body to raise these issues and to progress them. The first meeting of the IPDS Workstream Group was held on 24 November 2009 and terms of reference were proposed. This group will meet at least four times a year and the FBU has been given a permanent seat.

High Potential Leadership Programme

Throughout 2009 the FBU attended project board meetings which looked at a proposal to introduce a High Potential Leadership Programme (HPLP). This programme was proposed by the Department for Communities and Local Government (CLG) and was designed to promote equality and diversity in the operational workforce while building the capacity and leadership for the future.

The Executive Council received regular reports of the progress of this proposal and were given examples of some of the concerns that the FBU had raised within the meetings with the project group.

The FBU also met representatives from CLG individually to discuss concerns with the proposed policy and requested a full equality impact assessment.

The FBU, through these meetings, successfully addressed many of the issues although some areas of concern remain unresolved and is yet to receive a full equality impact assessment for the proposal. The HPLP pilot was expected to be rolled out to participating brigades in 2010.

A11 NJC annual survey

2009 saw the beginning of a joint annual pay survey conducted by the NJC. The 2009 survey was announced in NJC circular 2/09 on 28 January 2009.

CIRCULAR NJC/2/09

28 January 2009

Dear Sir/Madam

ANNUAL WORKFORCE SURVEY

The National Joint Council is seeking your assistance in the provision of data for national negotiating purposes. The information will provide an accurate means of costing claims, offers and their consequences as well as answering negotiating questions about the operation of any new or existing structure.

We are conscious that authorities also receive requests for data from other bodies, in the main the Department for Communities and Local Government. The NJC has approached CLG to explore whether the data, in this form, is already collected. This established that the overlap is actually very small.

Therefore we have instead looked at the format of the survey. This year's survey is very different to previous years as it has been completely redesigned to make it easier and less burdensome to complete. Instead of collecting aggregate data relating to numbers of personnel on each pay point this year's survey will collect individual payroll and characteristic (age, gender and ethnic origin) data for each employee.

This methodology has been successfully used to collect data for the local government workforce and has been adapted to cover the fire service. The new survey was developed with the assistance of a sample group of fire authorities to ensure that it had been properly adapted and is suitable for use within fire and rescue services.

Authorities are asked to complete and return the attached survey by no later than 20th February 2009.

Responses should be provided to Helen Wilkinson at Local Government Association Analysis and Research:
helen.wilkinson@lga.gov.uk

Guidance notes are also attached. Any queries in relation to completion of the survey should also be directed to Helen Wilkinson (020 7664 3181).

Fire and rescue services are reminded of the need for accuracy when responding to requests of this nature. Results of fire surveys will be used to inform national fire negotiations. Inaccurate returns may result in additional costs for your fire authority so please take care to check the accuracy of the information you supply before sending it to us.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A12 Health issues

During 2009 dialogue has taken place on changes to this section, centered around providing best practice and guidance from the NJC. These discussions have not yet concluded.

A13 Maternity, childcare and dependency

During 2009 dialogue has taken place on changes to this section, centered around legislative changes and an FBU claim for improved provisions. These discussions are not yet concluded.

A14 Miscellaneous conditions (retirement)

In order to ensure that the Scheme of Conditions of Service is compliant and consistent with the pension schemes for fire and rescue service employees, a modification to the wording of this section was agreed at the NJC. This was announced in NJC circular 6/09 on 4 June 2009.

CIRCULAR NJC/6/09

4 June 2009

Dear Sir/Madam

RETIREMENT AND PENSION SCHEMES

1. Section 7 of the Scheme of Conditions of Service (Grey Book) contains a provision in respect of retirement.
2. The definition of retirements in paragraphs 4 and 5 of Section 7 needs updating to reflect the introduction of the New Firefighters Pension Scheme and access of employees on the retained duty system to the new scheme.
3. Accordingly, it has been agreed to replace the existing paragraphs 4 and 5 with a new paragraph 4 as shown below:
 - (4) The normal ages for receipt of pensions for members of the Firefighters' Pension Scheme (FPS) and for employees eligible to join the new Firefighters' Pension Scheme (NFPS) or the Local Government Pension Scheme (LGPS) are laid down in those schemes, although there are some flexibilities.
4. Paragraph 5 in the retirement section has been deleted.

5. Due to the deletion of paragraph 5, the other paragraphs in Section 7 on Death or Permanent Disablement arising from assault are now renumbered as paragraphs 5 – 10.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A15 Part-time workers (RDS) settlement – pay and conditions

Throughout 2009, negotiations have taken place on agreeing changes to the NJC Scheme of Conditions of Service (Grey Book) to ensure that it is compliant with the determination by the Employment Tribunal, that firefighters working the retained duty system are part-time workers under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations.

These discussions have taken place at NJC joint secretary level, with assistance from both sides' legal advisers when appropriate.

In addition to seeing changes to the Grey Book, the FBU has also pursued a financial settlement for affected members.

The meeting of the NJC in December 2009 was informed that agreement had been reached in principle, with a few remaining areas needing to be addressed.

The final outcome is expected to be announced early in 2010.

This settlement will represent a success for retained firefighters as a result of the legal challenge mounted and funded by the FBU.

The Executive Council would like to express its thanks to Thompsons Solicitors for their assistance to the FBU negotiations.

Section



Fire and Rescue Service Policy

B1 Introduction

Fire and rescue service policy is a matter devolved to the respective governmental bodies in Scotland, Wales and Northern Ireland. In relation to English fire and rescue services, government policy remains the responsibility of Communities and Local Government (CLG).

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 Communities and Local Government (CLG). The Secretary of State for Communities and Local Government is the Rt Hon John Denham MP. Ministers with a direct relationship with fire are Shahid Malik MP as the Parliamentary Under Secretary of State and Rt Hon Rosie Winterton MP, the Minister for Local Government.

CLG is represented in the cabinet by the secretary of state himself and also by the Rt Hon John Healey (Minister for Housing and Planning). The Rt Hon Rosie Winterton is a member of the cabinet arising from her responsibilities as Minister for Regional Economic Development and Coordination, within the Department for Business Innovation and Skills.

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, the Fire Protection Association, the CBI and the 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 coordination 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;

SECTION B — FIRE AND RESCUE SERVICE POLICY

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

The fire and rescue service effectively makes up the public safety element of this, the largest local government department, which accounts for approximately 50% of the Northern Ireland 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: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionists and the Social Democratic and Labour Party (SDLP).

The minister reports to the assembly, which in addition to the above political parties, also includes a number of smaller parties and independents.

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 unique and useful aspect of devolved government on a number of occasions.

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

The Fire Brigades Union continues to enjoy involvement at all levels across the political spectrum.

There have been a number of issues in 2009 which have been dealt with or are ongoing at government level which are of importance to the FBU.

The main issues of concern during 2009 were the Review of Public Administration (RPA), pensions issues, pay and, more recently, a review into the Northern Ireland Fire and Rescue Service, focussing mainly on corporate governance and financial management issues.

As with all public bodies and fire services UK-wide, funding has and will continue to be high on every agenda.

B4 FRS policy – government responsibility – Wales

Following the retirement of the First Minister, Rhodri Morgan AM, his successor Carwyn Jones AM, appointed a new Minister for Social Justice and Local Government in December replacing Dr Brian Gibbons. The new minister, who will also have responsibility for the fire service, is Carl Sargeant who represents the Alyn & Deeside constituency in North Wales. Carl was previously a government whip and deputy business manager. He has lived and worked on Deeside throughout his working life. He was an industrial firefighter with a Deeside chemical company where he worked and therefore comes to the portfolio with some real hands-on experience. Currently there are a number of working parties established by the Welsh Fire and Rescue Consultative Forum on which we have a seat. A Retained Review Working Party is examining the conditions under which retained firefighters are recruited, retained and remunerated and a second working party is evaluating the Service Delivery Standards (Attendance Times). In addition, the consultative forum is also committed to take forward proposals in the Fire and Rescue National Framework 2008-11 to produce further service standards in relation to RTCs and non-domestic premises. This work is yet to commence. The Union is represented on both these working parties.

B5 FRS policy – government responsibility – Scotland

Region 1 has been active in parliament with our own fire fatalities day. This was a successful event, as was our participation in the Trade Union Week organised by the STUC and the Labour Trade Union Group and attended by members of the Scottish Parliament (MSPs) from across the political divide. We were assisted with the attendance of the president,

Mick Shaw, who took the opportunity to discuss the issue with the fire minister. We attended both the SNP and Labour Trade Union Groups and raised a number of issues of relevance to our members at these meetings. The region also took stalls at both Labour and SNP conferences where we were received well by delegates.

The Scottish Fire Framework was finally issued for consultation. The region played a key role in shaping this document. Given the difficulty in dealing with the concordat between the Confederation of Scottish Local Authorities (CoSLA), and the Scottish government which removed any ring fenced funding for the service, and the Crerar Review of regulation and audit of public services in Scotland which recommended less inspection and more self regulating, then we can cautiously welcome the final document. The work is now to fill in the gaps and put in place the structure to support the service and to continue to fight the fragmentation of standards.

Scotland Together was a report commissioned by the Scottish fire minister without any prior consultation. The region did not give initial support. However, we did participate by meeting with the authors of the report. The commissioning of the report was in reaction to the rise in the number of fire deaths and told us little that was not already known. It failed to look at injuries and rescues and continued to sing to the tune of community fire safety as the key, and all within confines of existing budgets. It could be used by some to justify cuts and moves to community safety away from response.

The Tomkins Report on Scotland's water rescue capability was debated in parliament. The region gave qualified support and an assurance to work with others to try to ensure a safe, fully trained and recompensed workforce to take part in this dangerous activity. Parliamentary briefing notes were issued to all MSPs prior to all of the above being discussed in the chamber. These were extensively quoted from and relied upon during the session.

Meetings with the Resilience Department officials (the government branch within the justice remit that deals with fire service matters) and with the Minister for Community Safety, Fergus Ewing MSP, have taken place during the year. The following issues have been raised:

- review of IRMP;
- review of water rescue capability, Tomkins Report;
- Community Fire Safety Study, Scotland Together;
- Scottish guidance and circulars;
- Firelink;
- framework review;
- formulation and dissemination of policies, procedures, practices and guidance for Scotland;
- relationship with rest of UK in terms of formulation and dissemination of policies, procedures, practices and guidance for Scotland;
- membership of Ministerial Advisory Group (MAG): Fire Conveners' Forum;
- future of Service Advisory Forum (SAF) and Service Delivery Advisory Forum (SDAF);
- operational guidance programme;
- role of joint boards within wider concordat approach;

- CFOA(S) Scottish Practitioners' Forum;
- public consultation – Fire and Rescue Framework for Scotland.

We continue to play a key role in the Ministerial Advisory Group (MAG) and with Brian Fraser, the head of Scottish Fire Rescue Advisory Unit (SFRAU), on a number of operational issues and have been working closely to improve advice and guidance from the centre.

SCOTTISH FIRE AND RESCUE SERVICE CIRCULAR 9/2009

THE PROVISION OF OPERATIONAL GUIDANCE FOR FIRE AND RESCUE SERVICES IN SCOTLAND

1. At the meeting of the Ministerial Advisory Group (MAG) on 16 June 2009, it was agreed to establish a Scottish Operational Guidance Programme Board. The Programme Board will be a consultative forum to manage current and future operational guidance for the Fire and Rescue Service in Scotland.
2. The establishment of the Programme Board will give strategic direction to the issue of prioritised operational guidance to enhance service delivery and support firefighter safety in Scotland.
3. The chair of the Programme Board will produce a report to scheduled meetings of MAG seeking endorsement of the programme of development and issuing of operational guidance to Scottish Fire and Rescue Services.

The purpose of this group is to provide a consultative forum that can effectively select and prioritise guidance that needs to be updated for the Fire and Rescue Services in Scotland.

To consider guidance produced by the English Operational Guidance Programme Board and determine its appropriateness for Scottish Fire and Rescue Services.

The Scottish Operational Guidance Programme Board (SOGPB) will undertake three important functions at the heart of the proposed process:

1. Prioritisation/Risk Assessment,
2. Commissioning,
3. Sign off.

Where no up to date guidance is available and the SOGPB determine, following prioritisation and the risk assessment process, that guidance is required, the Board may decide:

1. To await the production of guidance being signed off by the English Operational Guidance Programme Board;
2. To develop guidance as a discreet workstream within the context of the English Operational Guidance Board arrangements;
3. To develop guidance unilaterally in order to address particular Scottish issues deemed a priority by SOGPB.

In any of the above circumstances the Board may determine that interim guidance will be issued for Scotland as deemed appropriate.

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MEMBERSHIP

Membership of the Scottish Operational Guidance Programme Board will be drawn from the following organisations:

Head of Scottish Fire and Rescue Advisory Unit (Chair)
Chief Fire Officer Association (Scotland)
Fire Brigades Union
Retained Firefighters Union
Fire Officers Association
Association of Principal Fire Officers
COSLA
Institution of Fire Engineers
Scottish Fire Service College
Scottish Resilience (Fire and Rescue Services Unit)
Other relevant bodies as deemed appropriate by the Board

The Operational Guidance Programme Board will:

- a) Facilitate the selection and prioritisation of operational guidance for Scotland where this is at variance with elsewhere in the UK or that covered by the English Operational Guidance Programme Board.
- b) Project selection decisions will be made by all members, scoring each project using a project assessment matrix as utilised by the English Operational Guidance Programme Board.

The matrix pays attention to the following areas:

1. Recommendations made by courts
 2. HSE Recommendations
 3. Changes in Technology
 4. Changes in Legislation
 5. Research Findings
 6. Firefighter and community safety
 7. Reputational Damage
 8. Training Impact on FRS
 9. Equipment Impact on FRS
 10. Contract Complexity
 11. Cost
 12. Age of Guidance
 13. Completion Timescale
- c) The board will make decisions based on these and additional factors as deemed appropriate.
 - d) The board will receive a brief on progress of ongoing projects and proposals for future projects as these arise.

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 31 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 2009.

B7 CLG project on fires in car parks

In 2009 Annual Conference was made aware of FBU participation in research commissioned by CLG and 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 the catastrophic collapse of concrete slabs, have added a real concern about the potential for a similar occurrence in the UK.

The project drew to a close with a BRE-led seminar on 26 October 2009 when the data and information gathered was presented to a varied audience who challenged or supported the findings dependant on their own experience and profession.

The views and concerns of firefighters were represented by the FBU. However, it is encouraging to note that the very real dangers associated with fighting fires in these potentially challenging environments were acknowledged by all fire safety professionals on the steering group. There is a commitment by the CLG to find an appropriate balance between the cost of providing appropriate passive fire protection within buildings, whilst at the same time recognising the very real difficulties faced by firefighters when presented with a rapidly developing car park fire.

A final report entitled *Fire Spread in Enclosed Car Parks 231 – 569-V1* has been produced by the BRE, which provided valuable and accurate information for fire safety officers involved in the approval process for car park schemes. It may be appropriate to challenge designers on the data or guidance used within their design proposals.

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 16: Hazards to life from fire

FSH 17: Fire brigade equipment

FSH 21: Reaction to fire tests

FSH 22: Fire resistance tests

FSH 24: Fire safety engineering

FSH 25: Smoke, heat control systems and components.

Not all of the committees meet on a regular basis, the frequency of meetings typically depending on the degree to which the relevant standards require maintenance.

Most recently active has been a subcommittee of FSH 22. This subcommittee, FSH 22/3, has been working on the problem of testing the fire resistance of built up walls and ceilings that have partial penetrations embedded within them. The FBU fire safety advisor was invited to sit on this subcommittee last year, and a significant amount of progress has now been made.

(A partial penetration is a penetration that does not go all the way through the wall or ceiling. It might be for a light switch socket, a downlighter, or even a TV set embedded into a wall or a speaker embedded into a ceiling.

The fire resistance of a ceiling or a timber framed wall, for example, could be significantly affected once fire penetrates the object filling the partial penetration. But to measure the effect, every combination of wall/ceiling structure, partial penetration and location would have to be tested. This is impractical, so FSH 22/3 is working on a way to simplify the problem without losing the value of the test.)

Activity in FSH 24 has also begun during the last year. FSH 24 maintains the fire safety engineering standard BS 7974 and the associated published documents.

After taking something of a back seat for a number of years while the industry builds up experience of using the standard, FSH 24 has now started the process of revising and updating the published documents. In the future, once this work starts, it is intended that the FBU will be represented on the relevant subcommittees.

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.

B10 Joint CFA/FBU Warehouse Working Group

As reported to Conference last year, the Joint CFA/FBU Warehouse Working Group was, in late 2007, approaching completion of a guidance document in relation to fires in warehouse and distribution buildings.

The 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, could be considered prior to publishing the guide.

The work continues to be suspended.

It is still envisaged that 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.

B11 National Fire Sprinkler Network

The FBU continues to support the work of the network, and holds a place on the Executive Committee.

The network works closely with other organisations, including the European Sprinkler Network, and the FBU remains committed to increasing the use of sprinklers, which improve firefighter safety both domestically and within the commercial arena.

The network holds an annual seminar at Westminster, at which in 2009 the general secretary gave a presentation on firefighter safety. This presentation was very well received by the seminar attendees, which included members of both Houses of Parliament.

The Officers' National Committee continues to provide the FBU representation, as part of its fire safety support role, working closely with the Union's IRMP and fire safety advisor, Dave Sibert.

B12 Practitioners' Forum

The Practitioners' Forum met on three occasions during 2009. The Union was represented by the general secretary. On occasions, other officials also attended to provide assistance on specific matters. The IRMP/fire safety advisor also attended occasionally to assist on specific technical matters.

The meetings for 2009 were held on:

- 13 February
- 21 May
- 13 October.

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

Operational guidance

A key area of discussion continued to be the development of new structures to address the issue of FRS operational guidance. These are the new Operational Guidance Programme Board and the Operational Guidance Group. The Union is represented on both. During 2009 it was agreed that the devolved administrations would attend and participate in the work of the operational guidance structures. Although final sign-off of any such guidance remains a matter for the relevant department/body within each devolved administration, this step should ensure a greater uniformity in relation to guidance for firefighters across the UK. The Union has argued throughout these discussions that firefighters in all parts of the UK need the best and most up-to-date guidance on key operational, safety and professional matters.

Firefighter fatalities

At the May meeting of the forum the general secretary gave a presentation based on the Union's research into firefighter fatalities. This discussion addressed issues around recording and investigation of fatal and other serious incidents; training within the service and the role of the Fire Service College; and the development of standards for the service, including operational guidance and best practice. The issue of examining statistical and recording matters was referred to the national health and safety group.

Other key debates at the forum included:

- timber framed buildings;
- flood response;
- enforcement of the Regulatory Reform (Fire Safety) Order 2005;
- FRS response times.

Future of the forum

During 2009 the Union continued to express concern at the lack of joined-up policy within the fire and rescue service and that the Practitioners' Forum may be a part of this problem. The Union has argued that the abolition of the Central Fire Brigades Advisory Council has left a void in policy making on key operational, professional and safety matters. These

concerns were highlighted during our campaign around fatalities and during the related discussions on operational guidance, flood response, response times and other such matters. Other fire service organisations, as well as organisations with an interest in the performance of the service, have expressed similar concerns. During 2009, these matters were raised with CLG officials, with CFRA and with the minister.

B13 Fire and Rescue Service Statistics User Group

The FBU continues to attend meetings of CLG's Fire and Rescue Service Statistics User Group. This group is a useful contact and information group, often providing pre-notification of emerging issues, but also importantly ensuring that statistical information continues to be collected by CLG and made accessible to all users.

A project to harmonise the collection of fire statistics in Europe commenced in 2009. This is intended to enable comparisons across the EU.

Work has also been carried out to review the data collected by CLG and the Chartered Institute of Public Finance and Accountancy (CIPFA) to provide a consistent format and to avoid duplication of the collection of identical statistics. It is expected the results of that work will be published and implemented during 2010.

B14 Resilience Sounding Board

In 2009 following the transfer of New Dimensions assets to local authorities, it was agreed that while the responsibility for national resilience lies with government, it would be the responsibility of the LGA to deliver.

The Transition Board, which was created in 2008, became the National Resilience Board. National officer John McGhee continued to represent the Union in this area of work.

The National Resilience Board provided guidance on welfare arrangements for national incidents. The Union made comments on the draft document and secured a number of improvements. Individual brigades remain with the overall responsibility for the care of their employees.

The work of the resilience board has continued with Terry Standing, chief officer of Gloucestershire Fire and Rescue Service, taking over from Barry Dixon as the chair.

B15 Regional Control Centres

The regionalised control centres (RCC) project, which transferred from the ODPM to the Department of Communities and Local Government (CLG) continued to limp on during 2009.

Some activities continued from previous years into 2009, whilst there were a number of new factors/key developments which arose during the year. The main issues are outlined below.

Sounding Board

The FBU continued to be represented at the Local Government Association's (LGA) FiReControl Sounding Board throughout 2009.

Cost of the mothballed buildings

Throughout 2009, the Union has continued to highlight the mounting costs of the regional control centre buildings in press releases, reports and briefings, which are £40,000 each day in rentals and security for the buildings alone.

In December 2009, in response to a question asked in the House of Commons by John McDonnell MP (Labour), the Fire Minister, Shahid Malik answered:-

Estimated costs to date of the FiReControl Project in each of the regions are set out in the following table:

Region	Total by region (£)
(a) South West	13,300,000
(b) South East	9,300,000
(c) East of England	6,400,000
(d) West Midlands	9,700,000
(e) East Midlands	11,600,000
(f) Yorkshire and the Humber	5,200,000
(g) North West	7,400,000
(h) North East	10,300,000
Total	73,200,000

This includes costs associated with the Regional Control Centre buildings up to end of November 2009. It also includes funding provided to Fire and Rescue Authorities and local authority controlled companies for local and regional implementation activity up to the end of financial year 2009-10.

Local Government Association – changed stance

In July, the Local Government Association's (LGA) Fire Services Management Committee (FSMC) agreed to alter its stance on the FiReControl project. On 18 September 2009, it made the following decision, by a vote of ten votes to four.

The Fire Services Management Committee is against the principle of the implementation of Regional Control Centres however will continue to engage with CLG to ensure FRAs are properly resourced, will afford effective oversight and review the programme regularly on behalf of the Fire and Rescue Authorities and will continue to promote good

industrial relations where applicable and asks LGA officers to develop alternative options in the event of project failure, to be brought back to the Fire Services Management Committee at a future date.

Further, it issued a press statement as follows:

£380 million government project to overhaul the handling and allocation of 999 calls to the fire service should be halted, fire authority leaders said today.

The proposals to introduce regional control centres that would receive emergency calls on behalf of several fire authorities have been beset by delays and spiraling costs. At a meeting earlier today of the Local Government Association's Fire Services Management Committee, councillors voted by majority to oppose the centres.

Ministers first announced a delay to the scheme in October 2008, before a further ten month hold up was revealed in July this year. This would mean that all the centres would not be up and running until the end of 2012.

Fire and rescue authorities have expressed deep concerns about the ongoing delays in the project and whether any revised timescales will be met. The LGA will now consider other possible alternatives.

Cllr Brian Coleman, Chairman of the Fire Services Management Committee, said:

"This project is fast becoming a white elephant. Spiraling costs and continued delays mean that fire authorities are in the dark about how emergency calls will be handled in the years to come. It is time to end this uncertainty and abandon this expensive and unnecessary scheme.

"Upgrading existing control rooms would be better value for the taxpayer while delivering the communications improvements that will benefit fire crews. Spending almost £400 million on regional centres is no longer feasible in the current economic climate."

Whilst the statement was hesitant in its condemnation of the project, the decision provided yet further evidence of the Union's consistent and honest assessment that there is little or no support for the project within the fire sector.

On 29 January 2009, Mrs Caroline Spellman MP asked the fire minister whether staff employed in regional fire control rooms would be eligible for the Fire Brigade Long Service and Good Conduct medals.

The then Minister, Sadiq Khan informed the House that "staff in the new regional fire control centres which are local authority owned companies will not be in fire brigade employment and will not be eligible".

The announcement was made the subject of condemnation by the Fire Brigades Union.

Publication of FiReControl Final Business Case by CLG

On 16 March 2009, the Union submitted our response to the consultation on the Final Business Case for FiReControl, which

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had been published in November 2008. The FBU submission was circulated widely within the “fire community”, and to all MPs.

Independent financial audit of FiReControl project by the Institute of Public Finance

In order to ensure that CLG’s draft Final Business Case published in November 2008 was subjected to full scrutiny, the Union commissioned the Institute of Public Finance (IPF) to subject the government’s document to review.

IPF published their review, which was highly critical of the Business Case, in spring 2009. The report was widely circulated in the “fire community”, and to all MPs.

Further delay to introduction of FiReControl

Despite months of protestations to the contrary, on 15 July 2009, the government announced what the Fire Brigades Union had been predicting for some considerable time – a further delay to the FiReControl project. The announcement of the 10 months was made by Shahid Malik, the CLG Parliamentary Under Secretary of State.

New governance structure for FiReControl Project

On 13 July 2009, CLG issued a 12-week consultation, through a Fire and Rescue Service Circular (FRS Circular 40/2009) entitled ‘Consultation on Fire & Resilience Programme In-Service Management), which sought views on which body should manage FiReControl, Firelink and New Dimension functions. The consultation closed on 5 October 2009.

CLG issued a summary of feedback and its responses on 14 December 2009, via FRS circular 74/2009.

The consultation posed seven questions:

- Q1. Do you agree that the service contracts for Firelink and FiReControl should be managed by an NDPB based on and incorporating Firebuy? If not, what alternative would you propose?
- Q2. Do you agree that the Board should include candidates nominated by key stakeholders? What other views do you have about the size and composition of the Board?
- Q3. Do you agree that the NPIA model of stakeholder engagement for Airwave would be the right one for the new NDPB to follow in relation to the Fire and Resilience Programme? Do you have another model you would like to propose? How else can stakeholders be engaged?
- Q4. Do you agree that, if possible, the national assurance functions should be carried out by the sector itself? If so, what model would you propose? If not, what alternative would you propose?
- Q5. Do you agree that if the sector is unwilling or unable to carry out the function in a way that meets the criteria set out in paragraph 41 of this consultation paper, it should be carried out by the NDPB which the Department proposes should manage the service contracts? If not, what alternative do you propose?

Q6. Do you have views on whether the national assurance and service contract management functions should be carried out by the same organisation on practical grounds?

Q7. Do you have any comments on the high-level description of functions listed at Annex A?

This is a summary of the CLG decisions:

- The service contracts for Firelink and FiReControl should in future be managed by the NDPB based on and incorporating the current Firebuy.
- A final decision about which organisation should carry out the future national assurance role has yet to be taken and further consideration of the options identified in the consultation, the nature of the task, and the appropriate timing for its transfer will be developed with the sector as soon as possible.
- Further appointments – in addition to the independent Board members to be appointed shortly – will be made to the NDPB board to represent key stakeholder interests, and further arrangements for wider stakeholder involvement will be developed by the NDPB.
- CLG will now work with key stakeholders on a transition plan for the Programme, moving from current delivery arrangements to final in-service management arrangements.

The FBU submission was as outlined below:

FBU RESPONSE TO THE CONSULTATION DOCUMENT: FIRE AND RESILIENCE PROGRAMME IN-SERVICE MANAGEMENT

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 98% 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.

Q1. Do you agree that the service contracts for Firelink and FiReControl should be managed by an NDPB based on and incorporating Firebuy? If not, what alternative would you propose?

FireLink and FiReControl was the brainchild of the ODPM and has subsequently received the continued support and sponsorship of a succession of fire ministers at CLG.

Whilst the FBU has consistently not supported the FiReControl project, we can appreciate the rationale behind having a joined up approach when it comes to the communications and mobilisation software such as FireLink.

The FBU remains unconvinced of the necessity of the FiReControl project and remains unconvinced that the FiReControl Infrastructure (hardware) will integrate with

the software so as to provide operational effectiveness and resilience. As a consequence it is our view that FireLink will suffer.

The FBU remains unconvinced that the funding arrangements are satisfactory.

FireBuy does not enjoy the support or patronage of any significant sector within the fire and rescue service.

With FiReControl itself now being questioned by a broader range of stakeholders, most notably the recent decision of the LGA's Fire Services Management Committee, it would not be appropriate for CLG to outsource the management of FiReControl or FireLink.

The Fire Brigades Union therefore believes that FiReControl and FireLink must be directly managed by CLG, and not be outsourced to any external Board or other body/agency.

Q2. Do you agree that the Board should include candidates nominated by key stakeholders? What other views do you have about the size and composition of the Board?

The question is framed in such a way as to pre-suppose that stakeholders will agree to the out-sourcing to an NDPB.

The FBU is of the opinion that "key stakeholder" status should be reviewed and defined. The Fire Brigades Union represents 98% of those who work in emergency fire control rooms to ensure that any stakeholder body reflects this.

According to its annual report 2008/2009 the NPIA Board comprises:

- Chair, current chair drawn from Association of Police Authorities (APA).
- Chief Executive, drawn from Association of Chief Police Officers (ACPO).
- 2 ACPO representatives.
- Home Office (i.e. departmental lead) member.
- 2 APA representatives.
- 3 Independent Board members (no police service history identified, drawn from commercial sector).

The fire service infrastructure is distinct from that of the police service, for example Regional Management Boards. Similarly, FiReControl is premised upon the Local Authority Controlled Companies (LACC's). Our information concerning ACPO is limited, however we are not convinced that CFA, which is the recipient of financial support from government, can provide an independent professional voice, dependent as it is upon government funding and patronage. The consultation document does not account for, or comment on the differences between the organisation and governance of policing and fire services.

Most significantly of all, the NPIA model has no representation from the employees' representative body of choice. Any body (our preference – within CLG) which oversees and manages FiReControl or FireLink must take

account of the Fire Brigades Union as the voice of the professionals and practitioners in the fire service, with the ability to maintain its independence and to report independently.

In short, the NPIA model is not an appropriate one to be followed.

Q3. Do you agree that the NPIA model of stakeholder engagement for Airwave would be the right one for the new NDPB to follow in relation to the Fire and Resilience Programme? Do you have another model you would like to propose? How else can stakeholders be engaged?

The question is somewhat confusing. It pre-supposes that there will be a new NDPB. The consultation document states that there are two options for future governance for the long-term management of the FireLink and FiReControl projects:

1. placing them with a Government department (stated within the consultation document as meaning with CLG and described as the "do-nothing" option);
2. placing them with an NDPB with sub-options being FireBuy, a new NDPB or NPIA itself.

The most appropriate model for the governance of the fire service itself, which would include these projects, is for it to be undertaken by CLG, taking advice from a body chaired by CLG, attended by CFRAU and a board comprising the key stakeholders – FBU and LGA, with CFA (on the proviso that government funding was ended).

Q4. Do you agree that, if possible, the national assurance functions should be carried out by the sector itself? If so, what model would you propose? If not, what alternative would you propose?

This is a matter which cannot be properly addressed through a consultation such as this. It needs thorough joint examination and discussion by the key stakeholders identified in the response to Q3 above.

Though not a finalised position, in order for the assurance function to enjoy legitimacy and for sector-competency to be accounted for, the logic would be for the role to be carried out by CFRAU.

Q5. Do you agree that if the sector is unwilling or unable to carry out the function in a way that meets the criteria set out in paragraph 41 of this consultation paper, it should be carried out by the NDPB which the Department proposes should manage the service contracts? If not, what alternative do you propose?

See response to Q4.

Q6. Do you have views on whether the national assurance and service contract management functions should be carried out by the same organisation on practical grounds?

As described above, in relation to the two projects, the

management should be conducted by CLG, advised by a governance body suggested in the response to Q3, and the assurance function to be carried out by CFRAU.

Q7. Do you have any comments on the high-level description of functions listed at Annex A?

The prose descriptions appear appropriate. We would welcome evidence of an evaluation of the projects themselves against these criteria since their inception including evidence that the outcomes will be delivered as promised.

introduced across the UK. This has impacted in different ways on each individual FRS, depending on their arrangements for statistical returns. Additionally, in some the front line system support for fire station personnel has been tasked to the control room. Problems with the IRS continue to occur, often due to system overload with users from all over the UK attempting to log in. As with any statistics, it will take more than a single year's data to see any significant improvements in recording of fire service activity.

Change from EADS to Intergraph

In December 2009, CLG advised stakeholders that EADS Defence and Security had advised CLG that as a result of its concerns regarding its subcontractor, Ericsson, that it had signed a contract with Intergraph to supply the Fire Control Mobilising system, and had cancelled its contract with Ericsson.

Announcement of CLG Select Committee

On 17 November 2009, the House of Commons Select Committee, which reviews the work of CLG, announced a brief inquiry into the FiReControl programme. In doing so, it announced that it would consider:

- progress with the project so far;
- the reasons for the cost and time overruns which the project has experienced; and
- what, if any, changes need to be made to the government's plans for proceeding with the project.

The inquiry was due to take place on 8 February 2010. The FBU submission was considered by the FBU Control Regionalisation Advisory Group (CRAG) and is reported in that section of the 2010 Executive Council Report to Annual Conference.

CLG's FiReControl Project Equalities Impact Assessment

In December 2009, CLG published the Equalities Impact Assessment of the FiReControl Project. The report will be considered by the Executive Council in 2010.

B16 Scottish Fire Controls

2009 saw the roll-out across Scotland of the Firelink radio system, with extensive retraining being required for control room members and other FRS radio users. While many of the initial problems associated with a complete replacement radio scheme had already been encountered during the roll-out in England, nonetheless some new problems have occurred. Control room members and Firelink project personnel continue to work together to resolve outstanding issues. The radio system has been generally well received, assisting with mobilising decisions and interoperability with other FRS, as well as maintaining accurate records of resource locations.

In April 2009 the Incident Recording System (IRS) was



Section

TU and Labour Movement

C1 Introduction

During 2009 the Union continued to participate in the various campaigns and activities of the trade union and labour movement. The focus for international work is developed by the International Committee of the Executive Council and has addressed issues directly affecting firefighters throughout the world as well as supporting and developing campaigns around wider international solidarity issues.

The Parliamentary Group continued to work closely with the Union during 2009 and the Executive Council wishes to place on record the Union's thanks for this important area of work.

The general secretary was once again elected to the General Council of the TUC.

C2 TUC 2009

The 141st Annual Conference was held from 14-17 September in Liverpool.

The FBU's delegation consisted of:

Matt Wrack
Mick Shaw
Tam McFarlane
Stewart Brown
Vicky Knight
Sue Offland
Samantha Samuels.

The FBU's resolutions were on the issues of (1) Emergency fire control regionalisation and (2) Palestine. The FBU accepted an amendment from the University and College Union to our resolution on Palestine. We also proposed an emergency resolution on Sri Lanka.

Emergency fire control regionalisation

Congress condemns the determination of the Government to press ahead with the regionalisation of emergency fire controls in England. This is despite the escalating costs, the lack of support within the fire and rescue service and very clear evidence that this initiative will lead to a poorer level of service to the public, as well as threatening firefighter safety.

Congress also condemns the threat to jobs, terms and conditions in emergency fire controls as a result of this government initiative. The move to regional controls will lead to the loss of up to 900 jobs. Over the past year, clear evidence has emerged that fire service employers in the new Local Authority Controlled Companies (LACCs) intend to use the opportunity of the establishment of new controls to slash the terms and conditions of fire control staff. Congress notes that the LACCs are totally unaccountable to the local people who pay for their fire and rescue services through their council tax.

Congress reiterates its support for the campaign by the FBU against this project.

Congress further calls for the scrapping of the LACCs and for all aspects of local fire and rescue services to remain under local democratic control.

Congress notes the latest phase of the campaign by the FBU in defence of jobs, terms and conditions and pledges full support to the FBU strike action which now appears inevitable as a result of this attack on fire service jobs and conditions.

SECTION C — TUC AND LABOUR MOVEMENT

Palestine

Congress condemns the Government of Israel's January offensive in Gaza resulting in 1,450 Palestinian deaths and 5,000 injured and the massive destruction of infrastructure.

Congress further condemns the ongoing blockade that is in contravention of International Law.

Congress calls on the General Council to:

- i) use its influence with the British Government to make appropriate representations to the international community to secure support for a negotiated settlement based on justice for the Palestinians
- ii) build solidarity with the Palestinian General Federation of Trade Unions.

Congress condemns the Histadrut statement of 13 January 2009 in which it backed the attacks on Gaza and calls on the General Council to carry out a review of the TUC's relationship with Histadrut.

Congress calls on the General Council to pressure the Government to:

- a) condemn the Israeli military aggression and end the blockade on Gaza
- b) end all arms trading with Israel
- c) impose a ban on the importing of goods produced in the illegal Israeli settlements in the Occupied Territories
- d) support moves to suspend the EU-Israel Association Agreement.

Congress further calls on the General Council to encourage affiliation to the Palestine Solidarity Campaign and to develop an effective Boycott, Disinvestment and Sanctions campaign by working closely with the PSC to:

- 1) raise greater awareness on the issues
- 2) promote a targeted consumer-led boycott
- 3) encourage trade unionists to boycott Israeli goods, especially agricultural products that have been produced in the illegal settlements
- 4) encourage campaigns of disinvestment from companies associated with the occupation.

Congress asserts that in undertaking these actions each affiliate will operate within its own aims and objectives and within the law.

Emergency resolution – Sri Lanka

The Guardian newspaper on Monday 7 September reported on Sri Lanka's expulsion of a senior UN official who was critical of the Government-run 'Welfare Camps'.

The concerns raised by James Elder, UNICEF head of communications, support those raised in a briefing issued on 10 August 2009, by Amnesty International, which drew attention to the state of emergency facing Sri Lankan civilians

displaced, facing potential death and disease in the aftermath of a devastating civil war.

Amnesty have now launched a campaign demanding that the Government 'Unlock the Camps', where civilians are detained by troops regardless of the contravention of the ILO and international law.

There are 409,000 displaced civilians, with 60,000 children alone, effectively imprisoned in camps with no sanitation, shelter, insufficient food, water and visitation for families, all witnessed by the UN Secretary General who claimed these as 'the most appalling scenes' he had witnessed.

Congress and affiliates must endeavour to support Amnesty's campaign 'Unlock the Camps' to support freedoms for civilians by:

- i) campaigning for access to the camps by journalists, aid workers and politicians
- ii) raising awareness of the disappearances, abductions, arbitrary arrest and sexual violence taking place in the country
- iii) circulating Amnesty International's 'Unlock' petition and campaign materials
- iv) working with sister organisations with similar goals to support democratic structures and processes in Sri Lanka
- v) providing financial assistance and support to civil society organisations working on behalf of vulnerable groups of people in Sri Lanka.

C3 ICTU Conference 2009

The FBU delegation which attended the Irish Congress of Trade Unions' 2009 Biennial Delegate Conference from 7-10 July in Tralee, County Kerry, was led by regional secretary Jim Quinn.

The conference was attended and addressed by a number of high-profile politicians from across the island of Ireland including Deputy First Minister Martin McGuinness and An Taoiseach (Prime Minister of Ireland) Brian Cowen.

The FBU delegation, as usual, played a full and integral part in the conference which, among many other issues, debated motions on the economy, equal opportunities and pensions.

The Fire Brigades Union submitted a successful motion on human rights in Sri Lanka.

The FBU delegation participated in many of the fringe events which took place throughout the course of conference

C4 STUC 2009

The STUC Congress took place in Perth on 20-22 April 2009 and the following attended on behalf of the FBU:

Matt Wrack	General Secretary
Roddy Robertson	Executive Council member
Gavin Barrie	Regional Treasurer
Ken Ross	Regional Secretary
John Duffy	Regional Chair
John Docherty	Regional Official

STUC One Workplace Equal Rights equality award 2009

The recipient for this year's prestigious award was Brother Alex Miller for his work in progressing equality issues for members in his position as regional Fairness at Work and Strathclyde brigade secretary. Winning this award is a tremendous achievement. Many congratulations go to Alex.

Press article about this award:

A Union official who has worked to combat the image of Scotland's fire brigades as a refuge for "white males" is to receive an award for promoting equality in the workplace.

Alex Miller, who has served with the Fire Brigades Union for nearly 30 years, will be congratulated today by Harriet Harman, minister for women and equality.

Mr Miller, who will receive the One Workplace Equality Award from the STUC at a ceremony today, was described by Ms Harman as a "shining example" of how union officials can improve conditions in a workplace.

Research by Mr Miller highlighted the low numbers of women and ethnic minorities in Scotland's two main fire services. Of the 700 staff at Lothian and Borders Fire and Rescue, there were just 50 women, almost half of whom worked part-time. There were just a dozen people from minority ethnic backgrounds.

In Strathclyde, out of 2,780 uniformed staff, he found just 52 women, and 14 people from ethnic minorities. Both forces have since boosted their numbers of women and ethnic minority employees.

Mr Miller said: "I feel that this is an honour not only for me but also for the FBU. Hopefully we can make further improvements."

The motions moved by FBU Scotland were:

Domestic sprinklers (carried)

That this Congress notes the dramatic increase in deaths, injuries and rescues as a consequence of fire in Scotland.

Congress recognises the effectiveness of Domestic Sprinkler Systems in alerting the presence of fire; inhibiting fire spread; and saving lives.

Consequently, Congress calls on the Scottish Government to make the necessary changes to Building Regulations, in order

to ensure that all new build properties are required to have sprinkler systems installed.

Furthermore, Congress calls upon Local Authorities to begin an installation programme of Sprinkler Systems in all their housing stock.

Composite – Cuba

(covering resolutions 101 and 102, carried)

That this Congress notes that the new administration in the US Government is advocating change and agrees that the opportunity must now be taken to demand that the new US Government finally ends the illegal blockade of Cuba.

Congress condemns the illegal blockade of Cuba by successive United States administrations, and condemns the continued detention of the Miami 5.

Congress calls on the US Government to recognise that Cuba has the right to exist as an independent nation; to trade freely; and choose its own method of government without duress or consequence from outside nations.

Congress further notes that 2009 is the 50th Anniversary of the Cuban Revolution. As the Anniversary year progresses, Congress congratulates the Cuban people on their achievements in health and education. The eradication of illiteracy, free education for life, and the attainment of infant mortality rates, and life expectancy on a par with rich countries have all been achieved against the backdrop of the largest and most inhumane blockade in human history.

Congress recognises Cuba's commitment to international solidarity which includes more than 37,000 health professionals working for free in 79 countries, including substantial emergency aid to countries like Peru, Indonesia and Pakistan, and 30,000 scholarships to students from developing countries to study in Cuba.

Congress, therefore, calls upon the Scottish Government and the UK Government to make the necessary representations to the US Government, demanding that they immediately end their illegal blockade of Cuba.

Congress agrees to take the following steps in relation to support and solidarity for Cuba:

- launch a drive to increase membership of the Scottish Cuba Solidarity Campaign amongst affiliates;
- provide continuing support to the Campaign to secure the release of the Miami 5; and
- encourage affiliates to organise events and activities to celebrate 50 years of the Cuban Revolution during 2009.

The FBU motion on anti-trade union laws fell.

The general secretary spoke in the People's Charter debate, which was lost, mainly due to Unite the Union opposing the motion.

SECTION C — TUC AND LABOUR MOVEMENT

Congress also agreed to support the call for a boycott, disinvestment and sanctions against the state of Israel.

Brother Roddy Robertson was re-elected to the General Council of the Scottish Trades Union Congress.

FBU Scotland co-sponsored a MOJO (Miscarriages Of Justice Organisation) fringe meeting. The Union also spoke at a People's Charter fringe meeting, along with RMT general secretary Bob Crow and PCS general secretary Mark Serwotka.

STUC delegation to Israel and Palestine video

The regional secretary visited Israel and Palestine as part of an STUC delegation, from 28 February – 7 March 2009. The purpose of the visit was to investigate the merits of the call for a boycott, disinvestment and sanctions against Israel.

A video of the trip was made and edited by the FBU. The film is currently available on YouTube and was shown at the STUC Annual Congress. A longer edit has been completed and a DVD is available.

C5 STUC Black Workers' Conference 2009

The STUC Black Workers' Conference took place from 3-4 October 2009 and was attended by Brother Ludd Ramsey (Lothian and Borders) and Brother Alan Chau (Strathclyde) on behalf of the FBU.

Motions

Racial abuse whilst carrying out duties

Black and Ethnic Workers in the Public Sector, including those in Fire and Rescue Services and other emergency services, are continuing to suffer from racial abuse whilst at work.

This Conference believes that this form of abuse should be classified as a hate crime and that the perpetrators should be prosecuted as such.

Consequently, Conference calls upon the Scottish Trade Union Council to lobby the Scottish Government to make the necessary amendments to the law so that perpetrators can be prosecuted accordingly.

Equality representation

The conference acknowledges the work of the STUC when developing and supporting the BME workforce within Scotland, as part of the equality & diversity agenda. To progress these issues the use of equality representatives is essential.

The one barrier that equality representatives constantly have to overcome is the lack of paid time off provided by employers.

The Conference calls upon the STUC and its affiliates to develop a campaign calling on employers across Scotland to provide adequate paid time off for Equality Reps in order for them to assist in the progression of the equality agenda in Scotland.

C6 STUC Women's Conference 2009

The 83rd STUC Women's Conference was held in Dundee on 10-11 November 2009.

The FBU delegation was:

Denise Christie	– Lothian and Borders
Sharon Sales Mossop	– Strathclyde
Kerry Walker	– Dumfries and Galloway
Kerry Baigent	– National Women's Committee Secretary

Motions

Public sector cuts

Conference is greatly concerned and angered at the projected cuts in public sector funding over the coming years. These cuts are a consequence of the UK Government bailing out the banks, which were responsible for the loss of billions of pounds of public money.

Consequently, ordinary working people will be forced to bear the burden of the Scottish Government's attempts to recoup those monies, through such measures as job losses, pay freezes, attacks on pension entitlements and worsening of working conditions of employees in the public sector, the most vulnerable of which are women.

Conference therefore calls upon the STUC Women's Committee and STUC General Council to campaign with affiliates against any such cuts and worsening of public sector workers' pay, conditions and pension rights.

The motion was carried.

Scottish and local government equality agenda

Conference acknowledges the commitment of the Scottish Government and Local Authorities to improve the number of female employees and other under represented groups in the public sector, particularly in key roles and services. Unfortunately, despite this commitment, there does not appear to have been any significant improvements in recent years.

That being the case, Conference calls on the STUC Women's Committee and STUC General Council to lobby the Scottish Government to work with local authorities, to explore a more proactive strategy aimed at improving the numbers of under represented members of society in public sector employment, including a proper monitoring and assessment process for

recruitment and retention and investigating the value of setting targets, in order to underpin the commitments already expressed.

The motion was carried.

FBU emergency motion – Scottish Defence League (SDL)

That this Conference is appalled to learn that the Scottish Defence League (SDL), a sister organisation of the far right English Defence League (EDL), announced on 16 September that they intend to hold a demonstration in Glasgow on 14 November 2009. The EDL is widely recognised as a fascist and sexist organisation that considers women to be second class citizens in our society. Their methods of violence and hatred are used to spread their message.

Conference calls upon the STUC and STUC Women's Committee to continue to vigorously oppose the work of far right parties, such as the SDL, and the BNP, and to maintain its support of the work of the anti-fascist movement to expose these organisations and rid them from our society.

The motion was carried.

There were four workshop sessions available for delegates. These were:

- Consumer Kids – sexual imagery, marketing and children;
- Fighting Against Child Exploitation (FACE);
- Banking Crisis and the Credit Crunch;
- Mental Health and Women in the Workplace.

STUC Women's Committee for 2009-2010 was announced, which included Denise Christie, FBU.

Denise Christie introduced the eight Palestinian firefighters to Conference and talked on the opportunities and experiences they had had during their time in Scotland. The STUC Women's Committee presented them all with small gifts. Shams, a Palestinian delegate, addressed Conference, thanking the FBU for this opportunity and the hospitality, friendship and kindness during their visit. Delegates were then invited to a reception lunch with them in order to hear first hand their experiences and to have photographs taken. Delegates thought this was very positive as it highlighted the importance of international work the STUC carries out.

C7 Wales TUC 2009

Wales TUC 2009 was held in Llandudno at the North Wales Conference Centre from 19-21 May 2009.

Welsh Region FBU delegates were:

- | | |
|------------------|----------------------------------|
| Grant Mayos | – Regional Secretary Region 8 |
| Cerith Griffiths | – Brigade Secretary South Wales |
| Chris Burns | – Brigade Secretary North Wales. |

Resolution 41 Domestic violence

Conference views with profound concern the continuing high incidence of domestic violence, which accounts for one fifth of all violent crime reported in the UK, and that domestic violence

had a higher rate of repeat victimisation than any other type of crime. It is a gross failing in modern society which blights the lives of tens of thousands of Welsh families and tears apart the social fabric of our country.

Conference notes the decision of the Welsh Assembly Government to omit Wales from the UK Government Strategy on violence against women and calls on the Wales TUC General Council to lobby the Minister for Social Justice and Local Government to ensure Wales develops a coherent strategy to tackle violence against women.

Conference recognises that trade unions have a role to play in combating this violence, of which women are overwhelmingly the victims, through information campaigns and supportive approaches in the workplace such as: adjusting hours of work and ensuring that counselling is available. It calls upon the General Council and all affiliated organisations to work with the Assembly Government for the reduction and elimination of domestic violence.

Conference also calls on the Wales TUC to encourage all affiliates to provide the necessary support to any of their members suffering from domestic violence and also negotiate comprehensive domestic violence policies and guidelines with employers in their industries.

Finally, conference urges the Wales TUC to encourage the Welsh Assembly Government to consult with them about ways in which the Domestic Violence Bill might be made more effective in practice by:

- Ensuring that local authorities in Wales develop long-term and stable funding streams for local provision of domestic violence services for women children and all family members affected.
- Developing a challenging attitude campaign across Wales in order to reduce the level of tolerance of domestic violence in all its forms.
- Working with Wales TUC to develop training programmes for all affiliates to support campaigns across Wales.

Carried as amended by NUT, Chartered Society of Physiotherapists, and USDAW.

Election for Women's Committee – Trade Union Section

Joanne Byrne, FBU – 210,839 votes.

Unfortunately we were unsuccessful this year.

C8 Wales TUC Women's Conference 2009

The Wales TUC Women's Conference was held on 19 November 2009 at the Heronston Hotel, Bridgend. FBU delegates were Jo Byrne and Tania Morris.

SECTION C — TUC AND LABOUR MOVEMENT

Sister Sian Wiblin, Women's Committee chair and vice president of Wales TUC, opened the conference.

A request to change the terminology "domestic violence" to "domestic abuse" was agreed.

Sister Wiblin went on to talk about the effects of the recession on TUC affiliation and the subsequent loss of finances, and reminded Conference of the importance of active women trade unionists and how important a gender balance is within trade unionism.

The theme for the conference was Women in Public Life and Leadership. The first speaker of the day was Professor Laura McAllister from the University of Liverpool.

Professor McAllister spoke about the battle of gender equality and how she was expecting a massive decline in the number of women Assembly Members (AMs) in the next election in Wales.

Motions

The FBU spoke in support of the GMB motion on "Gender specific language in policy ending violence against women", which was carried unanimously.

C9 TUC Women's Conference 2009

The theme of the TUC 2009 Women's Conference, held in Scarborough from 11-13 March 2009, was Women and the Global Recession. It was formally opened by Annette Mansell-Green (Unison), chair of Conference and a TUC Women's Committee member.

Annette delivered a thought provoking opening address with the emphasis on the poignancy of the timing of Conference in relation to the 25th anniversary of the miners' strike. She paid particular tribute to the women in the mining communities and how their strength, support and activism made such a difference through an extremely difficult time. She also highlighted the disproportionate effects of the global recession on women in the UK and that we need to ensure that the government doesn't further punish women, or in fact any worker, by introducing more privatisation, ineffective legislation or maintenance of anti-union acts. In her words: "When women join together and speak with one voice, employers have to sit up and listen."

The business of Conference then began, with the key debate being around a composite motion Women and the Economic Crisis which was opposed by some large unions and subsequently fell.

The FBU women attended a fringe meeting on the first evening on The Charter for Women and the Crisis of

Capitalism. There were two speakers – Mary Davis, TUC Women's Committee, and Sharon Allen, secretary of Charter for Women. Sharon raised many really important issues, in particular: "Why is there no national outcry or coordinated response from the movement at the enormous job losses of Woolworths staff?" Was it because they were mostly women's posts?

She also assured us that the Women's Charter steering group was keeping a close eye on domestic violence issues, particularly in the current climate. National research studies showed that in times of recession when family finances and employment were at risk, a rise in domestic abuse was experienced. Also, even when the UK was not in times of recession, two women every week died at the hands of a violent partner or ex-partner, and when we were mid-recession attacks on women and children rose.

In addition to this, worryingly, local authorities around the country were withdrawing funding from women's aid organisations and refugees as they attempted to tighten their belts.

Mary Davis then spoke about the nature of the crisis (Is it a recession or a depression? What is the nature of capitalism?), Marx's theory of the nature of profit during his research on capitalism in the UK, and the Tories' deregulation of the financial sector and New Labour's inactivity to respond appropriately over the last decade.

This was not just a crisis of banks, but a crisis of industry (or non-industry) and the gap between rich and poor had actually widened under New Labour.

She described how the global recession had affected women in particular, increasing the feminisation of poverty and highlighting the lack of services for women and their children as public sector provisions were hit hard.

On the second day of Conference, the first part of the morning was spent debating family-friendly caring and job sharing.

We were then treated to an address by Carolina Amador Perez (also the FBU Women's School sororal guest speaker), who is the international relations officer for the Federation of Cuban Women (FMC). Carolina informed Conference how the Cuban government has recognised the need to increase and equalise representation of women in all areas of public life, promote equality and fundamentally improve the future prospects of women in her country in order to support a fair and stable social and economic future for the Cuban people.

Vicky Knight moved the FBU's motion on shift patterns, highlighting the attacks on FBU members' working conditions, safety, family flexibility and the FRS's ability to provide and maintain adequate and appropriate fire cover. This was seconded by the RMT and was carried unanimously.

There was a lengthy debate on flexible working and the right to request. Sister Byrne (Region 8 rep) felt so strongly about the issues of caring for elderly relatives, which had not been mentioned at all within the discussion, she made an ad hoc

speech regarding the sandwich generation's increasing expectations and the need for legislation to make adequate provision in recognition of this.

The second half of the morning covered international issues including women internationally and the global recession, maternal death rate in developing countries, child labour and violence towards Iraqi women – all very passionate and emotional speeches. All the motions were carried.

Denise Christie spoke brilliantly in support of Iraqi women and organised a bucket collection for the Iraqi Women's League (IWV), a guest of the FBU, and also a speaker from the platform.

The delegation attended a Morning Star lunchtime fringe meeting on Women, Class and the Crisis of Capitalism. The speakers were Anita Halpin, chair of TUC Women's Committee, Mary Davis, chair of UCU Women's Committee, Annette Mansell Green and Carolina Amador Perez (FMC).

Sam Samuels (BE&MM) spoke in support of a composite motion regarding women's political representation and described Gloria Mills from UNISON as her inspiration. Sam also spoke in support of a motion on campaigning against the far right and highlighted to Conference that the FBU is committed to removing BNP members from our Union. There were a number of passionate speeches on this motion and the USDAW delegate urged Conference to attend the march against the BNP conference in Blackpool in October and mobilise in the forthcoming European elections.

Sam Rye (Region 3) seconded a motion entitled Gender-Sensitive Health, Safety and Welfare (an FBU composited motion) and suggested to Conference that menopausal women should be given some consideration under absence management. Also, Sam mentioned the problems members are suffering with women's uniform in the UK FRS and how Sophie, the health and safety female testing mannequin, was introduced years after Ralph, her male equivalent, to highlight the lack of investment in women-specific health, safety and welfare.

Conference was then addressed by Vera Baird QC, MP and solicitor general. She talked about the effect of the global downturn on women and how equality issues will have less funding and support. The Equality Bill was covered and she urged us to continue to strive for equality, saying: "Equality is for all times not just the good times." She then took questions from the floor.

Dona Feltham supported the resolution Prison – a Dumping Ground for Women which caused some debate regarding mental health and public funding. Contributors also included the POA, NAPO and PCS.

We were then due to receive an address from TUC general secretary Brendan Barber, but a point of order was called and a very intense group debate ensued covering three resolutions around the issues of prostitution and trafficking instead. Kerry Baigent (NWC secretary) contributed to this debate highlighting areas of concern and calling for the movement's informed

involvement in eradicating the abuse and exploitation of women in every form.

On the last day of Conference, Brendan Barber managed to give his address and urged ministers not to put the equality agenda on the back burner because of the economic crisis and called for good quality childcare for all women and referred to the "chronic motherhood penalty". He also gave the TUC's continued and committed support for women in both the movement and society as the workforce of now, and our children, those workers of the future.

The final address from an international sister was by Shadha Besarani from the Iraqi Women's League, thanking Conference for the continued support for IWV and updating Conference on the work still being carried out for women in Iraq – still fighting for democracy and independence, yet living with some of the most horrendous of atrocities.

The conference concluded at lunchtime and a TUC Women's Committee debrief will be held at the next meeting in May.

C10 TUC LGBT Conference 2009

The 12th TUC Lesbian, Gay, Bisexual and Transgender (LGBT) Conference took place at Congress House, London, on 2-3 July 2009.

The conference was addressed by: TUC president Sheila Bearcroft; TUC general secretary Brendan Barber; Maria Exall, chair of the LGBT Committee; Maria Eagle MP, Equalities Minister; Bob Cant, on behalf of the LGBT workers' oral history Millthorpe Project; Dr Alberto Roque, from CENESEX, the Cuba National Centre for Sexual Education; and Bradley Brady of the Equality and Human Rights Commission.

Deborah Gold, from the anti-homophobic crime charity GALOP, DCI Gerry Campbell of the Metropolitan Police and Lesley Burton from the Crown Prosecution Service introduced an informal discussion on tackling LGBT hate crime.

The conference elected the LGBT Committee and debated motions, covering such issues as the government's Equality Bill, rights for equality representatives, discrimination in public services, faith and homophobia, the impact of the recession, monitoring of sexual orientation, hate crimes, campaigning against the BNP, homophobia in sport, international issues and media representation.

There were 215 delegates from 31 unions.

The FBU was represented at the conference by Stewart Brown, Pat Carberry, Yannick Dubois, Peter Wilcox, Alli Burrows, Norm Perry, Kevin Gutherson, and Lisa Slevin.

Stewart Brown was re-elected onto the LGBT Committee, attaining the highest vote in Section A (general members). The Fire Brigades Union submitted a motion on equality reps:

Equality reps

Conference acknowledges the work of trade unions, the TUC and Government in recognizing, 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 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.

The motion was unanimously passed.

The delegation also seconded two other motions and spoke in many of the debates, and yet again continued to play an important role with the TUC structures.

As a result of support from the FBU, it proved possible to bring over from Cuba two representatives of the Cuban National Centre for Sexual Education (CENESEX). Dr Alberto Roque addressed the TUC LGBT Conference on 2 July 2009 and the director of CENESEX, Mariela Castro Espín, marched with the TUC section and addressed the London Pride rally the following day. The invitation arose from a proposal to celebrate the 50th anniversary of the Cuban revolution agreed at the 2008 LGBT Conference, through a motion from the FBU.

C11 TUC Black Workers' Conference 2009

The conference took place in Scarborough from 24-26 April. The conference was attended by 232 delegates from 33 unions and was chaired by TUC General Council and Race Relations Committee member Leslie Manasseh.

The TUC general secretary, Brendan Barber, and the TUC president, Sheila Bearcroft, addressed the conference on 24 April. Dr Richard Stone, a member of the Stephen Lawrence Inquiry, and Simon Woolley from Operation Black Vote addressed the conference the following day.

The Race Relations Committee report was endorsed by Conference.

Twenty resolutions and three emergency resolutions were

moved and supported, one was remitted. Resolution 2 – Agenda for Economic Recovery – was voted as the Black Workers' motion to TUC Congress 2009.

The FBU had a delegation of eight. The FBU resolution was on the National DNA database and the disproportion of BME people currently on the database who are innocent. The resolution was moved by Garrett Brooks and demanded the removal of their DNA from the database. This was unanimously supported by Conference.

The FBU delegation spoke in support of 11 resolutions and seconded two resolutions. B&EMM EC member, Michael Nicholas, was elected onto the TUC Race Relations Committee for the seventh time.

FBU member Richard Reid was also at the conference as a member of the National Role Model project REACH. Richard was a delegate at the 2008 conference and that motivated him to get involved in this project.

It was another successful Black Workers' Conference.

C12 Institute of Employment Rights

The Institute of Employment Rights (IER), 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. The FBU has been associated with the institute since its inauguration. In 1994 the institute achieved charity status.

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.

IER organised a number of courses and seminars throughout 2009 which have been well attended by officials.

In 2009, being the institute's 20th anniversary, it is pleasing to be able to report that the FBU's work with the institute stepped up, including:

- Matt Wrack becoming the first FBU general secretary to be elected to the institute's Executive Committee.
- At the TUC Congress in Liverpool, Matt Wrack spoke at the IER's fringe meeting, which was once again one of the best attended fringes at Congress.
- An increasing number of FBU members and officials attended the IER's comprehensive programme of seminars and conferences. Last year 33 attended the Liverpool events and 28 the London events. We hope to build on those numbers in the future.

- We successfully negotiated a special subscription package with IER so that officials could receive a year's free subscription to celebrate the IER's 20th anniversary.
- A number of the IER's publications were ordered and distributed throughout the Union. These include *The Employment Act, 2008*; *The New Spectre Haunting Europe – The ECJ, Trade Union Rights and the British Government*; and *How to Make Corporations Accountable*.
- The FBU is currently involved in an IER project looking at the extent and implications of the increasing levels of victimisation of trade union activists in the workplace. The IER's legal experts will consider how the law can be changed to better protect trade unionists and what trade unions can do to protect their members.

C13 International

The FBU Executive Council's International Committee continued to meet throughout 2009, having an overview of the Union's international relations and setting priorities. The Union's international work is divided into two broad areas: industrial matters, involving 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 Union participated in the founding conference of the International Firefighter Unions Alliance (IFFUA), which was held in Vancouver, Canada. Unions representing firefighters in the following countries attended and agreed to affiliate to the new international alliance: Australia; Canada; Finland; Iceland; Ireland; Israel; Mexico; New Zealand; Norway; Sweden; United Kingdom and the United States.

The founding conference agreed an interim constitution, to operate until the next conference in 2012, with the following aims and objectives:

- The IFFUA shall promote independent trade unionism for the fire fighting profession in all countries of the world. It seeks to promote full trade union rights for fire fighters in all countries.
- The IFFUA shall promote the highest standards of fire fighting professionalism in order to achieve the highest level of community safety in all countries.
- The IFFUA shall promote the best levels of remuneration, working conditions and retirement pension provision for fire fighters throughout the world.
- The IFFUA shall promote the highest standards of safety for fire fighters in all countries, through the adoption of safe working practices and the provision of the best available equipment.
- The IFFUA shall seek to ensure that the fire fighting profession and consequently fire fighter unions are representative of the communities that they serve

throughout the world; and to vigorously oppose discrimination on grounds of religion, race, sex, sexual orientation, gender reassignment, marital status, disability, age or trade union activity.

- The IFFUA shall seek to ensure that the interests of fire fighters are represented in all relevant international legislative and standard setting bodies.
- The IFFUA is part of the international labour movement and shall work in cooperation with the International Trade Union Confederation (ITUC) and the Global Unions Council.
- The IFFUA shall promote the social and economic rights of its retirees, including health care and preservation of the value of pensions and its correlation to the standard of living and income during their working time.

The conference elected a Steering Committee to oversee the development of the alliance until the 2012 conference and to draw up proposals for a permanent constitution; the establishment of an office; funding and staffing. FBU general secretary Matt Wrack was elected as the vice chair of the alliance. A website has been established: www.iffua.org

The Union was represented at the 2009 Congress of the European Public Sector Unions (EPSU) organisation, and participated in a meeting of the EPSU Firefighter Network, where proposals were discussed to better coordinate the activities of the different unions across Europe.

The Union continues to be active within various international solidarity campaigns, in particular the Cuba Solidarity Campaign, the Palestine Solidarity Campaign and Justice for Colombia (JFC).

The president took part in a JFC delegation to Colombia, where meetings were held with trade unionists, human rights lawyers, politicians and government ministers, as well as consolidating links with Colombian firefighters attempting to develop a national trade union organisation. The 2009 FBU Annual Conference heard from Carmen Mayusa, a Colombian nurse and activist from the Colombian health workers' union, who had recently been released from prison.

The FBU successfully moved a motion calling for a boycott of Israeli goods and services at the TUC Congress in September 2009 and at the end of the year FBU officials were instrumental in arranging fire service training in the UK for a team of firefighters from the occupied Palestinian territory of the West Bank.

C14 Parliamentary Group

This report documents the work of the FBU Parliamentary Group in the year to 31 December 2009.

The group meets regularly in Parliament – approximately every eight weeks while the House is sitting – so that the Union can

SECTION C — TUC AND LABOUR MOVEMENT

brief MPs on its campaigns and discuss how MPs can best represent the Union within Parliament. The Executive set the agenda of issues for the group to discuss and a consistent programme of work for the group is taken forward by Simeon Andrews, the group's coordinator, and his administrative team.

The Parliamentary Group expanded its membership in this period with Stockton MPs Frank Cook (North) and Dari Taylor (South) joining the group. Elmet MP Colin Burgon also joined in early 2009, which brought the total membership to 47 MPs.

There were four regular group meetings held on 4 March, 20 May, 8 July and 11 November 2009.

In addition, the group also coordinated a meeting between Fire Services Minister Sadiq Khan and bereaved families of firefighters on 5 May 2009. This followed the mass lobby of Parliament, and intervention in Prime Minister's Questions by Andrew Dismore in November 2008.

A draft Floods and Water Bill was announced in the Queen's Speech in 2008 to implement some of the recommendations of the Pitt Review. The retitled Draft Flood and Water Management Bill was published in April 2009 for a period of consultation until 24 July 2009.

In this period, the Parliamentary Group distributed a range of briefings to the group and other MPs and tabled around 40 written questions on a range of issues including:

- the FireControl project;
- the FireLink project;
- firefighter injuries and fatalities;
- firefighter pensions;
- pay in the fire and rescue service;
- government response to the Pitt Review;
- firefighter numbers;
- fire and rescue statistics;
- Working Time Directive; and
- flooding.

As well as briefings, the group has also distributed a selection of FBU press releases to keep group members updated on key campaigns and industrial disputes in their areas.

The table below summarises the EDMs tabled on behalf of, or supported by, the FBU Parliamentary Group so far in the 2008-09 parliamentary session. All EDMs tabled on FBU issues have now been supported by over 100 MPs and we will continue to use all parliamentary means to demonstrate support.

No.	Title	Tabling MP	Sigs
174	Firefighter safety	Andrew Dismore	156
394	Flood response and fire and rescue service	Andrew Dismore	107
695	Workers' Memorial Day	John McDonnell	65
942	The People's Charter	John McDonnell	35
1800	FireControl project	Andrew Dismore	157
2091	South Yorkshire fire dispute	Clive Betts	27

An annual report from the group for the 2008 calendar year was submitted for the FBU conference 2009. John McDonnell

had been due to give his annual report to the conference, but unfortunately parliamentary business prevented him from attending.

The group also hosted a day seminar in the Jubilee Room in the House of Commons for the FBU Black and Ethnic Minority Members section on 30 January 2009, which was attended by over 50 members.

On behalf of the group, John McDonnell MP was also invited to speak at the FBU East Anglia Political School on 2 March 2009.

Other events included the launch of the People's Charter in the Jubilee Room of the House of Commons on 11 March 2009 – at which both Matt Wrack and John McDonnell MP spoke – and the Workers' Memorial Day reception, hosted by the Trade Union Co-ordinating Group, on 28 April 2009.

Despite there only being seven weeks of parliamentary time during the June/July session, it was nevertheless quite an eventful period with a wholesale change of ministers in the Department of Communities and Local Government (CLG) during the Cabinet reshuffle which followed the 4 June elections. John Denham replaced Hazel Blears as Secretary of State; Rosie Winterton replaced John Healey (promoted to Housing Minister) as Minister of State; and Shahid Malik replaced Sadiq Khan (promoted to Transport Minister) as Parliamentary Under-Secretary of State.

The group lost one member during this period as Norwich North MP Ian Gibson resigned his seat in June, forcing a by-election on 23 July 2009, in which the Tories gained a large majority.

Other events in this period included the first annual Tolpuddle commemorative lecture, hosted by the Trade Union Co-ordinating Group, on 13 July 2009. Tony Benn gave the lecture and John McDonnell MP chaired a panel discussion involving Prof. Mary Davis, POA general secretary Brian Caton, and Unite cleaner activist Alberto Durango.

The Flood and Water Management Bill also became the main legislative focus of the group during this period.

The UK budget deficit was also significant, with concerns about budget constraints and cuts on the service. However, this also strengthens the case for the FireControl project (over budget and behind schedule) to be abandoned.

With the tragic fatal fires in Camberwell and Edinburgh over the summer, the group will also stand ready to lobby for whatever changes or extra resources are deemed necessary when investigations and reviews are complete.

The number of local disputes in South Yorkshire, Humberside, Essex, London and Merseyside gave cause for concern. The Parliamentary Group continued to lobby ministers and brief the relevant local MPs to strengthen the Union's industrial campaigns.

CAMPAIGNS

FireControl project

In mid-July, a further delay of ten months to the FireControl project was announced by written ministerial statement. This had been anticipated by the group and an EDM was tabled in advance of the announcement.

EDM 1800 called for the FireControl project to be abandoned and a briefing was circulated to all MPs. With this, and pressure from FBU members lobbying MPs, 111 MPs signed the EDM in less than three weeks before the House went into recess for the summer on 21 July.

The group wrote to both the Fire Service Minister, Shahid Malik MP, and the Secretary of State, John Denham MP, on this issue – and secured a commitment to meet with the former after the recess.

FBU members from across the country held a hugely successful rally and meeting at Westminster Methodist Central Hall and lobby of Parliament on 21 October on this and other issues, with around 2,000 firefighters and control staff descending on the capital. The group helped to facilitate the lobby and to circulate information and briefing materials to MPs both in advance and following the lobby.

The meeting was chaired by FBU president Mick Shaw. Speakers at the rally included general secretary Matt Wrack; Sharon Riley, Executive Council member for Control (CSNC); John McDonnell MP; Andrew Dismore MP; Tony Kearns, CWU deputy general secretary; TUC deputy general secretary Frances O'Grady; and Jeremy Pagan, Executive Council member, Yorkshire and Humberside.

Floods

The retitled Draft Flood and Water Management Bill was published in April 2009 for a period of consultation until 24 July 2009. The purpose of the Bill was to implement the recommendations of the Pitt Review into the floods in 2007. Recommendation 39 of the Pitt Review recommended that the fire and rescue service be given a statutory duty to deal with floods. However, the government has so far equivocated on this issue. The Union called for this in its response to the consultation and the group has written to the new minister Rosie Winterton who gave a commitment to meet once Parliament returned after the party conference season.

The Environment, Food and Rural Affairs Select Committee also gave the Bill pre-legislative scrutiny and the group has passed briefing materials to supportive MPs on the committee.

Following a government response to the consultation, a full Bill was announced in the Queen's Speech on 18 November 2009.

South Yorkshire Fire and Rescue Authority

Prior to the group meeting on 8 July, briefing meetings were arranged with MPs representing South Yorkshire constituencies to discuss the dispute with the South Yorkshire Fire and Rescue Authority (SYFRA), which in its attempt to

unilaterally impose new contracts issued 744 redundancy notices to every firefighter in the FRA.

Meetings were held with Sheffield MP Clive Betts and Barnsley MP Jeff Ennis. Several MPs from elsewhere in Yorkshire also expressed their support and attended the group meeting.

Trade Union Co-ordinating Group

The TUCG was launched in September at the TUC Congress 2008 and currently comprises BFAWU, FBU, NAPO, NUJ, PCS, POA, RMT, URTU. This represents a total of over half a million trade union members, with the objective of coordinating campaigning activities on many of the key issues facing our members and giving unions a new and stronger representative voice in Parliament to supplement the work of existing individual union parliamentary groups.

To pay for the banking crisis and the huge sums of taxpayers' money invested to prop up the system we now face well over £30 billion of cuts and privatisations, with inevitable consequences for job cuts, wages, pensions, and terms and conditions, whatever the complexion of the government after the next election. The TUCG will have an important role to play in the coming period to provide a focus for unity within the trade union movement in opposition to what is likely to be an unprecedented attack upon the public sector, the livelihoods of workers and their families, the most vulnerable in our communities, and the movement in general.

That is why the TUCG fringe at the TUC 2009 discussed how we achieve political representation for the movement and how we defend our communities during the coming period. The TUCG will be further exploring these themes in its first delegate conference early in the new year. In addition to regular fringe events at TUC conferences, the TUCG is also playing an active role promoting campaigns it supports, such as the People's Charter and the Public Services Not Private Profit campaign.

Within Parliament the TUCG has identified four key areas of campaigning work for 2009-10:

- opposition to privatisation and defence of the Welfare State;
- the promotion of trade union rights;
- the promotion of equalities legislation;
- the setting of a new legislative framework for health and safety.

Since its launch the TUCG has attempted to provide a focus for a progressive trade union policy agenda through setting out an alternative perspective on the Queen's Speech and the Budget, and will continue to build consensus around a programme which the movement would support. Over past months the TUCG has helped coordinate opposition to the government's programme for welfare reform, organised a parliamentary reception to promote Workers' Memorial Day and assisted with the rail unions' lobby for a People's Railway. Currently the TUCG is promoting amendments to the Equalities Bill on behalf of a number of unions, as well as beginning preparatory work for a major health and safety campaign.

SECTION C — TUC AND LABOUR MOVEMENT

Public Services Not Private Profit campaign (PSNPP)

The FBU is an important part of the campaign right across the public sector to defend public services in the face of the government's ongoing privatisation strategy. The aim of the campaign is to highlight the threat of privatisation and commercialisation running throughout the government's policy proposals for the public services, and to promote the value of public services. Sixteen public sector trade unions initiated the campaign, supported by a number of campaigning organisations, such as Defend Council Housing, Health Emergency and the National Pensioners Convention.

The PSNPP campaign continues to develop at a grassroots level, with many requests for meetings from activists (largely from trades councils) getting in contact via the website. The numerous Public Services Not Private Profit local rallies, which the campaign continues to organise, therefore serve as a means of connecting up local concerns and ad hoc community campaigns about local privatisations and job cuts with a coordinated national trade union-led campaign against privatisation.

In addition to continuing to organise local rallies, the campaign has organised fringe meetings and distributed campaign material at various conferences and labour movement events. Recently, PSNPP hosted a meeting at the Durham Miners' Gala in July 2009 with speakers including Mark Serwotka, PCS general secretary; Bob Crow, RMT general secretary; and Billy Hayes, CWU general secretary.

FBU Parliamentary Group membership

David Anderson	Blaydon
John Austin	Erith and Thamesmead
Celia Barlow	Hove
Roger Berry	Kingswood
Roberta Blackman-Woods	City of Durham
Colin Burgon	Elmet
Dawn Butler	Brent South
Mick Clapham	Barnsley West and Penistone
Katy Clark	Ayrshire North and Arran
Harry Cohen	Leyton and Wanstead
Michael Connarty	Linlithgow and Falkirk East
Frank Cook	Stockton North
Rosie Cooper	Lancashire West
Jeremy Corbyn	Islington North
Jim Cousins	Newcastle-Upon-Tyne Central
Ann Cryer	Keighley
Ian Davidson	Glasgow South West
Andrew Dismore	Hendon
David Drew	Stroud
Robert Ffello	Stoke-on-Trent South
Neil Gerrard	Walthamstow
Nia Griffith	Llanelli
David Hamilton	Midlothian
Kate Hoey	Vauxhall
Kelvin Hopkins	Luton North
Lynn Jones	Birmingham Selly Oak
Tony Lloyd	Manchester Central
Rob Marris	Wolverhampton South West
Christine McCafferty	Calder Valley
Kerry McCarthy	Bristol East

John McDonnell
James McGovern
Austin Mitchell
George Mudie
Linda Riordan
Mohammad Sarwar
Alan Simpson
Marsha Singh
Dennis Skinner
Gavin Strang
Dari Taylor
David Taylor
Rudi Vis
Joan Walley
Robert Wareing
Mike Wood

Hayes and Harlington
Dundee West
Great Grimsby
Leeds East
Halifax
Glasgow Central
Nottingham South
Bradford West
Bolsover
Edinburgh East
Stockton South
Leicestershire North West
Finchley and Golders Green
Stoke-on-Trent North
Liverpool West Derby
Batley and Spen

C15 Affiliations

During 2009, the FBU maintained or established affiliations to the following organisations:-

Abortion Rights
Action for Southern Africa (ACTSA)
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 Press and Broadcasting Freedom
Charter for Women
Cuba Solidarity Campaign
Daycare Trust
Defend Council Housing
Disability Alliance
End Child Poverty
EPSU
Fabian Society
Fire Protection Association
Firefighters Memorial Charitable Trust
Hands off Venezuela
Inquest
International Union Rights
Irish Congress of Trade Unions
Justice for Colombia
Labour Against The War
Labour Research Department
LGIU
Liberty
Local Government Information Unit
Love Music Hate Racism
National Assembly Against Racism (NAAR)
National Assembly of Women
National Pensioners Convention
NHS Support Federation
Nicaragua Solidarity Campaign
NSCAG War On Want
One World Action
Scottish Trades Union Congress

SECTION C — TUC AND LABOUR MOVEMENT

Searchlight
SERA
Show Racism The Red Card
Stamp Out Poverty
Stop the War Coalition
The Working Class Movement Library
Trades Union Congress
United Campaign
Venezuela Information Centre
Western Sahara Campaign
Workers' Educational Association



Section

Pensions

Justice for Firefighter Pensions

Following on from the judgment of the Court of Appeal in the case of Marrion and co., the Department of Communities and Local Government (CLG) issued a Firefighters' Pension Scheme circular and a document as guidance for Independent Qualified Medical Practitioners (IQMPs) which reflected the decision taken by Lord Justice Rix in draft form for consultation. In addition to this the Association of Local Authorities Medical Advisers (ALAMA) issued a draft document advising fire and rescue authorities on how to deal with potential ill health retirements. The Fire Brigades Union met with representatives from ALAMA and raised concerns with this document. On 24 October 2009 the agreed circular FPSC 8/2009 and the agreed guidance for the IQMP document were issued as informal guidance. The guidance document from ALAMA is still under consultation.

The decision of the Court of Appeal represented a tremendous victory for the Fire Brigades Union and its members in what was a well supported, protracted campaign to protect the ill-health pension entitlement of the firefighters' pension schemes.

FBU Fairer Commutation Campaign

The FBU campaign for an earlier retrospective implementation date for the new commutation factors for the 1992 Firefighters' Pension Scheme (FPS) continued into 2009. The challenge surrounded a decision outlined in FPSC 5/2008 which was issued on 21 May 2008 and introduced new commutation factors for the 1992 FPS with a backdated implementation date of 1 October 2007. The FBU almost immediately challenged this implementation date and launched the Fairer Commutation Campaign.

In the background to the FBU's campaign the Police Federation had taken a similar challenge via a Judicial Review and was

awaiting a decision. The Judicial Review decision was handed down on 17 March 2009 and decided that in the case of the Police Federation the retrospective implementation date should be 1 December 2006.

This decision was very important to the FBU's campaign and strengthened the challenge that was being progressed by over 5,000 retired or out of trade (ROOT) members.

The FBU had uncovered a letter from the Government Actuary's Department from August 2006 which had informed CLG of their recommended new commutation factors and had introduced this to the challenge.

On 7 September 2009 FPSC 7/2009, which introduced a new retrospective implementation date for the 1992 FPS commutation factors of 22 August 2006, was issued. This new date was a major victory for the FBU in winning a fairer date on behalf of ROOT members but left many people feeling that this 22 August 2006 date did not go far enough and the FBU challenge should go further and attempt to get it back further.

At the Executive Council meeting held on 8-10 December 2009 a paper outlining the potential of a successful challenge was discussed. The outcome was an Executive Council decision to continue to support the challenge as a collective grievance to the Pensions Ombudsman for the ROOT members retiring in the period post March 2006 and pre 22 August 2006 and to continue to support the challenge as an individual grievance with a model letter to the Pensions Ombudsman for ROOT members who retired pre March 2006.

RDS pension access

On 25 March 2009 the Executive Council received a verbal update on the recent actions by the FBU to access a pension scheme for members working the retained duty system (RDS).

SECTION D — PENSIONS

Since the Employment Tribunal judgment in April 2008 the FBU had been working to find a remedy enabling RDS firefighters access to the Firefighters' Pension Scheme (FPS).

FBU head office working with Thompsons solicitors had been exchanging correspondence with the Treasury Solicitors (TSol). In February the FBU compiled a list of potential anomalies with suggested solutions and submitted this to TSol to attempt to gain a more detailed position and to enable real negotiations to commence.

At this stage the FBU engaged the services of First Actuarial, an independent firm of actuaries, to look at the possibility of drawing up a cost benefit calculator in the form of a simple grid to better inform members when they are faced with a choice of joining a pension scheme or not. Draft examples of these were presented to Executive Council members although it was recognised that more work was necessary before they were released to the wider membership.

The FBU position remains that RDS firefighters are allowed retrospective access to the FPS from 1 July 2000 with an option for them to join the New Firefighters' Pension Scheme if that is their preferred choice.

A separate tribunal was listed in Belfast for 2 October 2009 and the FBU has been attempting to convince the judge in this case that satisfactory progress is being made in the RDS pension negotiations.

A meeting of head office officials and Thompsons solicitors took place on 20 November 2009 to discuss a written response from the Treasury Solicitors which outlined their proposed remedy to the situation, which contained many areas of agreement. A further letter from the FBU was written following this meeting outlining the areas within the proposal that were not acceptable and three face to face meetings with the Department of Communities and Local Government were arranged for 5, 8 and 18 February 2010.

Pensionable pay

The FBU had been raising concerns about potential payment irregularities with members as far back as 2007 when the pitfalls of working secondary contracts was the subject of two circulars in June and July of that year.

Throughout 2009 the FBU raised the pensionable pay inconsistencies at the Firefighters' Pension Committee (FPC) and reported that some fire authorities had introduced new duty systems with the promise of allowances that were classed as pensionable pay. These were causing problems for FBU members.

To gauge the extent of the problem Martin Hill (CLG) carried out a study of the inconsistencies and reported them to the Firefighters' Pension Committee. The FBU carried out a similar survey of brigades using circular 2009HOC0125SS in March 2009.

This survey confirmed that:

- some firefighters working the same roles in different brigades were receiving different pension entitlements;

- there were cases of removal of pensionable payments over a career thus penalising the member;
- some individuals were being misled into performing duties thinking they are receiving pensionable pay for tasks only to discover that they cannot receive pension payments on these elements of pay.

The FBU challenged inconsistencies such as these and requested CLG introduce proposals for dealing with pensionable pay irregularities in the future and protect the accrued pension benefits.

On 9 December 2009 FPSC 11/2009 was issued. This circular proposed some options for dealing with future pensionable pay and recommended that no new pensionable payments are introduced until a decision on the option is taken. FPSC 11/2009 also confirmed that where a right has been agreed in respect of pensionable pay with an individual prior to 18 November 2009 it should continue to be treated as part of pensionable pay.

Consolidation

During 2009 the Firefighters' Pension Committee has been notified that a consolidation process is taking place to tidy up the 1992 Firefighters' Pension Scheme. The FBU has had confirmation that the consolidation process will only be used as it is intended and any substantial changes will follow the agreed consultation process.

Firefighters' pension schemes — actuarial valuation

The Government Actuary's Department (GAD) had been preparing an actuarial valuation report on the firefighters' pension schemes for the purpose of assisting the Secretary of State in determining whether or not to recommend an increase in contribution rates.

The FBU had been requesting an opportunity to look at the actuarial assumptions before they formed part of the report. The reason for this request was that any challenge to the assumptions should be made before the report, based on these figures, was compiled. CLG refused this request. At the 32nd FPC held on 18 November 2009 the complete report was issued to committee members and a representative of GAD was present to answer questions or to give clarification. The FBU informed Martin Hill that this was unacceptable and the report would have to be considered in more detail and a special meeting may have to be called to discuss the report further.

The FBU utilised an independent actuary to study the valuation and received a report in early December 2009. This report was explained to Executive Council members at the meeting held 8-10 December 2009.

Abatement

Throughout 2009 the FBU had been raising issues about the inconsistent way that abatement of pension was being applied throughout the fire service. A debate around the interpretation of Treasury's advice on what should be abated had arisen. The two types of abatement highlighted were 'in service' and 'inter

service' where 'in service' refers to re-employment which occurs in the same post and 'inter service' refers to re-employment in a different role but within the public sector. CLG felt that in both 'in service' and 'inter service' the abatement of pension should apply while the FBU felt that their interpretation of Treasury guidelines was correct and only in cases of re-employment referring to 'in service' should the abatement of the pension apply.

CLG issued FPSC 10/2009 on 25 September 2009 giving guidance to FRAs on abating pensions. At the 32nd Firefighters' Pension Committee held on 18 November 2009 the FBU informed CLG that they felt that FPSC 10/2009 was inaccurate and gave the wrong message to FRAs.

Annual Conference 2009 had tasked the Executive Council with preparing a report on issues around abatement and its potential effects upon the pension schemes. This report would be taking cognisance of the debate that was ongoing around the inconsistent application of abatement guidance.

HMRC and protected retirement ages

On 4 July 2008 circular 2008HOC0427SS was issued. This circular explained that the 1992 Firefighters' Pension Scheme was unaffected by the new HMRC laws which meant that from 6 April 2010 pension scheme members could not take their pension before age 55 years. Several members required clarification on this issue and this circular was reissued on 21 December 2009.

LGPS

The FBU continued to attend the Trade Union Professionals (TUPs) meetings throughout 2009 where representatives from trade unions discussed issues surrounding their particular pension scheme. The FBU feeds into this meeting and benefits from attending these meetings as officials from other unions who have members that are members of the Local Government Pension Scheme (LGPS) in greater numbers and dealing with issues on a more frequent basis outline the issues they are facing within their particular sector.

The areas that have been discussed in depth concern the governance and risk sharing elements of the scheme. Various surveys were carried out to establish any employer contribution capping proposals and the drivers and details involved in risk sharing proposals. TUPs also prepared a response to the Department of Work and Pensions to ensure that any changes to pension schemes follow the correct consultation process.

As part of a seminar for the Control Section National Committee in April 2010 a session has been arranged to update officials on the new look LGPS and any differences between the schemes that have been introduced around the UK.



Section

AIF 2009

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 September 2009:

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

Executive Council members – September to December 2009:

Roddy Robertson – Region 1
Jeremy Pagan – Region 4
Ian Leahair – Region 10
Stewart Brown – NGLC

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 2009										
REGION		ON DUTY	OFF DUTY	PERMANENT DISABLEMENT	DEATH OF MEMBER	EX- GRATIA	DEATH OF DEPENDANT	APEALS PAYMENTS	TOTAL AMOUNT	TOTAL CLAIMS
1	No. of Claims	23			4		6	1	£147,316.56	34
	Amount Paid	£31,983.36			£66,842.40		£33,490.80	£15,000.00		
2	No. of Claims	14	11		2			1	£88,445.78	28
	Amount Paid	£22,231.22	£16,653.56		£44,561.00			£5,000.00		
3	No. of Claims	1	7		2			1	£27,620.94	11
	Amount Paid	£324.52	£7,296.42		£5,000.00			£15,000.00		
4	No. of Claims	6	5	1	4		1		£118,864.99	17
	Amount Paid	£17,308.63	£10,148.66	£13,925.50	£71,842.40		£5,639.80			
5	No. of Claims	9	2		7	1	6	2	£116,949.44	27
	Amount Paid	£12,537.49	£3,649.95		£53,421.20	£5,000.00	£33,490.80	£8,850.00		
6	No. of Claims	16	12		3		3		£98,596.36	34
	Amount Paid	£20,082.11	£11,101.65		£50,702.00		£16,710.60			
7	No. of Claims	7	1	1	10		4		£180,525.41	23
	Amount Paid	£15,147.47	£2,197.44	£13,925.50	£126,974.20		£22,280.80			
8	No. of Claims	2	2	1	8		2		£153,176.33	15
	Amount Paid	£8,300.19	£8,406.44	£13,925.50	£111,404.00		£11,140.20			
9	No. of Claims	6			4		2		£138,624.56	12
	Amount Paid	£6,500.76			£120,983.40		£11,140.40			
10	No. of Claims	24	6	1	3		2	1	£144,166.60	37
	Amount Paid	£24,039.76	£5,630.94	£13,592.50	£79,693.40		£11,210.00	£10,000.00		
11	No. of Claims				5		3		£116,404.00	8
	Amount Paid				£99,693.40		£16,710.60			
12	No. of Claims	5			1		3		£23,955.35	9
	Amount Paid	£2,175.15			£5,000.00		£16,780.20			
13	No. of Claims	5	8	1	1		6		£78,644.98	21
	Amount Paid	£19,849.10	£6,449.18	£13,925.50	£5,000.00		£33,421.20			
TOTAL NO. OF CLAIMS		118	54	5	54	1	38	6		276
Total Amount		£180,479.76	£71,534.24	£69,294.50	£341,117.40	£5,000.00	£212,015.40	£53,850.00	£1,433,291.30	

Section



Legal Report

FBU LEGAL REPORT 2009

Last year the Union secured £5.2 million in compensation for members and their families injured at and away from work.

Pensions

RDS firefighter pensions

Following the FBU's success in the House of Lords and the Employment Tribunal in the test cases, negotiations are now at an advanced stage in relation to settlement. Agreement has been reached on changes to the Grey Book conditions of service.

Further meetings are scheduled at which it is expected that agreement will be reached on the pensions aspect.

Ill-health pensions

The Court of Appeal ruled in April 2009 that changes to guidance to the Firefighters' Pension Scheme that enabled fire and rescue authorities (FRAs) to sack disabled and badly injured firefighters without a pension or other payment was unlawful.

This was a victory for the three London members Martin Marion, Neil Burke and Andrew Scott who, backed by the FBU, sought a judicial review after their ill-health and injury pensions were removed when the government suddenly changed the guidance applying to the Firefighters' Pension Scheme.

The new guidance, issued in September 2006, meant that if a firefighter was still capable of doing any small part of their work they would not get a pension even if the FRA could not offer them a suitable job.

The Court of Appeal described the Secretary of State's case as "deeply unattractive" because it leads to a "no job, no pension" consequence where there is operational unfitness but no redeployment available.

Brother Walker

Brother Walker appealed to the Crown Court over the refusal of the London Fire and Emergency Planning Authority (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.

It said that the LFEPA should immediately determine his degree of disablement and make back payment of his pension, with interest.

Thompsons, in the face of much reluctance by the LFEPA, ensured that calculation was properly done and that Brother Walker was fully compensated.

Brother Callaghan

The employers were unsuccessful in their appeal against the Board of Medical Referees' decision that Brother Callaghan had suffered a qualifying injury.

They had refused 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.

The judgment of the Administrative Court in the case was helpful in that it should restrict FRAs in taking a similar approach in the future.

SECTION F — LEGAL REPORT

An appeal by the FRA to the Court of Appeal against the Administrative Court's ruling was dismissed with costs awarded against them.

Employment

Brother Frank Smith v Lancashire Fire and Rescue Service

Brother Smith was an RDS firefighter in LFRS. But in January and February 2009 he experienced a number of epileptic-type seizures and had to give up operational work. LFRS occupational health advisors advised that he should not return to operational work until he had been free of seizures for one year, but that he would be fit for any other type of work although he would not be able to drive.

After receiving this advice LFRS convened a Capability Review on 17 April 2009 at which LFRS dismissed the member with a payment in lieu of notice.

Steve Harman, the FBU representative, requested that Brother Smith's case be dealt with under the Disability Discrimination Act (DDA) and that the service make reasonable adjustments, including considering modified duties until all medical evidence was available.

He also suggested that the service consider converting Brother Smith's salary into positive hours, which would involve him doing community fire safety work for 15 hours per week. But LFRS went ahead with the dismissal.

Brother Smith, backed by the FBU and Thompsons solicitors, appealed against the dismissal on the ground of a failure on the part of LFRS to make reasonable adjustments under the DDA. Employment Tribunal claims for unfair dismissal and disability discrimination were lodged.

On appeal, Brother Smith was reinstated to his position as an RDS firefighter with back pay. He was subsequently allowed to undertake community fire safety work for 15 hours per week on a temporary basis.

His unfair dismissal claim was withdrawn and his disability discrimination claims settled for £750 compensation, reflecting the fact that a tribunal could have made an injury to feelings award if his DDA claim had been successful.

Brother Christopher Bennett v Greater Manchester Fire and Rescue Authority

The FBU and Thompsons secured what is thought to be the first decision by an Employment Tribunal that an employee's right under the Human Rights Act — in this case Article 10, the right to freedom of expression — had been breached by their dismissal so as to render the dismissal unfair.

Christopher Bennett had sent an email to colleagues in the GMFRA about his battle with the fire authority over its insistence that firefighters use the newly introduced Calcot chair for resting while on the night shift.

Brother Bennett suffered with lower back problems and said that the authority had a duty under the Disability Discrimination Act to make reasonable adjustments by permitting him to use his own rest mattress, as an alternative "horizontal" form of resting.

The email was, according to the GMFRA, a breach of the authority's email policy and, after investigation and disciplinary action, it found Brother Bennett guilty of gross misconduct.

The tribunal said that the employer's interference with Brother Bennett's right to freedom to hold opinions and to impart information was an interference with his convention right and was not justified in the circumstances of the case.

A hearing was set for 22 January 2010 to determine whether Brother Bennett should be reinstated or paid compensation.

Continual Professional Development payments

South Yorkshire Fire and Rescue Authority was found by an Employment Tribunal to have unlawfully deducted £915 each from the wages of four FBU members when it turned them down for Continual Professional Development payments (CPD) under the scheme introduced in 2007.

The members were all turned down because they had been absent from work for more than 7.5 shifts during the period of assessment. This was an arbitrary requirement, imposed by SYFRA, without the agreement of the Union, and led to an automatic loss of the CPD payment.

The Sheffield Employment Tribunal did not accept that this approach was permitted by the national CPD scheme and said that the authority had failed to exercise its discretion and had simply "ticked boxes" in a way which was not intended or envisaged in the scheme or in its guidance notes.

It should be possible to achieve a national standard even if one of its criteria had been failed, the tribunal added.

SYFRA has submitted an appeal to the Employment Appeal Tribunal.

Health and safety: deaths at work

Deceased member's family supported by FBU legal services

The family of a young FBU member who died in an explosion at a community hall in Cardiff have been supported by the Union's legal service.

The member, who was just 29 when he died, was a full-time firefighter with South Wales Fire and Rescue Authority. He was killed instantly when he followed orders to enter the blazing hall, which had been set alight deliberately, and gas cylinders inside exploded.

He was married with two young children.

Cardiff County Council and the fire authority both denied liability for the death until court proceedings were issued by Thompsons. But, although liability was eventually accepted, Cardiff Council continued to deny the family's subsequent losses.

Thompsons submitted a claim for the statutory bereavement allowance, funeral expenses and for the substantial financial losses that his surviving family have suffered.

Further claims were submitted to the Criminal Injuries Compensation Authority as the fire was an act of arson. Awards were made to both the member's widow and children. An award was also made for the children, to be held in court funds until they are 21.

Marlie Farm Sussex

High Court proceedings have now started in nine personal injury cases arising out of the Marlie Farm fireworks factory tragedy in December 2006. These include a case on behalf of the widow of deceased FBU member Brian Wembridge.

Following a five week trial at Lewes Crown Court concluding in December 2009, the owner of Alpha Fireworks, Martin Winter, and his son, Nathan Winter, were both convicted of the corporate manslaughter of Brian and his colleague Geoff Wicker and the company itself was convicted of health and safety offences. The Winters received prison sentences of seven and five years respectively and the company received a £30,000 fine.

During the course of the criminal trial, much evidence emerged in relation to the failures on the day of East Sussex Fire and Rescue Service.

The personal injury claims have been held up by the criminal trial which had to take precedence but FBU lawyers will now push for maximum compensation for the injured firefighters and for the bereaved.

Personal injury: work-related

Substantial compensation for multiple serious injuries

A London member who was knocked from his bicycle by a local authority-owned lorry as he cycled to work has received £350,000 damages.

The member suffered serious multiple injuries in the collision, including a fractured jaw, a fractured left humerus, elbow and ulna and a degloving of the upper right arm, a partially collapsed left lung and two broken vertebrae.

Although he has recovered sufficiently to return to full operational duties, it is very possible that the long-term outcome of his injuries cut short his career.

The London Borough of Southwark, which owned the vehicle, eventually agreed to settle the member's claim but had tried to pin some of the blame for the accident on him — even though

the driver of the vehicle received a criminal conviction for driving without due care and attention.

£250,000 for badly injured firefighter

A member who suffered extensive injuries and was lucky to escape with his life when he fell into a 20ft pit while trying to put out a blaze has received £250,000 in compensation. He was attending a fire at an iron castings firm in Cardiff in September 2004.

He was walking through the building with an employee of the firm to find the best way to tackle the fire when he fell down the unguarded pit which contained a mixture of oil, water and discarded steel parts.

He broke his left wrist, right elbow, received a puncture injury to his leg and ruptured ligaments in his right knee. He also suffered from post traumatic stress disorder. It took almost two years to recover from his injuries and when he returned to work he had to undertake light duties.

The iron casting firm admitted liability for the accident and settled the claim out of court.

Although now back on full duties, the member still suffers aches in his injured joints and is concerned about the impact this will have on his work in the future.

Accident at work — hit by falling objects

A member's career was ended when he was hit twice on the head by objects that had been badly stored in a cupboard. There was a lack of safe storage elsewhere at the fire station.

Having initially spent the rest of his shift resting, his neck began to stiffen in the following days and he developed hearing and vision problems.

After being signed off sick he was unable to return to work and was retired on ill-health grounds.

North Yorkshire Fire and Rescue Service admitted failing to provide the member with a safe working environment. The member's compensation claim settled for £140,000 which included loss of congenial employment and loss of earnings and an enhanced pension lump sum.

Hose caused retained member to break ankle

A retained firefighter member from Pembrokeshire recovered damages after fracturing his ankle and suffering ligament damage in an accident caused by a badly positioned hose.

He was injured while attending a house fire in the dark and in a remote location at the bottom of a steep sandy track. He was ordered to return to the appliance, to replace his BA set, by following the hose. The hose was placed next to a two foot deep ditch and he fell in.

Liability was strenuously denied by the brigade, but a settlement which included damages for lost income was reached close to trial.

SECTION F — LEGAL REPORT

Cow rescue injures ribs

A Gloucestershire member suffered injury to his ribs after helping to rescue a cow from the River Severn.

The member was part of a boat crew sent to rescue the cow which was stuck in the mud along the river bank. As his colleagues pulled him by the arms back into the boat he injured his ribs on the sharp plastic handles on the side. He was unable to work for eight weeks as a result and Thompsons recovered £1,500 from his employer.

Risk of sodden ceiling not spotted

Cleveland Fire Brigade was found by a judge to be responsible for an accident in which a ceiling at the scene of a nearly extinguished fire collapsed on a member, injuring his back. The member had been dampening down hotspots when the kitchen ceiling caved in as a result of being weakened by water and having tiles placed on top of it by another firefighter.

A risk assessment had been carried out which concluded that there was no perceived risk of ceiling collapse.

Only at trial did the brigade accept that tiles had been placed on to the plasterboard ceiling.

The judge said that while water and debris had caused the accident, the defendant had a duty to avoid risk of foreseeable injury and that the officer in charge's decision was based on misunderstood information.

The member, who still suffers minor symptoms from his back injury, was awarded £10,425.

Personal injury: non work-related

£800,000 for firefighter who lost his leg in motorbike crash

A firefighter who had to have his lower leg amputated after he was knocked off his motorbike received £800,000 in compensation.

The member from Durham was hit by a car in May 2002. Among other injuries, he suffered a seriously broken ankle and underwent five operations to fix it. They all failed and in November 2006 his left leg was amputated below the knee.

He now has a prosthetic leg and is still receiving counselling for post traumatic stress disorder. He had to leave the fire service.

£10,000 after Transit van collision

A member who was injured when he was thrown off his bicycle after a white Transit van pulled out of a side road and collided with him, received £10,000 compensation.

The member suffered a number of injuries including a dislocated shoulder and bruising to his ribs. He was off work and in severe pain for a number of months following the accident.

Compensation for broken leg at football club

A Dorset fire authority worker broke his leg in three places when he fell over a raised drain cover that was covered in leaves as he left a function at Dorchester Town Football Club. The area was poorly lit and it was impossible to see the raised drain.

Stephen Underhill had metal screws inserted and was in a full leg cast for several months afterwards. He received £11,500 compensation for his injuries and out of pocket expenses.

Other injury claims

- A retained member on duty at Knaresborough fire station was injured when he twisted his ankle on hydraulic oil and hit his knee on the fire engine. He was paid £15,000 compensation after protracted negotiations between Thompsons and the brigade.
- A member from Wales who was injured when he slipped and fell on a pool of water in the appliance room which had leaked through the roof received £1,200. He suffered a shoulder injury, lacerations and bruising.
- A Merseyside and Cheshire member received £2,400 for whiplash injuries suffered when the fire vehicle in which he was a passenger was involved in an accident. Thompsons had to start court proceedings before the other driver's insurer would agree to settle the claim.
- A member who suffered a three inch long cut to his arm from a protruding screw on the bar behind the front seats of a fire appliance received £1,500.
- A missing thumb loop on a tunic resulted in the FBU health and safety rep at Scarborough fire station cutting his wrist as he put his arm out to break a fall. The tunic had been taken out "on paper" after a personal protective equipment assessment but had not been physically removed.

Criminal Injuries Compensation Authority claims

- A member in Merseyside and Cheshire received £1,000 from the CICA after falling through an uncovered skylight and injuring his back while at the scene of a fire caused by arson.
- The CICA awarded another Merseyside and Cheshire member £6,100 for a serious knee injury caused when he fell while tackling a fire in a disused warehouse.

Family member claims

- A member's elderly and registered blind father received £3,700 compensation after he was injured when he tripped and fell on a protruding leg of a barrier when walking past roadworks. The protruding leg was not flagged up or highlighted in any way. The local authority had failed to carry out risk assessments for pedestrian traffic in accordance with the New Roads and Street Works Act.

- An injured family member benefitted from the extended FBU legal scheme after breaking her elbow when she slipped and fell on liquid on a pub floor. Her elbow needed metal pins and a plate and as a result of her injury she is at risk of suffering osteoarthritis in the future. She received £42,500 compensation.



Section

**Internal
Administration**

G1 Executive Council meetings 2009

There were four full business meetings of the Executive Council for 2009:

10, 11 and 12 February 2009
16, 17 and 18 June 2009
8 and 10 September 2009
8, 9 and 10 December 2009

In addition there were further Executive Council meetings held on:

27 January 2009
9 February 2009
25 March 2009
15 and 16 April 2009
11, 12, 13 and 14 May 2009
3 June 2009
23 July 2009
12 August 2009
7 September 2009
29 September 2009
19 October 2009
24 November 2009
25 November 2009
26 November 2009
15 December 2009

G2 Executive Council attendance record 2009

	Possible	Actual	Reasons for Non-Attendance
Mick Shaw (president)	31	30½	½ – medical appointment
Matt Wrack (general secretary)	31	31	
Andy Dark (assistant general secretary)	31	27	4 – annual leave
EXECUTIVE COUNCIL MEMBERS			
Roddy Robertson	31	30	1 – other union business
Jim Barbour	31	27	1 – other union business/3 – family leave
Alan McLean	31	28	1 – annual leave/2 – other union business
Jerry Pagan	31	31	
Warren Gee	31	29	1 – annual leave/1 – medical appointment
Dave Green	31	31	
Dave Whatton	22	18½	1 – annual leave/1 – other union business/ 1½ – family leave
Rose Jones	9	9	
Mike Smith	31	29	2 – annual leave
Keith Handscomb	31	28½	2 – sick leave/½ – other union business
Ian Leahair	31	27 whole days 2 half days	4 – annual leave/ 2 x ½ – other union business
Jim Parrott	31	25	3 – annual leave/1 – other union business/ 2 – family leave
Karl Horan	31	21	10 – sick leave
Ricky Matthews (acting)	10	10	
Tam MacFarlane	31	31	
Jack Ford	31	31	
Micky Nicholas	31	24	1 – annual leave/3 – family leave/ 3 – parental leave
Tam Mitchell	31	31	
Vicky Knight	31	25	1 – annual leave/3 – sick leave/ 2 – family leave
Sharon Riley	31	25	5 – sick leave/1 – medical appointment
Stewart Brown	31	26	1 – other union business/ 4 – TU leave difficulties
NATIONAL OFFICERS			
John McGhee	31	27	2 – annual leave/2 – other union business
Dean Mills	2	0	2 – suspended
Paul Woolstenholmes	31	27½	3½ – other union business
Sean Starbuck	31	22	2 – annual leave/7 – other union business

G3 Elections 2009

Election of Executive Council members

Election of Executive Council member Region 5

Brother Warren Gee re-elected unopposed 27 April 2009

Election of Executive Council member (elect) Region 7

Number of voting papers returned823

Number of papers found to be invalid (blank/spoilt)1

Thus, total number of valid papers to be counted822

Result (one to elect)

Sister Rosemarie Jones450

Brother Chris Wood372

CERTIFIED BY ELECTORAL REFORM SERVICES

1 October 2009

Sister Rosemarie Jones elected as Executive Council member (elect) Region 7

Election of Executive Council member retained staff

Brother Tam Mitchell re-elected unopposed 7 October 2009

Election of regional and national sectional secretaries

Region 3

Number of voting papers returned1,724

Number of papers found to be invalid (blank/spoilt)56

Thus, total number of valid papers to be counted1,668

Result (one to elect)

Brother Peter Wilcox1,053

Brother Kevin Shaw615

CERTIFIED BY ELECTORAL REFORM SERVICES

15 April 2009

Brother Peter Wilcox elected as regional secretary (elect) Region 3

Region 5

Brother Kevin Brown re-elected unopposed 1 October 2009

Retained Staff

Number of voting papers returned1,465

Number of papers found to be invalid (blank/spoilt)1

Thus, total number of valid papers to be counted1,464

Result (one to elect)

Brother Peter Preston832

Brother Leigh Redman354

Brother Noel Jordan278

CERTIFIED BY ELECTORAL REFORM SERVICES

30 July 2009

Brother Peter Preston re-elected as national secretary retained staff

Election of regional and national sectional chairs

Region 7

Brother Brian Moss elected as regional chair (elect) unopposed 26 March 2009

Officer members

Brother Peter Moss elected unopposed 21 August 2009

Election of regional treasurers

Election of regional treasurer Region 1

Brother Gavin Barrie re-elected unopposed 24 February 2009

Region 6

Brother Peter Wilkins re-elected unopposed 1 October 2009

Election of regional officials

Region 1

Number of voting papers returned2,613

Number of papers found to be invalid (blank/spoilt/unsealed)390

Thus, total number of valid papers to be counted2,223

Result (one to elect)

Brother Jim Malone1,198

Brother Gordon McQuade1,025

CERTIFIED BY ELECTORAL REFORM SERVICES

15 October 2009

Brother Jim Malone elected as regional official Region 1

Region 4

Brother Graham Wilkinson elected unopposed 29 October 2009

Region 11

Number of voting papers returned774

Number of papers found to be invalid (blank/spoilt/unsealed)68

Thus, total number of valid papers to be counted706

Result (one to elect)

Brother James Tigwell417

Brother Andy Treasure215

Brother Tim Morris74

CERTIFIED BY ELECTORAL REFORM SERVICES

1 April 2009

Brother James Tigwell elected as regional official Region 11

Region 12

Number of voting papers returned908

Number of papers found to be invalid (blank/spoilt/unsealed)71

Thus, total number of valid papers to be counted837

Result (one to elect)

Sister Allison Burrows698

Brother Eduardo Cardoso139

CERTIFIED BY ELECTORAL REFORM SERVICES

15 October 2009

Sister Allison Burrows elected as regional official Region 12

G4 Industrial disputes

South Yorkshire trade dispute – imposition of shift change

At a meeting of the South Yorkshire Fire and Rescue Authority (SYFRA) held on 22 December 2008 the authority resolved to implement a 12-hour shift system without collective agreement effective from 1 April 2009.

Following objections from the Fire Brigades Union (South Yorkshire), this implementation date was delayed. However, South Yorkshire management wrote to all affected employees in February 2009 informing them that effective from 4 May 2009 the longstanding agreed shift system would change to 12 hours with start and finish times changing to 8am and 8pm.

The Fire Brigades Union (South Yorkshire), after consulting members, registered a trade dispute with SYFRA and commenced a ballot for industrial action short of strike on 27 August 2009.

Number of votes cast in the ballot:	683
Number of individuals answering “yes”:	565
Number of individuals answering “no”:	116
Number of spoiled voting papers:	2

At the close of the ballot with an overwhelming yes vote, the FBU informed SYFRA that FBU members were to take industrial action consisting of an overtime ban, a refusal to undertake detached duties outside of existing shift times and would continue to work the existing shift start and finish times in the event of any imposition.

This industrial action prevented the imposition of new shifts and the issue was progressed to the Resolution Advisory Panel (RAP) which concluded without agreement or an acceptable recommendation by the independent chair.

The South Yorkshire Fire and Rescue Authority’s decision to impose new start and finish times is currently suspended and negotiations are ongoing.

South Yorkshire trade dispute – dismissal and re-engagement

On 29 June 2009, following a meeting of South Yorkshire Fire and Rescue Authority, management presented FBU officials with an HR1 form (advance notice of redundancies) initiating a process to dismiss and re-engage 744 firefighters.

Following this decision, the Fire Brigades Union registered a trade dispute with South Yorkshire Fire and Rescue Authority and commenced a ballot of all members with a recommendation for strike action.

The ballot result was announced on 24 September 2009 returning a 66% yes vote.

On 28 September 2009, to coincide with the next meeting of South Yorkshire Fire and Rescue Authority, the FBU organised

a mass rally in Barnsley town centre. This was supported by approx 4,000 firefighters from all over the UK, demonstrating massive opposition to the fire authority’s decision to effectively sack 744 shift-based firefighters if they refused to accept new contracts of employment.

South Yorkshire members took the first 24-hour period of strike action commencing 6pm on 19 October 2009 and a second 24-hour period on 23 October 2009 again commencing at 6pm.

Four further strike periods took place up until 4 November when strike action was suspended following agreement to seek third party assistance.

Talks between management and the Fire Brigades Union are currently ongoing.

London trade dispute

In London the FBU registered several disputes with the employer over conditions of service, which culminated in a formal trade dispute being registered. This led to a successful ballot of London members for industrial action short of strike.

The dispute commenced on 13 August 2009 and concluded in agreement at the end of September 2009. London members remained united throughout the dispute even when threatened and harassed by senior management. The London membership’s unity during this dispute gave rise to the agreement that was reached.

Number of votes cast in the ballot:	2,987
Number of individuals answering “yes”:	2,717
Number of individuals answering “no”:	265
Number of spoiled voting papers:	5

The industrial action was as follows:

- a ban on the working of pre-arranged overtime, which is non contractual;
- a ban on non-contractual overtime i.e. any additional non contractual hours above core hours which are remunerated with either time off in lieu, extra duty leave, cash payment or any other financial or incentive arrangement;
- a ban on any new temporary promotion/acting up;
- in accordance with the flexible duty system arrangements, as per the Scheme of Conditions of Service Sixth Edition 2004, any positive hours worked during the standby call-out period for urgent managerial business i.e. fire calls, urgent accident investigations *must* be recovered immediately following those events, but only during normal managerial hours. Those additional positive hours will be transferred to standby call-out hours and only urgent managerial business should be carried out in standby call-out periods;
- in accordance with the flexible duty system arrangements, as per the Scheme of Conditions of Service Sixth Edition 2004, all managers *should not* carry out any request for additional duties on their rota leave days;
- in accordance with the flexible duty system arrangements, as per the Scheme of Conditions of Service Sixth Edition

2004, all managers *should not* be driving in standby call-out hours unless requested to attend urgent managerial business for the authority.

- there will be no alterations – including suspension of action – to this strategy without the endorsement of the LRC.

Essex trade dispute

In December 2008 the Essex Fire and Rescue Authority approved an IRMP full of contentious and ambiguous proposals for change despite opposition from the majority of respondents in the public consultation. The FBU forewarned that, contrary to government IRMP guidance, the public consultation had been insufficiently clear as to the actual impact the proposals would have on frontline 999 services and that the FRA's decision presented a blank cheque for management to make frontline cuts.

In the months that followed in 2009, it became clear that the FRA had empowered the management to cease primary crewing of all aerial appliances; introduce switch-crewing between aerial appliances and specialist rescue tenders; cut 44 frontline firefighters' jobs; look into the feasibility of a fire helicopter; introduce various new and unclear RDS availability, mobilising and crewing systems; and introduce an unspecified range of robust autonomous management systems.

The Executive Council supported the Essex FBU Brigade Committee's call for a trade dispute and ballot. On 15 June 2009, the FBU registered a lawful trade dispute seeking the following four assurances from the Essex FRA to resolve it:

- 1 Immediate suspension of all proposed frontline job losses and maintenance of an actual, employed establishment of 954 uniformed firefighters pending the outcome of a joint review to examine the balance between prevention and intervention and the appropriate balance of resources deployed at the frontline and in the office. No changes to be made to the establishment referred to except as agreed by that review and by Essex FBU.
- 2 Retention of the dedicated crewing of aerial ladder platforms and rescue tenders. No alterations to be made to the crewing arrangements or the associated roles and responsibilities of managers except such innovative changes as are agreed with Essex FBU on the basis of ensuring firefighter safety and suitable emergency response provisions for the public.
- 3 Guarantees that no proposals in respect of new crewing, mobilising and availability arrangements for retained members will be introduced or implemented without prior FBU agreement, including any plans to introduce small fire units, mix-crewing and the provision of wholetime crew managers or watch managers to provide operational cover and management support at retained stations. No changes to be made to any of these arrangements except such modernising reforms as are agreed with Essex FBU on the basis of ensuring firefighter safety; improving the emergency response to local communities; without undermining the career progression/development of retained members; without affecting the pay and conditions of retained members.

- 4 The immediate withdrawal of all unilaterally imposed changes to personnel arrangements including autonomous management, attendance management procedures, annual leave, the use of management guidance as a means to impose changes without consultation/negotiation and the standby policy. Immediate reversion to the arrangements/policies that operated previously until such time as negotiated agreements on these matters are reached with Essex FBU.

The Essex FRA failed to provide these assurances and so on 6 July 2009 the FBU commenced a lawful ballot of all Essex FBU members for action short of strike. On 31 July the Essex FBU membership returned a convincing 78% yes vote in the ballot.

Number of votes cast in the ballot:	789
Number of individuals answering "yes":	616
Number of individuals answering "no":	171
Number of spoiled voting papers:	2

The FRA was offered a further opportunity to provide the assurances sought but again failed to do so. As a consequence, an overtime ban, an acting-up ban and a ban on managers working on rota leave days commenced on 26 August 2009.

Throughout 2009, talks aimed at resolving the dispute proved wholly unsuccessful and, contrary to the Grey Book and the NJC Joint Protocol, the fire authority unreasonably refused the assistance of the NJC joint secretaries. Despite many of the issues remaining subject of the lawful trade dispute, the management continued to implement frontline cuts and impose other detrimental changes. The FBU members responded by remaining 100% in support of the industrial action and on 7 December 2009 the industrial action was extended to include a ban on new secondary contracts or additional work agreements.

The dispute continued unresolved into 2010.

Merseyside trade dispute – Brother Kevin Hughes

In July 2008 Brother Kevin Hughes, a Merseyside firefighter and brigade committee vice chair, was suspended from the workplace due to an allegation of assault against the son of a serving station manager in a public house.

It was clear from the outset that the authority intended to pursue Brother Hughes and would do so irrespective of the lack of reliable evidence. He was suspended from duty on the day after the incident following a complaint from a fire service employee concerned alleging that he had been involved in the fight. This was despite the fact that there had been an ongoing history of complaints against that employee by Brother Hughes.

Neither was any account taken of the fact that this complaint against an FBU official was made by a person who clearly did not support the FBU as he had acted as a strike breaker during the 2006 industrial action, and who had claimed that FBU members or supporters had verbally abused him for doing so.

SECTION G — INTERNAL ADMINISTRATION

It was also obvious throughout that there was no case against Brother Hughes. That was the conclusion of the police who investigated the matter at the time and decided not to bring any charges. It is to be expected of any reasonable employer acting fairly and impartially to accept the professional judgment of the police. But the fire authority refused to do so. It continued with the investigation and, in March 2009, formally charged Brother Hughes and one other person.

The hearing was originally fixed for April 2009 but did not proceed until July 2009. The matter was heard by Kieran Timmins who, like the employee making the allegation, had also been a strike breaker during the 2006 industrial action.

All of the procedural errors raised at the hearing were rejected. Account was taken of evidence from witnesses who did not attend the hearing. In addition, there were clear breaches of the discipline procedure in allowing an investigation by a person not authorised to do so under that procedure. Neither was that investigator independent in that he had accompanied the complainant to the police station.

In addition, it was a breach of the collective agreement with the authority for Mr Timmins to hear the case. This was brushed aside, as was the correspondence between the chief fire officer and the Crown Prosecution Service, and the conduct of the investigator in pursuing the matter as a prosecution rather than an investigation, providing documentation in such a way as to favour the complainant against Brother Hughes and referring to evidence that was never provided and appeared not to exist.

There was no doubt that this was a case of the authority dismissing an FBU official because of his position within the Union, using unsubstantiated allegations as the basis for doing so.

The authority then rejected the subsequent appeal on a 3 to 2 vote.

This was unacceptable and the Merseyside membership moved to ballot for discontinuous strike action to defend Brother Hughes. That ballot returned a yes vote with 65% of members voting to strike on an 80% turnout, a damning verdict by the membership on this matter.

The dispute was eventually resolved with NJC joint secretaries' assistance. The agreement reached with the fire authority, that was acceptable to the membership, sets out that there will be a careful review of the future employment of Brother Hughes if his claim succeeds. The Employment Tribunal is scheduled to be heard in mid-2010.

Humberside trade dispute

Following the Fire Brigades Union's successful campaign to prevent station closures in Humberside, the "corporate management team" decided that the Union would not be allowed to slow the progress of modernisation in its service.

FBU local officials were presented with policies in February 2009 which would see changes to the transfer system and the

introduction of community fire technicians' secondary contracts. The non-payment of CPD payments and vacancy management had already been raised as collective issues.

Meetings were arranged to discuss the two proposed policies, whereupon the FBU raised its concerns and issues. These concerns and issues were subsequently ignored, denied and dismissed and the two policies were imposed upon the members of Humberside.

After consulting with the members, FBU officials registered a trade dispute with HFRS in April 2009, comprising the above four issues and the overarching matter of consultation/negotiation and non-adherence to the nationally agreed industrial relations protocol. A ballot followed for industrial action short of strike action. The result of the ballot was an overwhelming yes, which forced management's hand and an agreement in principle was reached which would involve meetings with the National Joint Council joint secretaries.

No agreement was reached via this process and to comply with the timescales required in which to take the initial industrial action, the fire authority was given notice of that intended Industrial action, which was in the form of a pre-arranged overtime ban and would commence on 17 June 2009.

This overtime ban, which was supported unconditionally by the members for three months, highlighted the vacancies within the service, caused numerous crewing problems and ultimately brought HFRS management back to the table. An agreement was reached on 10 September 2009 which addressed all matters of the trade dispute.

It was due to the resilience, solidarity and strength of FBU members that this agreement had been reached, ensuring that any future proposals/policies that would have an impact on members' conditions of service would, if necessary, be challenged by the FBU and its members.

G5 B&EMM National Committee report 2009

The B&EMM National Committee is committed to providing you with a report of our activities.

B&EMM National Committee members

B&EMM EC member	Michael Nicholas
B&EMM national secretary	Samantha Samuels
B&EMM national chair	Leroy Phillpotts
Region 1	Lud Ramsey
Strathclyde	Alan Chau (Acting)
Region 2	Vacant
Region 3	Lee Brown
Region 4	Mark Brown
South Yorkshire	Tasab Nabi (Sab)

GMC	Carl Petch
Region 6	Dalton Powell
Nottingham	Dalton Powell
Leicestershire	Ronnie Stanley
Derbyshire	Mark Ferron
Region 7	Colin Jarrett
West Midlands	Pardeep Raw
Warwickshire	Donny Clarke
Staffordshire	Dave Pazir
Region 8	Brian Amos
South Wales	Lawrence Lamond
Region 9	Victor Liburd
Bedfordshire	Victor Liburd
Suffolk	Glen Saunders
Cambridgeshire	Ben Fawcitt
Hertfordshire	Peter Cargill
Region 10	Garrett Brooks
Region 11	Carole Brown
Kent	Carole Brown
East Sussex	Iain Stewart
Region 12	Andre Fernandes
Berkshire	Andre Fernandes
Buckinghamshire	John Williams
Region 13	Leroy Phillpotts
Avon	Anthony Aberdeen

Although we have increased representation at brigade level, it is clear that we have a considerable amount of positive action 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 had one further B&EMM brigade rep and one new member of the National Committee.

There are two full-time officials who are the B&EMM Executive Council member and the B&EMM national secretary.

Regional representatives are elected/appointed annually by B&EMM at B&EMM regional AGMs or by FBU regional committees.

B&EMM National Committee meetings

<i>Date</i>	<i>Meeting/Location</i>
2009	
4 February	B&EMM Executive meeting <i>Nottingham</i>
24-25 February	B&EMM National Committee meeting <i>Nottingham</i>
4 March	B&EMM Executive meeting <i>Birmingham</i>
30 April	B&EMM Pre-Conference meeting <i>Birmingham</i>
4 June	B&EMM Executive meeting <i>London</i>
23-24 June	B&EMM National Committee meeting <i>Newcastle</i>

6 August	B&EMM Executive meeting <i>London</i>
21-22 September	B&EMM National Committee meeting <i>Bristol</i>
24 September	B&EMM Executive meeting <i>London</i>
9-11 October	B&EMM School 2009 <i>Sheffield</i>
2-3 December	B&EMM AGM <i>FBU HQ</i>

B&EMM School – 9-11 October 2009

Consultation of B&EMM members at regional sessions at School to establish regional issues appropriate for B&EMM motions to FBU Conference.
Standing item at B&EMM School.

19 October – 23 November 2009

B&EMM Committee meeting/B&EMM AGM 2 December 2009.

Call regional B&EMM AGMs or B&EMM motion meetings to discuss potential motions discussed at B&EMM School regional meetings.
Regional reps/regional officials

23-30 November 2009

B&EMM Executive meeting to discuss motions.
B&EMM Executive

Within two days of the above meeting

Submit motions to B&EMM national secretary via email or letter.
B&EMM regional rep

November 2009

Invite sent out to all B&EMM reps to attend B&EMM resolutions meeting on 2 December 2009.
One B&EMM observer place available also.
B&EMM national chair

Before B&EMM AGM

Inform regional officials of attendees from their region.
Circulate agenda and motions.
B&EMM national secretary

By morning of 2 December 2009

Emergency motions to be submitted by morning of AGM/motions seminar.
B&EMM regional reps/B&EMM chair

B&EMM AGM 2 December 2009

Agenda: Guest speaker – if appropriate. B&EMM motions discussed. Three motions chosen for FBU Conference. Election of national responsibilities. Action planning session. B&EMM calendar.
B&EMM chair

Reports on events, conferences and seminars attended by B&EMM

May 2009

B&EMM Members' Bulletin – May 2009

We distributed a bulletin to B&EMM updating our members on the following issues:

- meeting with the fire minister;
- positive action initiatives;
- TUC Black Workers' Conference;
- National Committee update;
- B&EMM and disciplinary procedures.

FBU Conference 2009

The following B&EMM delegates and officials attended Conference:

Ludwig Ramsey – Lothian and Borders
Samantha Samuels – West Midlands (official turned delegate)
Dave Pazir – Staffordshire
Brian Amos – South Wales
Leroy Phillpotts – Gloucester (official)

The B&EMM motions to Conference in 2009 were

Resolution 1 – Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 has strict limitations on disclosure of spent convictions. Some professions are exempt from the regulations on disclosure, including the police and Prison Service. The Fire and Rescue Service however has no such exemption, and therefore should not be requesting information on spent convictions especially from new entrants.

Despite this, there is evidence that some Fire and Rescue Services are requesting disclosure of spent convictions during the recruitment process.

This conference therefore calls upon the Fire Brigades Union to:

- (1) Obtain the correct legal position on exemptions from the Rehabilitation of Offenders Act 1974.
- (2) Raise this issue at the first Practitioners Forum after Annual Conference 2009.
- (3) Issue a Brigade Officials circular requesting information as to how many brigades are asking for spent convictions disclosure as part of their application process.
- (4) Demand that CLG send out a guidance note to all Fire and Rescue Services on this issue.

Resolution 2 – Racial abuse whilst carrying out duties

During a routine home fire safety visit in Merseyside an FBU member was the victim of racial abuse and not for the first time. The police took no action against the perpetrator, as the law says it is not a criminal offence under the Public Order Act to verbally abuse anyone in your own dwelling.

Fire and Rescue Service members are not alone, as other public sector workers have also been victims of this form of abuse.

This conference believes that this form of abuse should be classified as a hate crime and should be prosecuted as such.

We therefore call upon the Fire Brigades Union to:

- (1) Instruct all our members not to continue with home fire safety visits in residences where members are abused, and to report any incidents through their incident recording mechanisms as well as informing the appropriate authorities.
- (2) Use their good office to lobby all appropriate bodies to launch a campaign calling for an amendment in the law so that perpetrators can be prosecuted.
- (3) Raise this at the Practitioners Forum as a Health, Safety and Welfare issue.

Resolution 3 – BNP membership

The leaking of the BNP membership list in November 2008 exposed a minority of fire service employees who are members of that organisation. This conference reiterates our abhorrence of that organisation's ideology. This conference strongly supports the Race Relations Amendment Act 2000 and the general statutory duty placed on Fire and Rescue Authorities to promote good race relations.

The FBU must continue to lobby the Fire and Rescue Service to make a clear statement to its current employees and new applicants, that members of these extremist organisations are not welcome in the Fire and Rescue Service.

We applaud those who have already made clear statements that these people are not wanted by their Fire and Rescue Service.

We therefore call upon the Fire Brigades Union to:

- (1) Clarify its policy on what action will be taken if any FBU member is found to be a member of a far right or extremist organisation whose policies are in direct opposition to the policies and Rules of the FBU.
- (2) Bring all relevant Rule Changes to Annual Conference 2010 allowing for the expulsion from the FBU of any member who is also a member of the BNP and other similar fascist organisations.
- (3) Ensure that all FBU educational processes discuss the far right and the real threat they pose to democracy in the UK and Europe.
- (4) Lobby the Government to ensure that the Fire and Rescue Service can have the same rights as the Police and Prison services to dismiss members of extremist organisations from their employment.

There were a number of motions at Conference which were of interest to B&EMM, and we spoke on those which we felt needed our specific opinion.

June 2009

B&EMM was invited to attend the Asian Fire Service Association (AFSA) development day in Derbyshire. Samantha Samuels B&EMM national secretary attended on behalf of B&EMM and spoke as part of a panel discussion. AFSA and

B&EMM are different organisations with similar aims and objectives. We were able to explore some of the similarities of experience and focus on the positives as well as highlighting some of the negatives.

July 2009

TUC Women's Summer School

B&EMM national secretary attended the TUC Women's Summer School – and had the opportunity to network with other trade union women from all different backgrounds, as well as develop presentation skills, visit the Houses of Parliament and receive updates on major trade union issues for women.

August 2009

Communities and Local Government – national awareness raising campaign.

In August we were invited to attend an awareness raising campaign for the fire and rescue service. We were informed that ambassadors have and continue to be identified to be part of the campaign as role models and will be asked to be case studies and be part of a photo campaign.

The background to this campaign is a select committee in 2006 identifying the FRS for criticism in their accessibility and it was highlighted that awareness raising was one of the solutions to the issues.

This campaign will focus on girls between 14 and 16 in 2009 and 2010. This will then go into BME communities in 2010-2011 looking at influential leaders and looking at the wider roles available within the service.

The BME campaign will focus on Bangladeshis, Pakistanis, and Chinese who have been identified as hardest to reach. There will be a different campaign for the new Polish communities.

The campaign also proposes to hold a gatekeepers' conference – a targeted event likely to take place in Birmingham.

September 2009

Trades Union Congress.

From 12-15 September 2009 the B&EMM national secretary attended the 141st TUC Congress on behalf of the FBU with a delegation of seven. TUC general secretary Brendan Barber was the opening speaker and spoke about unity within the TUC and how important it was to its affiliates and members.

There was a debate on the far right – particularly the BNP being members of trade unions and employees of the public services. The NASUWT teachers' union stated their anti-racism stand and the need to fight against the employment of racists in the public service. The Prison Officers' Association reiterated that if the prison and police service can have a ban so can other services. NUJ (National Union of Journalists) and BECTU (Broadcasting Entertainment Cinematograph and Theatre Union) informed us that they have set up a website in order to expose the BNP and their behaviour.

During the discussion on the BNP we were informed that the BNP conference will be in Blackpool and the local trade unions

need help and support to lobby against it being held in their town.

The FBU general secretary rose to support a motion on pensions and highlighted the FBU position as well as expressing disgust at the treatment of postal service workers.

The whole FBU delegation attended a FBU fringe meeting which was very well attended to inform delegates and Merseyside members of the impending appeal hearing of Kevin Hughes who is an FBU official who was sacked and victimised by his brigade. We all showed our support for Kevin and his family as well as his defence team at a very difficult time. The FBU is supporting Kevin every step of the way as the result of a ballot for industrial action to support Kevin shows. We also highlighted the South Yorkshire campaign and London campaigns that are also ongoing.

We were addressed by the Prime Minister Gordon Brown who spoke a lot about cuts, cuts and more cuts as some delegates held up signs calling for no more cuts. In the question and answers session the debate was dominated by apprentices and the investment in this initiative.

Brother Tam McFarlane spoke on behalf of the FBU on a motion around housing and highlighted the significance of incidents such as the recent Camberwell tragedy.

Phyll-Opoku Gyimah from PCS moved the motion from the TUC Black Workers' Conference this year on the agenda for economic recovery.

A speaker from Colombia highlighted the torture and murder of trade unionists in their country and the UK support which can sometimes mean that murder is rewarded with money.

The FBU motion on Palestine was originally the only motion on Palestine until the General Council released a statement on Palestine very similar to our motion but slightly weaker. The FBU delegation voted to stick with our motion and oppose the General Council statement. Both were passed. This was by far one of the most interesting debates of conference.

October 2009

Scottish TUC Black Workers' Conference

The 13th annual Scottish TUC Black Workers' Conference took place on 3-4 October 2009 in Glasgow. The Region 1 resolutions to this conference were:

Equality representation

That this Conference acknowledges the work of the STUC, when developing and supporting the BME workforce within Scotland, as part of the equality and diversity agenda. To progress these issues the use of equality representatives is essential.

The one barrier that equality representatives constantly have to overcome is the lack of paid time off provided by employers.

Conference calls upon the STUC and its affiliates to develop a campaign, calling on employers across Scotland to provide

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adequate paid time off for equality reps, in order for them to assist in the progression of the equality agenda in Scotland.

Racial abuse whilst carrying out duties

That this Conference notes that black and ethnic minority workers, including those in Fire and Rescue Services and other emergency services, are continuing to suffer from racial abuse whilst at work.

Conference notes that the Emergency Workers (Scotland) Act 2005 is designed to allow courts to issue tougher sentences to offenders who attack or hinder any emergency workers in the course of their duties.

Conference also welcomes the new 'Offences (Aggravation by Prejudice) (Scotland)' Act 2009, which was initiated by Patrick Harvie MSP, and passed by the Scottish Parliament, without opposition. This legislation extends the current provisions that cover offences motivated by religious or racial hatred, to cover hatred based on disability, sexual orientation and transgender identity.

Conference recognises that this extension of the provisions into an overall package of offences, coupled with other legislation in relation to workplace violence and discrimination, can form part of the overall strategy, which aims to stamp out discrimination and violence of any kind in our society.

Conference, therefore, calls on the Scottish Government to ensure that the judiciary utilises the relevant legislation at its disposal, to its full extent, in order to ensure that tougher sentences are awarded in such cases.

Other events/meetings attended on behalf of B&EMM

2009

19-21 January	B&EMM Member Employment Tribunal
27 January	Pay and Economy Seminar
29 January	Employment rights – School education
30 January	YES WE CAN – House of Commons
10 February	Region 7 AGM
17 February	Region 6 Regional meeting
19 February	South Yorkshire Representation
21 February	Unite against Fascism Conference
26 February	Employment rights – School education
2 March	Employment rights – School education
3-4 March	Health Safety and Welfare National Committee
11-12 March	TUC Women's Conference
18 March	FAW National Committee
18 March	Employment Rights – School education
20 March	Employment Rights – School education
23 March	B&EMM School meeting
24 March	Meeting with Fire Minister
25 March	Representation South Yorkshire
27 March	Region 9 Meeting
30 March – 1 April	FBU Health Safety and Welfare seminar
3 April	FBU Women's School
21-22 April	Northern Ireland EIA seminar

23 April
24-26 April
28 April

29 April
30 April
12-15 May
2 June
10-11 June

19 June
29 June – 3 July
4 July
8-10 July

14 July
16 July
20 July
21 July
24 July

24 July
30 July

6 August
13 August

26 August

4 September
12-17 September
23-24 September

28 September

Show Racism the Red Card awards
TUC Black Workers' Conference
West Midlands Fire Service women's seminar
Employment Act 2008 Conference
B&EMM Annual Conference meeting
FBU Annual Conference
FAW National Committee
Health Safety and Welfare National Committee
AFSA Conference
TUC Women's Summer School
London Pride
FBU equality impact assessment training
B&EMM School meeting
Region 8 AGM
Region 8 Regional Committee meeting
Campaign coordinators meeting
Health Safety and Welfare Sub Committee meeting
Risk reduction meeting Cardiff
B&EMM meeting with CFO
South Wales
B&EMM School meeting
South Wales Brigade Committee meeting
National awareness raising campaign briefing
FBU FAW National Committee
TUC Congress Liverpool
Health Safety and Welfare National Committee
South Yorkshire rally

B&EMM requested donations to UFFC and Regions 3 and 8 kindly gave donations.

G6 B&EMM National Committee AGM report 2009

The B&EMM National Committee AGM was held on 3 December 2009 at FBU head office, Kingston Upon Thames.

Present

Michael Nicholas	Executive Council member
Samantha Samuels	B&EMM national secretary
Leroy Phillpotts	B&EMM national chair
Ludwig Ramsey	Region 1
Mark Brown	Region 4
Dalton Powell	Region 6
Colin Jarrett	Region 7
Victor Liburd	Region 9
Carole Brown	Region 11
Andre Fernandes	Region 12

Observers

Alan Chau	Region 1
Mark Ferron	Region 6
Carl Petch	Region 5
Dave Pazir	Region 7

Apologies

Lee Brown	Region 3
Brian Amos	Region 8
Garrett Brooks	Region 10

Minutes of last AGM

Delegates were given an overview of progress with the motions from 2009's FBU Conference.

Rehabilitation of Offenders Act

This was raised at the fire minister's meeting with CLG, where they informed us that they will look into the legislation to confirm this and inform FRSs of their obligations.

A brigade officials circular 2009HOC0715PW (27 November 2009) was sent through the FBU national officer Paul Woolstenholmes requesting information from brigades on whether their FRS requests information on spent convictions.

Racial abuse whilst carrying out duties

This was raised at the fire minister's meeting with CLG, where they informed us that they would seek the legal position from the Justice Department. This has not been forthcoming as yet.

This issue has been raised by the national officer for health, safety and welfare at the TUC Health and Safety Forum.

This issue was raised at the Scottish TUC Black Workers' Conference in October 2009 and was raised with Merseyside FBU reps at the same time.

BNP membership

This has been raised with CLG and the fire minister – this has seen the National Framework information included about compatibility with FRS and extremist organisations.

The pending rule change may be of assistance to achieving the majority of the motion's requirements.

Secretary's report – priorities 2010

The B&EMM secretary went through the priorities that B&EMM produced in 2008. Highlighted specifically was the action plan.

Points from the B&EMM priorities document were also highlighted.

It was decided that at our next meeting on 25-26 February 2010 we would have the second day as action planning and achieving the priorities.

Health safety and welfare, education, and fairness at work will be standing items on the B&EMM National Committee agenda

and the committee will advise reps on issues that must be raised at these committee meetings on our behalf. Report backs are expected at each meeting.

HSW Report – BA sets issue with facial hair – evidence of difficulties.

Capability – being used to discipline members.

Equality Impact Assessment of PPE.

Racist attacks on firefighters needs to be raised at the next meeting.

FAW – No report

Education – Draft FBU Education Review presented to committee and there was a general discussion. B&EMM Executive to draft a report for next National Committee meeting (February 2010).

Elections

The following were elected:

National Health Safety and Welfare Committee	Colin Jarrett
National Education Committee	Samantha Samuels
National FAW Committee	Ludwig Ramsey
Final Appeals Committee	Leroy Phillpotts
Firefighter rep	Leroy Phillpotts
B&EMM vice chair	Carole Brown
Advisor editor	Andre Fernandes
Minutes secretary	Dalton Powell
IRMP rep	Colin Jarrett

Motions 2009

MOTION 1 – REGION 6.

BNP AND FBU RULE BOOK CHANGES

The televised viewing of the BNP party on Question Time exposed them for what they and other far right organisations stand for.

The change to their constitution regarding membership has now been imposed on them by the EU.

As a trade union we are open to litigation from members within our union. If we attempt to expel them for being a member of the BNP and other far right organisations. Their political affront does not adhere to the ethos and values of the FBU and other trade unions.

We therefore call on Conference, to make the necessary changes within the constitution that will in turn strengthen the rule book and give clarity to expel any FBU member whose behaviour is in direct contravention of our core principles and/or is an associate of any extremist group.

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Amendment from Region 12

Wording needs to be changed. The words "Far Right" in paragraph 3 and "extremist group" in paragraph 4 should be substituted for the word "fascist"

CARRIED WITH AMENDMENT

MOTION 2 – REGION 6.

SUPPORT FOR FBU OFFICIALS

The B&EMM AGM calls upon the Executive Council and Annual Conference to provide additional help and support to our representatives who find themselves under attack by management.

There seems to be an increasing number of disciplinary investigations and/or disciplinary actions taken against representatives of the union. This is in a bid by management to hinder, deter and in some cases prevent the individual from carrying out their normal trade union duties and activities.

We demand for an increase in action from our national officers and Executive Council members to provide that extra help and to become directly involve with the process.

This will demonstrate to the management that if any individual representative of the FBU is under attack, they will consider this as a direct attack against the union itself and will be met by the full force and resources of the union.

CARRIED

– TO BE COMPOSITED WITH MOTION 3 REGION 6

MOTION 3 – REGION 6.

SUPPORT FROM FBU NATIONALLY FOR FBU REPS

Throughout the country disciplinary investigations and or disciplinary actions have increased dramatically against FBU union representatives.

There seems to be a concerted bid by some brigade managers to hinder, deter and in some cases prevent FBU representatives from carrying out their normal trade union duties and activities.

Allegations include misconduct, multiple discipline cases of that individual, or refusal of time off duty to attend to other members' needs and or multiple discipline cases against other FBU members at the same time, in order to put strain on the FBU resources.

We demand that a national officer be assigned the responsibility to:

- Support the FBU official that is going through the discipline procedure in their respective brigade, including welfare issues.
- Directly liaise and guide the FBU legal services to vigorously defend the FBU official against the brigade discipline process.
- Instigate a contingency plan that will allow other FBU business, such as other discipline, health and safety and equality issues to continue within that brigade while the FBU rep is under the discipline procedure.

- Executive Council to put some form of words / statement condemning these type of tactics from Fire Service managers

This will demonstrate to the British Fire Service management that if any individual representative of the FBU is under attack through the discipline process, for carrying out their union duties, WE will consider this a direct attack against the union itself and will be met by the full force and resources of the union.

CARRIED

– TO BE COMPOSITED WITH MOTION 2 REGION 6

MOTION 1 – REGION 7.

CHANGE IN LAW FOR FRS EMPLOYEES & BNP

That the FBU seek a change in the law regarding membership of any extremist organisation being able to work within the FRS. This law to be broadly based on the fact that it is wholly incompatible that any person with extremist, racist or other views that are in direct conflict with the objectives of the FRS and any publicly funded organisation.

CARRIED

MOTION 2 – REGION 7.

CHANGE IN LAW – RACIAL ABUSE BY PUBLIC.

That the FBU seek a change in the law regarding racist or other abuse from members of the public whilst carrying out duties for the safety of that individual within a domestic dwelling, that the law allows for clear powers of arrest in the same way that paramedic and others are afforded that right from abusive drunken violent or racist attack whilst in a public accessible area. That this law extends to any member of any publicly funded organisation who as part of his or her undertaking or duty are actively engaged in positive social measures for the benefit of the home owner or tenant.

CARRIED

MOTION 3 – REGION 7.

FBU EIA TRAINING FOR B&EMM REPS

That the FBU provide training for both equality impact assessment and relevance testing. That this training be delivered primarily to each of the FBU equality sections on the basis that issues regarding current and future FRS policy are best assessed for equality by those that are directly adversely affected by omission or oversight. This training to be then rolled out to all members of the FBU through agreed structures.

CARRIED

MOTION 1 – REGION 1.

TEMPLATE ON POLICY ON VIOLENCE AT WORK

B&EMM recognises the good work of the FBU in introducing policies both to combat discrimination and violence at work. However, it has become evident that there is a void in policy for a clear, definitive flowchart to follow when a B&EMM member is subject to verbal or physical racial abuse from a member of public.

As a direct consequence, members who are subject to racist attacks receive insufficient guidance from managers as to how to resolve this very sinister and damaging occurrence.

This conference instructs the Executive Council to investigate and establish a template that can be attached to current policies and that can be used by Brigades to enhance the robustness of their violence at work policies.

CARRIED

MOTION 2 – REGION 1.

ALL DIFFERENT ALL EQUAL REVIEW

This conference acknowledges the difficulties and the complex nature of the all different all equal policy. The Fire Brigades Union has over the years taken steps to reinforce the policy to ensure that all members will be treated fairly and without bias. The Fire Brigades Union must ensure that sufficient priority is given to the need to carry out initial investigations.

In advance of granting representation to members infringing the all different all equal policy. These investigations shall be carried out at the earliest opportunity in spite of any other pressing FBU activity. To facilitate this, the FBU shall establish a cadre of investigators possibly utilising retired members working alongside representatives from the sections to carry out investigations coordinated from centre.

CARRIED

MOTION 1 – REGION 5.

CULTURE AND RELIGION TRAINING

Unfortunately we are seeing too many initiatives that are so untimely with regards to religious activities. This is due to the FRS not being able to give us guidance on the subject matter. As far as we can see there is no national guidance for FRS to look at with regards to working with people and communities from different religions and cultures.

CARRIED

MOTION 2 – REGION 5.

PROMOTION OF B&EMM BY FBU

This will raise the awareness and hopefully recruit members to take on active FBU section roles. Many FRS don't have sectional reps but may have people who are eligible to take on the roles but due to the lack of understanding do not.

CARRIED

MOTION 1 – REGION 12.

CHALLENGING RACIST IMMIGRATION POLICY

Conference should recognise that all immigration policies are racist policies. Immigrants are systematically criminalised, abused and hunted by the authorities, scapegoated by Government and constantly attacked by the media. They are also targeted for verbal and physical abuse by racist thugs as so brutally seen in N. Ireland when Roma families were forced to flee their homes all under the tacit eye of the police.

We call upon this conference to support this motion that seeks to challenge racist immigration policies.

We call upon the FBU and its legal teams to "openly" challenge racist immigration laws that are already statute and immigration policy that is in its embryonic stage.

Also to publicly debate with Ministers and law makers on this issue to expose this rotten chin of political thought.

CARRIED

Elected Conference motions 2010:

Motion 1: FBU Support for FBU officials and reps (Motions 2 & 3 Region 6 composited)

Motion 2: Change in law – racial abuse from public (Motion 2 Region 7)

Motion 3: Change in law for FRS employees and BNP membership (Motion 1 Region 7)

TUC Black Workers' Conference motion

Agreed draft of FBU motion to TUC Black Workers' Conference 2010:

In March 2007, the European Court of Human Rights found in favour of the ASLEF union in its appeal to have the right to expel a member of the BNP – ASLEF-v- UK (07) 45 EHRR 34.

This decision led to the Section 19 of the Employment Act 2008 rewording of Section 174 of the Trade Unions and Labour Relations (Consolidation) Act 1992, which specified exactly how a trade union can expel and exclude on the grounds of political party membership.

This allowed all trade unions to amend their rules to legally expel or exclude members of far right, extremist and fascist organisations, groups or political parties.

Sadly the vast majority of TUC affiliates have not taken advantage of this amended legislation which this conference believes gives the trade union movement a great opportunity to send a clear message to these peddlars of hate and division.

We therefore demand that the TUC:

- Sends clear guidance to all affiliates encouraging them to adopt the relevant rule changes in banning and excluding members of extremist/far right organisations and groups.
- Continues to campaign against organisations whose beliefs and constitutions are in opposition to those of the trade union movement.
- Encourages all affiliates to make available all necessary resources to combat the far right during the local and general election campaigns in 2010
- General Council issues a clear statement in the run up to elections stating opposition to the far right and advising the trade union membership to reject the politics of hate and division.

G7 CSNC report 2009

This has been another busy year in which there have been many changes affecting control members and their terms and conditions. There has been the introduction of the new Local Government Pension Scheme affecting members across the UK. This year has also seen the roll out of the Firelink radio system and with it new ways of working in control rooms and on the fire ground.

SECTION G — INTERNAL ADMINISTRATION

Our control members have been tested again with more severe weather incidents and have yet again received praise from ministers and fire service managers for the way in which they have performed their duties. Members in Cumbria were tested when severe flooding hit the area. In some cases members' own homes were affected but they continued to provide the professional service which the public have come to expect. Control members in the Southern Region were affected by snow and ice and they were collected by the FRS in Land Rovers and other 4x4 vehicles from their homes. Sometimes they just stayed at work between shifts in case they could not get back on duty in time to relieve their colleagues, making use of the facilities in dormitories etc. The ability to provide what can sometimes be a life saving service to the public under the most distressing and personally disruptive of circumstances is a credit to our profession and to each and every individual member. This dedication, this goodwill and this going that extra mile for the service and the public is how we make it all work, how as part of the team it comes together to provide seamless continuity.

FiReControl

There have been more inevitable delays in the roll out of this government white elephant. There have been fall outs between the main contractor and its sub contractors leading to a last minute change in the main system service provider. Members will recollect the last time a fire service (Cleveland) tried to introduce "Intergraph" to a fire control room in the UK, it convincingly failed every user acceptance test and was immediately removed.

We have seen yet another change in fire minister, more slippage in the cutover plans and the release of the Conservatives' Green Paper on FiReControl. The project is fast losing its friends with the LGA reviewing its position on FiReControl and actively looking for alternatives to it. Even CFA are beginning to get sweaty palms.

The end of the year saw our extremely successful rally and lobby of Parliament over the regionalisation of controls. It was the biggest ever rally and lobby of Parliament by any trade union in recent years.

There is no doubt that this show of strength in our rally and our political lobbying has contributed in no small way to the reviews of the FiReControl project again by the Select Committee and National Audit Committee, both of which are due to take place in spring 2010.

We also face the challenge of a general election in 2010, a tougher economic climate and threats to public spending.

The Control Staff National Committee have been engaged in consultations within their regions regarding the Transfer of Undertakings (TUPE) on behalf of control members in England. This has led to a very steep learning curve and education has been of paramount importance to us as a committee this year. We must continue to equip our officials and members with the right tools, information and knowledge to be able to protect our hard-won terms and conditions.

We recognise that across the UK there have been other challenges facing our members in terms of industrial action in Essex, South Yorkshire and Merseyside to name a few. There are also issues of equal pay and equal access to the Assessment and Development Centre (ADC) process. We will be able to overcome these attacks and challenges by standing firm and looking to our own professionalism and remembering that we are part of the team in the fire service and in the Union – unity is strength.

G8 CSNC AGM report 2009

The AGM of control staff members' representatives met on 30 October 2009 at the Royal National Lifeboat College, Dorset.

Delegates:

Region 1	Brother Stephen Reid
Region 2	Sister Lynda Rowan-O'Neill
Region 3	Sister Jean Westwood
Region 4	Brother Bill Sunderland
Region 5	Vacant
Region 6	Sister Sasha Farley
Region 8	Brother Norman Rees
Region 9	Sister Sharon Thorndyke
Region 11	Sister Alison Stott
Region 12	Brother Paul Watts
Region 13	Brother Simon Jones

Officials:

Executive Council member	Sister Sharon Riley
National Secretary	Sister Sue Offland
National Chair	Sister Kath Smith

The following resolutions were carried:-

CCTV

Conference calls upon the Executive Council to raise the issue with Fire and Rescue Service Employers regarding the use of CCTV monitors in Emergency Fire Control Rooms. Such Closed Circuit Television (CCTV) monitors have already been installed into Lothian and Borders Fire Control.

The monitors have been installed under the guise of providing firefighter safety in terms of violence against crews. They have been opposed locally, however the CSNC believe there are national implications.

These proposals are outside of the national rolemaps, do not assist in firefighter safety and are a dangerous move towards changing the function and role of Emergency Fire Controls to include surveillance.

Conference calls upon the Executive Council to oppose the implementation and use of this type of equipment and do all in their power to prevent its introduction and remove it where it has been installed.

REGION 1

EQUAL PAY

Conference calls on the Executive Council to conduct an Equal Pay For Work of Equal Value study, for Firefighter (Control) staff in comparison with Firefighters.

This is in view of the fact that Emergency Fire Controls are staffed mainly by women and should reflect the increased workload, responsibility and role of Emergency Fire Control staff since the 2003 pay agreement.

It is unfair that Emergency Fire Control staff take jobs outside of controls in other areas but remain on 95% pay, where colleagues from other departments are on full pay for work of the same value/role.

This study to be reported by Annual Conference 2011.

REGION 1

EQUAL PAY – ROLE REDUCTION

Conference calls upon the Executive Council to investigate the imbalance and downgrading of Emergency Fire Control managerial posts resulting from the substantive move from rank to role.

It is apparent that the role given to control managers in these areas does not reflect the correct level of responsibilities and professionalism shown by the realities of the job done.

As Emergency Fire Controls are staffed by a majority of women, we call on the Executive Council to conduct an Equal Pay for Work of Equal Value study, using an appropriate expert and model into the cross roles from different parts of the Fire Service, with a view of putting Emergency Fire Control managers onto higher rates of pay and into the correct roles.

A report of this investigation to be produced as soon as possible or by Annual Conference 2011.

REGION 1

PAY PARITY

In light of the way the Government is implementing the modernisation agenda following the 2003 pay dispute The South West Control AGM feels that the steps made towards pay parity were not sufficient.

We therefore demand that the Executive Council begin negotiations to ensure full pay parity for control members nationwide.

REGION 13

Delegates to Annual Conference 2009

Sister Westwood	Region 3
Sister Farley	Region 7
Brother Rees	Region 8
Brother Jones	Region 13
Sister Rowan-O'Neill	Vice chair
Sister Smith	Health and safety
Sister Offland	FAW
Sister Westwood	Education
Sister Thorndyke	FF rep
Sister Offland	Final Appeals
Sister Rowan-O'Neill	IRMP

G9 Final Appeals Committee

In accordance with the rules of the Union, one official from each region/section was appointed by the 2009 Annual Conference to serve on the Final Appeals Committee.

REGION/SECTION**NAME**

Region 1	Gavin Barrie
Region 2	Dermot Rooney
Region 3	Peter Wilcox
Region 4	Ian Murray
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Downes
Region 8	Chris Howells
Region 9	Adrian Clarke
Region 10	Joe McVeigh
Region 11	Mark Simmons
Region 12	Paul Fletcher*
Region 13	Phil Jordan
NWC	Kerry Baigent
NGLC	Pat Carberry
NRC	Harry Cotter
B&EMM	Samantha Samuels
ONC	Dave Beverley
CSNC	Sue Offland

There were no appeals to the Final Appeals Committee in 2009.

*It is with sadness that during the course of the year Paul Fletcher died while attending an AFA.

G10 Firefighter magazine and communications

Firefighter magazine is the most widely read fire service publication. It has a distribution of 55,000 and is direct mailed to members and out of trade members at home with copies also going to all branches. The magazine is also sent to all MPs and to key opinion formers and policy makers within the fire service.

The magazine covered key national campaigns, union initiatives and fire service news. A key focus is to promote the involvement of members in the union in general and in specific FBU campaigns.

The magazine continues to give space for FBU officials, reps and members to highlight issues of local concern and our work defending and promoting the interests of FBU members and the public we serve.

Publications focussing on black and ethnic minority members (Advisor), gay and lesbian members (Flagship), members working retained duty (Alerter) and women members (Siren) were

produced through the year. They covered issues and campaigns of relevance to those sections and to Union members as a whole.

Firefighter won the Best Magazine award at the TUC/Bank of Scotland Trade Union Communication Awards 2009. Judges said: "Firefighter sets out to enthuse, inform, educate, organise and entertain, and it does so in spades. The magazine depicts an active, dynamic union through an interesting variety of features, passionate regular columns, fire brigade gossip and an authoritative use of 'members' voice' throughout. The design is clear and dramatic photos are used to good effect. A truly excellent read."

FBU-tube, which links into the magazine, was "highly commended" under the best use of e-communications category. Judges said it was a "good use of YouTube to enable members to share their activities and get the FBU message across. The videos are well produced, pithy and tight, despite being made on a limited budget."

The Union's report on attacks on firefighters – Easy Targets – was commended in the best one-off publication category as a "powerful research report that was successful in generating considerable media interest. Shocking statistics from the Labour Research Department are supported by equally shocking real life stories. The layout is clean and clear, with imaginative page furniture that ensures the amount of information conveyed never overwhelms. Photos are used to great effect."

The Union's report on firefighter fatalities – In the Line of Duty – was "highly commended" in the Best Campaign category. Judges said it had "a clear set of objectives and outcomes" to "enact action among opinion formers and decision makers". They said the report itself was "excellently presented and researched" and resulted in a "superlative lobby of Parliament, backed by strong member participation".

Firefighter and other publications are available on the national website which contains key information about the Union, campaigns and publications. The newsfeed is updated at least twice a day.

The website contains a political lobbying tool utilised in all of the campaigns mentioned above. It allows members to identify and email their MP about a campaign.

Website visitors can access FBUTube which can also be accessed directly through YouTube. FBUTube continues to support a range of campaigns.

All officials have access to all Labour Research Department publications online to assist with campaigning and support for local negotiating initiatives. LRD publications and the FBU pay and conditions database – also available to all officials – are both fully searchable.

G11 National Gay and Lesbian Committee report 2009

National representatives:

EC member	Stewart Brown
National Gay and Lesbian chair	Yannick Dubois
National Gay and Lesbian secretary	Pat Carberry

Regional representatives:

Region 1	Vacant
Region 2	Vacant
Region 3	Peter Wilcox (to September '09) John Arnold (September '09)
Region 4	Steve Strange (to November 2009)
Region 5	Vacant
Region 6	Vacant
Region 7	Lisa Slevin
Region 8	Vacant
Region 9	Kevin Gutherson
Region 10	Norman Perry
Region 11	Allison Stott
Region 12	Alli Burrows
Region 13	Vacant

The National Gay and Lesbian Committee met throughout the year on the following dates:

13 February	
Full business meeting	Head office
12 May	
Annual Conference delegation meeting	Scarborough
1 July	
TUC LGBT Conference delegation meeting	Euston Thistle London
17 and 19 July	
Full business meeting and G and L School	Newcastle
31 July	
School planning meeting	Brighton
2 October	
Full business meeting	Head office
16 December	
Full business meeting	Head office

The following dates have been booked for the National Gay and Lesbian Committee meetings for 2010:

18 February	
Full business meeting	Head office
18 June	
Full business meeting	Head office
1 October	
Full business meeting	Head office

16 December
Full business meeting

17 December
Section AGM

The TUC LGBT Conference will be held at Congress House 1-2 July.

The G and L School will be held at Wortley Hall 22-24 October.

FBU committees:

National Fairness at Work Committee	Alli Burrows
Regional Health and Safety Coordinators	Pat Carberry
National Education Committee	Yannick Dubois
Final Appeals Committee	Pat Carberry

FBU Annual Conference 2009

At Conference in Scarborough we brought three resolutions. The first resolution was on equality representatives and called for equality reps to be afforded proper paid time off to perform their duties. The resolution was moved by Alli Burrows (Region 12) and was carried unanimously.

The second resolution centred on training on LGBT issues in the service and called for brigade secretaries to work with FRS managers to develop training and education on LGBT issues. The resolution was moved by Norman Perry (Region 10) and was carried unanimously.

Our third resolution was titled Disability Discrimination Act, protecting our members' rights. The resolution called for the EC and general secretary to look at ways to challenge an element of case law titled the Malcolm Case which had removed the beef of the substance of the Disability Discrimination Act. The resolution was moved by Kevin Gutherson (Region 9) and was carried unanimously. This resolution went on to form a motion from the FBU for the 2009 TUC Disability Conference.

Flagship

In 2009 we managed to produce one edition of Flagship. In recent years we have received a great deal of support in the production of Flagship from Tom Gill at head office. Tom has moved on to another employer and we wish him well for the future. In 2010 it is expected to produce two editions of Flagship and we look forward to working with Anna Zych who will be assisting us in the future production of Flagship.

TUC LGBT Conference 2009

Our committee sent a delegation along to the TUC LGBT Conference and once again our delegates played a full and active role in this conference.

This year our motion to this conference related to one of our resolutions to our Annual Conference in Scarborough. Our motion called for the TUC and affiliates to campaign for legislative change to ensure that equality reps receive proper consideration with regards to paid time off to conduct their duties. The resolution was passed unanimously.

FBU motion to TUC LGBT Conference 2008

Following the FBU political school in Cuba in 2008 our committee submitted a motion to the 2008 TUC LGBT Conference calling for us to work with the Cuba Solidarity Campaign to bring leading activists from Cuba back to the UK for the 2009 conference and London Pride.

Our motion was passed and we were delighted to have Dr Alberto Roque from CENESEX (the Cuban sexual advisory authority) to address the TUC LGBT Conference. We then had the delight of the head of CENESEX Mariella Castro marching alongside our FBU delegation in London Pride. Mariella, who is the daughter of Raul Castro, the current president of Cuba, and niece of Fidel, has been instrumental in raising the whole issue of acceptance of gay equality as being fundamental to acceptance of a fully united and inclusive society in Cuba.

Pride events

As a committee we ensured a presence at London, Brighton, and Northern Pride. Individual members of the committee were also able to attend and support many of the smaller regional Pride events. We continue to work towards encouraging local fire authorities to utilise the opportunity of Pride events to engage with the LGBT community.

We were delighted to be joined by colleagues from the Stockholm Fire Service who again marched with us at London Pride.

Communities and Local Government

We continue to work with CLG to ensure the needs of our members are best served. The Executive of our committee met with Fire Minister Sadiq Khan in March and were assured that equality was in the top two priorities of CLG.

Further meetings were planned but with yet another Cabinet reshuffle we now have another fire minister and are in the process of arranging a meeting with him. All of the meetings we have attended with the minister have been with representatives of all three minority sections of the Union with a specific agenda on advancing equality by highlighting the top priority of the needs of each individual section.

HIV and AIDS workplace policy

Following a great deal of work by the NGLC subcommittee, in June we saw the release of a health, safety and welfare best practice document, HIV and AIDS – a Workplace Policy.

All fire authorities were encouraged to use the policy as a tool to ensure readiness for ensuring preventive measures are in place to reduce the risk of infection from HIV and also procedures for dealing with issues arising out of employees diagnosed with HIV.

At the December health and safety coordinators meeting the NGLC secretary asked regional representatives to go back and check with brigade representatives to see how many services are using the policy.

Equality and Diversity Stakeholder Group (EDSG)

The Equality and Diversity Stakeholder Group provides a forum for a wide range of internal and external fire and rescue service

stakeholders to consider and advise on issues affecting equality and organisational diversity in the service.

The EDSG is a prime source of advice and information for the National Equality and Diversity Delivery Partnership (NEDDP).

The EDSG, by representing robustly the views of all stakeholders and, in particular, opinions of minority and under represented groups, informs on the formulation and development of the policies and work programme of the NEDDP.

Our EC member for the G and L Stewart Brown continues to lead in this forum and has been the chair of the Equality and Diversity Strategy Group since October 2008 and will continue to hold this office for a further two years.

Stonewall Workplace Equality Index 2009

We continue to promote Stonewall with all fire services in England, Scotland and Wales. Since 2005 Stonewall has been running the Workplace Equality Index scheme which each year gauges success on how well employers are doing in terms of providing working environments that are safe and attractive to people who identify as lesbian, gay or bisexual. The index produces a report on the top 100 employers and is frequently referred to by people who are LGB when looking for employers of choice.

Each year we have seen a steady increase in the number of fire services joining the index and we now have 35 fire services within the scheme.

Stonewall is considering hosting an event in 2010 specifically aimed at fire and rescue services.

Lesbian, Gay, Bisexual and Trans School 2009

Once again our school proved a popular event with 42 students attending. The school consisted of a variety of workshops and sessions educating students on the current issues the Union is involved in and the current issues facing our LGBT community.

With the assistance of Natasha Hickman from Cuba Solidarity Campaign, we welcomed a guest speaker from Cuba, Dr Alberto Roque who works for CENESEX.

LGBT History Month

LGBT History Month has only been running for a couple of years but has gathered a respectable reputation as a major date in the LGBT calendar each February. The aim of the month is to promote education on the role and influence people who are or were LGBT have had on this world we live in. It does not focus on the negative aspects of LGBT history but on positive contributions.

This year LGBT History Month made history by having a Downing Street reception celebrating the event. This was the first time any LGBT reception had been held at the official residence of the Prime Minister. The NGLC secretary was fortunate enough to receive an invite and attended the event.

G12 National Gay and Lesbian Committee AGM report 2009

The AGM for gay and lesbian members was held at FBU head office on Thursday 17 December 2009.

The meeting was opened by the chair of the NGLC, Yannick Dubois. John McGhee, national officer, and Stewart Brown, G and L Executive Council member, presented the national report. Pat Carberry presented the report on the work of the NGLC since the last AGM.

Members of the NGLC and delegates from Regions 1, 3, 5, 9, 10, 11 and 12 attended the meeting to debate a total of nine resolutions. The following resolutions were passed:

1. CENSUS – EXCLUSION OF THE QUESTION OF SEXUAL ORIENTATION 2011

Gay and Lesbian members of the FBU note with concern the Office of National Statistics entrenched stance on refusing to include any question compulsory or non-compulsory relating to sexual orientation in the 2011 Census.

Gay and Lesbian members believe the Census should include the question relating to sexual orientation giving members of our community the opportunity to be counted. Our members also acknowledge that the requirements from the census to answer this question must be on a voluntary basis with the option not to state.

Traditionally, sexual orientation has been seen as a private matter, but without clearer evidence on where lesbian, gay and bisexual people live, where they work, what their experiences and needs of public services are, we are missing a vital piece of the jigsaw. Evidence is the key to making services reflect everyone's experiences and meet their needs. However if sexual orientation remains a private issue the needs of LGB people will remain marginalised or ignored.

Conference calls for the Executive Council and General Secretary to immediately commence a campaign to encourage all officials and members to write to the Government Equality Minister and to the Office of National Statistics to demand that the 2011 Census includes the question of sexual orientation affording LGB people the right to be recognised.

REGION 9

2. FAIRNESS AT WORK EDUCATION

This AGM of Gay and Lesbian members is appalled at the lack of equality training that exists in the Fire Brigades Union. Over the last 5 years there has been a lack of regional and national Fairness at Work Education and we feel that this must change.

We call on the Executive Council and regions to immediately assess the needs of members of the FBU, in

relation to Fairness at Work education and schedule at least 1 national event and 1 per region within each calendar year.

REGION 10

3. MEMBERSHIP DATABASE

Following the establishment of the Equality Sections the Union conducted a membership survey. The survey assisted the FBU in gaining a greater understanding in the make-up of its membership, this assisted the sections in establishing a database of their members.

There has appeared to be some discrepancies in how this information has been recorded, we have also witnessed new members join the union with others retiring.

We therefore call on the Executive Council to review the mechanisms for instigating a revised membership survey, the purpose of which will inform the union of membership needs and demographics, whilst allowing the sections to revise and update the current membership database lists. This review should be conducted in consultation with the sections in order that any difficulties with regards to confidentiality are resolved prior to the circulation of the survey.

The review by the Executive Council to be completed within 6 months of Conference 2010, the survey to be completed and information recorded prior to Conference 2011.

REGION 3

4. CONSERVATIVES AND EQUALITY

Members of the FBU are only too aware of the many failings of the Labour Government. However Lesbian Gay Bisexual and Trans (LGBT) members cannot ignore the enormous contribution the Labour Government has made in terms of the introduction of Equality Legislation.

LGBT members note that the conservative party were the main opposition in the House of Commons when voting took place to introduce equality legislation regarding LGBT issues. LGBT members further note the political alliances the conservative party have made in some European Countries with political parties who have well publicised policies promoting homophobia and far right extremism.

LGBT members have not forgotten or forgiven the conservatives for the introduction of Section 28 of the Local Government Act 1988 and their vociferous opposition to the repeal of that legislation by a labour government.

Conference has little faith in a conservative government's commitment to equality and calls for all members and officials to be vigilant to attempts to undermine or erode what has been achieved in the fight towards achieving equality

REGION 9

5. CONFIDENTIALITY

For many Lesbian and Gay Firefighters and Control Staff members, keeping their sexuality a secret is a major

concern. It is often even worse for Trans members and the disclosure of their status. Many live in fear of their families and workmates finding out about this

For this reason many Lesbian, Gay, Bi-Sexual and Trans members rely on the Union's and Brigades' confidentiality policies for protection.

We therefore call on the Executive Council to:

- Ensure all Brigade and Regional Committees understand and adhere to the policy on confidentiality, and make members aware of this.
- Ensure that when officials are contacting members who are LGBT that policies and procedures ensure that confidentiality of those members is maintained.
- Ensure that all Fire and Rescue Services adhere to and acknowledge the importance of a confidentiality policy, and understand the concerns of its lesbian, gay, bi-sexual and Trans employees.

REGION 10

6. LGBT EQUALITY IN THE UK FIRE SERVICE

The Lesbian, Gay, Bisexual and Transgender (LGBT) Section of the Fire Brigades Union notes the work that is being done throughout the UK Fire and Rescue Service in an attempt to embed diversity and equality, fairness and inclusion in all that it does.

Whilst there are different views on the use of targets in the deliverability of effective diversity and equality, these targets do provide something for organisations to aspire too when applied appropriately.

In the Fire and Rescue Equality and Diversity Strategy 2008-2018, for England and Wales targets have been set in areas of operational women firefighters and minority ethnic employees in the service. Despite the very good work of a few Services there remains a reluctance to set clear objectives in the area of LGBT employees, this due to a lack of available data and information.

Many fire and rescue services participate in equality standards work, this often requires targets to be met, especially when progressing to the higher levels of any standard. It is apparent that areas are being overlooked when assessing this standard as there remains no level of achievement for areas covering LGBT issues due to the lack of available and usable data, which could then be used to inform the work of the UK fire service.

Conference calls on the Executive Council to apply what ever pressure possible on the Government Department responsible for the Fire Service to conduct the necessary work that will allow realistic targets to be set, this assisting the UK Fire and Rescue Service to progress its equality work on LGBT issues.

A report on progress to be provided to Conference 2011.

REGION 3

7. HOMOSEXUALITY AND THE DEATH PENALTY

Conference is appalled that today in 93 nations in the world being gay or lesbian is still legally punishable. In 7 of these Iran, Saudi Arabia, Yemen, United Arab Emirates, Nigeria, Uganda and Mauritania gays and lesbians can be punished with the death penalty.

In October 2009 in the Ugandan Parliament a bill entitled the Anti-Homosexuality Bill 2009 was tabled proposing the enforcement of the death penalty for homosexuality.

Conference calls on all members and officials to raise their objection to the abuse of human rights and use of the death penalty against people because of their actual or perceived sexual orientation by writing to the ambassadors of the countries identified as applying the death penalty in these cases.

REGION 9

8. HOMOPHOBIC HATE CRIME

This AGM of the Gay and Lesbian members of the FBU are shocked to see the dramatic rise in homophobic based hate crime currently being faced by our members both inside and outside of work.

In London alone, there have been over 1200 reported cases of homophobic hate crime reported to the police. Current figures show that only approximately 20% of all cases are ever reported to the police.

Gay and Lesbian members are concerned that this rise in homophobic based hatred may well be occurring within the fire service. We therefore call on the Executive Council to coordinate a campaign through Regional and Brigade Committees to:

- Raise the concerns our members have with regards to the rise of homophobic based hate crime to the fire service employers.
- Request statistical information relating to the number of cases related to discipline investigations where homophobia was alleged.
- Encourage further education to our members to promote understanding of what constitutes homophobia in the workplace and homophobic hate crime.

REGION 10

9. INTERNATIONAL LGBT CAMPAIGNING

The Fire Brigades Union has a proud tradition of campaigning on international issues, the LGBT Section have emulated this by regularly taking International issues to the TUC LGBT Conference, whilst campaigning and raising awareness of such issues with sectional members.

We recognise there remains over 70 countries with legislation in place that criminalises homosexuality and a small percentage having the death penalty, we also acknowledge that many countries have made positive steps forward with regards issues covering homosexuality and LGBT people, this is welcomed.

Whilst there is so much positivity in the area of sexual orientation it is disappointing that in 2009 we did witness a small number of countries introducing or strengthening anti -LGBT legislation.

Of particular note is Uganda, with the introduction of the Anti-Homosexuality Bill going through their political system, such legislation will be in violation of human rights and would detrimentally affect and put in place major barriers to the effective work of HIV/Aids prevention efforts.

As a member of the Commonwealth, we call on the Executive Council to work with the TUC and affiliates to register our disappointment in the strongest possible terms and launch a campaign that includes gaining support of the Foreign and Commonwealth Office to apply what ever political pressure possible to ensure that Uganda complies with its international human rights obligations.

This to be done within 6 months of conference, with a report on progress to be provided to conference 2011.

REGION 3

Following debate of resolutions the following officials were elected and endorsed by the AGM:

Vice chair	Alli Burrows
Assistant secretary	Kevin Gutherson
Minutes secretary	Kevin Gutherson
Education rep	Yannick Dubois
FAW	Alli Burrows
Health and Safety	Pat Carberry
Final Appeals	Pat Carberry
FF magazine rep	Pat Carberry
Flagship editor	Pat Carberry

The AGM concluded by selecting Resolutions 1, 3 and 9 for submission to the programme of business for Annual Conference 2010.

G13 National Retained Committee report 2009

2009 was a very significant year for the National Retained Committee and retained duty system (RDS) members of the Fire Brigades Union. The retained pensions case that was brought under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations was now nearing a final conclusion and the details of the various strands of this complex case were expected to be revealed shortly. The claim dealt with two main strands involving pensions and sick pay. Negotiations on the pension issue between the FBU and the Treasury was ongoing, with a negotiated settlement anticipated in the first quarter of 2010. Negotiations on the conditions of service element of the claim on sick pay were also reaching a conclusion. The legal recognition that retained firefighters are now part-time workers prompted an update of the Grey Book to ensure it did not discriminate against retained

duty system firefighters. These changes were also expected to be made early 2010. The conclusion will see the end of almost ten years of legal work and campaigning by the FBU on behalf of RDS members.

2009 also saw some changes on the committee with the loss of Region 11 NRC representative John Haizelden following his successful transfer to a wholetime position in his home brigade of East Sussex. The committee would like to put on record its thanks to John for his involvement and support over the years and wish him every success for the future. The committee also welcomed the new representative from Region 6, Paul Revill, who had been recently elected to take on the role on behalf of East Midlands RDS members. The committee recognised the work Dave Green and Dave Limer had undertaken in encouraging and promoting the RDS section of the FBU to members in Region 6 and their efforts in encouraging members to get involved. The committee also welcomed Chris Cox who had recently taken over as the new representative for Region 9 following outgoing Region 9 rep, James Dykes, successfully applying as a wholetime firefighter in London. Again, the NRC recognised the efforts of Adrian Clarke and the officials in Region 9 for their work promoting interest and involvement from RDS members there. NRC secretary Pete Preston and Executive Council member Tam Mitchell were re-elected into post and pledged to continue with the hard work being done on behalf of RDS members nationally as well as directly within brigades and regions when requested.

2010 is also likely to be a very busy year for the NRC and RDS representatives and activists, especially given the current economic and political climate we are likely to be working in over the coming year or two. The recent integrated risk management plan by Warwickshire in particular illustrated the fact that some fire authorities are willing to consider hugely devastating cuts to RDS services in an attempt to make savings. These savings show scant regard to the increased risk this is likely to pose to the communities they serve or indeed the neighbouring fire and rescue services that could ultimately pick up the burden of responsibility for such cuts.

The ongoing recruitment campaign was once again successful over 2009 with notable results in Region 1 where the Scottish regional officials reported several stations that have come over to full FBU membership. Regions 7 and 8 also reported increases in RDS membership. Region 7 also picked up a significant number of disaffected former RFU members following the high profile FBU campaigning in Warwickshire regarding the controversial IRMP proposals there.

The NRC was particularly pleased to note the increased number of RDS reps and activists that were working in regions at brigade levels over 2009 and are looking to actively encourage and promote this further. The NRC would also like to thank FBU organiser Daniel Giblin for his assistance in the campaign to recruit and retain RDS members.

RDS firefighters continued to be involved in the union learning project around the UK and many became union learning reps. Many RDS members saw a positive benefit from their involvement in such projects and the NRC reiterated its

commitment to continuing to promote and encourage member activity. The committee also recognised the recent work done by Lyndon Jones in Region 8 (Wales) in promoting union learning there. They had introduced a dedicated session at regional retained meetings designed to introduce members to the potential benefits to be gained from getting involved. The NRC was also pleased to note that FBU National School had again attracted members from the retained duty system and would be encouraging further RDS member participation in 2010 and beyond.

The NRC noted that some brigades and regions had reported attempts to introduce non-standard practices and methods of payment for RDS members. Of particular concern was the current trend to introduce fire appliances with greatly reduced operational capabilities, known as targeted response vehicles or similar within some brigades. These were often being promoted to potential crews and stations as an additional resource but in reality were used in a cynical attempt to produce statistics that show reductions in operational activity overall and where such statistics were likely to be used to underpin plans for further appliance removal or even station closures. The same concerns were echoed over recent introductions of extended response times at some rural retained stations where such increases had been justified as being beneficial to recruitment. Such increases in response times were often being used as the reasons behind proposed closure of RDS stations as brigades tried to justify using crews from further away and spread over larger areas in attempts to cut costs.

The NRC continued to support local officials who are being faced with the introduction of salary schemes and joined in campaigns opposing station closures. There were still inconsistent approaches to the level of CPD being paid to firefighters working the RDS and the NRC had been involved in trying to get the best deal for FBU members. It was pleasing to report that some progress has been made over the last 12 months and more RDS members were now receiving these payments. Another issue that received attention surrounding the increasing number of electronic monitoring and recording systems coming into some brigades, with many members expressing concerns regarding the level of scrutiny these brigades wanted to exert. The committee has a broad range of experience relating to these matters and was able to advise where required.

Outside of the recent pensions case, the most enquiries received by the NRC officials concerned members' questions on the subject of transferring duty systems. It was widely believed that, following the conclusion of the pensions case and as a result of the fact that RDS members are now legally classed as part-time workers, brigades would start to recognise this and start to act accordingly with the removal of any previous practices that could be shown to be treating RDS members less favourably than full-time colleagues. Many members had been growing tired of waiting for brigades to amend their policies and practices to take account of this new legislation and a number of grievances had started to surface as a result. Some of these had progressed to Employment Tribunal level in their own right, such as the case currently

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being dealt with on behalf of retained members in Region 2 (Northern Ireland). As always, the committee urged all members who feel the need to take such actions to consult their local FBU representatives who may often have prior experience in dealing with them.

Following the conclusion of the 2009 Retained Members AGM held in Leeds, resolutions on the Working Time Directive, less favourable treatment, and disturbance fees were selected for inclusion in FBU Annual Conference 2010 business.

The FBU National Retained Committee consists of the following officials and representatives.

Retained Executive Council member	Tam Mitchell
National Retained Committee secretary	Pete Preston
National Retained Committee chair	Harry Cotter

Region 1	Position Vacant
Region 2	Noel Jordan
Region 3	Allan Pattinson
Region 4	Rick Arrand
Region 5	Miles Parkinson
Region 6	Paul Revill
Region 7	Paul Brownhill
Region 8	Lyndon Jones
Region 9	Chris Cox
Region 11	Position Vacant
Region 12	Bob Dewis
Region 13	Leigh Redman

G14 National Retained Committee AGM report 2009

The Annual General Meeting of Retained Members of the Fire Brigades Union was held on 29 November at the Quality Hotel Leeds Selby, South Milford, Leeds. The meeting was opened at 10am 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 national officer Sean Starbuck, who gave a detailed update on the current position with the FBU's retained pensions case and answered a number of questions from the floor on this issue. He also gave an update on the current dispute in South Yorkshire.

The next speaker was CSNC secretary Sue Offland, who delivered a speech that outlined the national position on work currently being undertaken by the FBU in the campaign against regional controls, in particular highlighting the impact that this is likely to have on retained duty system (RDS) members.

CSNC Region 3 rep, Jean Westwood, also gave a short speech outlining some of the costs involved in what was now being

considered by many to be a project doomed to outright failure. Region 7 Executive Council member, Rose Jones, spoke on the current IRMP proposals being put forward by Warwickshire Fire and Rescue Service that would see the RDS establishment decimated in the brigade if they should be successfully implemented. She also highlighted the huge amount of political work that had been done by members, activists and officials at brigade and regional level and how successful this had been in gaining massive public and political support for the campaign. She also thanked head office and the National Retained Committee for their help and support, especially with the mass production of campaign leaflets and posters that were proving very successful in keeping the campaign high profile in the area. Retained FBU rep for Warwickshire, Graham Beck, who is also from one of the seven stations threatened with closure, spoke powerfully of the work done at ground level and the huge wave of support that had been received by the public of Warwickshire and how this had helped keep the motivation high.

Executive Council member for retained members, Tam Mitchell, also spoke on the current retained pensions case. He highlighted the additional issues, such as sick pay, that were also part of the claim, along with the many other issues that would now need to be addressed as a result of the victory. He emphasised the fact that RDS firefighters were now legally classed as part-time workers and could no longer be treated less favourably than full-time workers. An update on this work and the significant progress made was also given and he then answered questions regarding these issues and also emphasised the importance of membership involvement and the benefits that this involvement could bring. 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.

Resolutions: record of decisions:

Resolution 4: Anti-social hours	Carried
Resolution 5: Working Time Directive	Carried unanimously
Resolution 9: Funding	Carried
Resolution 11: FBU rules and policies	Carried
Resolution 12: Less favourable treatment	Carried Unanimously
Resolution 14: RDS training	Carried
Resolution 15: Disturbance fee	Carried

The meeting was closed at 12.40 by NRC chair Harry Cotter who thanked all attending for their participation and wished them a safe journey home.

Following this meeting, a meeting of the National Retained Committee was called to choose the three resolutions to go to

FBU Annual Conference 2010. Each of the resolutions was debated. The following resolutions were selected to go forward:

Resolution 5:	Working Time Directive
Resolution 12:	Less favourable treatment
Resolution 15:	Disturbance fee

G15 Officer Members' National Committee AGM 2009

The Officers' National Committee AGM was held on 29 September 2009, having been moved to coincide with the MMNB AGM, as elections are required to nominate ONC members to sit as full members of the MMNB or to act as advisers to the employees' side.

The following resolution was agreed by the Officers' National Committee:

This Conference is concerned that the national employers have an agenda to create divisions within the FBU by offering officer members enhanced pay rises over and above those offered to the wider membership.

Officer members remain committed to a negotiated pay agreement covering ALL members of our union equally.

Therefore Conference instructs the Executive Council to reject any attempts by the employers to undermine the nationally agreed structure for negotiating pay for any of our members, whilst recognising that many of our members may be eligible for Additional Responsibility Allowances (ARAs), the structure of which are nationally agreed in pay negotiations.

Any attempt by the employers to create divisions within our union through the vehicle of enhanced pay rises to officers should be reported to the Officers' National Committee at the earliest opportunity.

Elections

The following ONC members were elected:

MMNB full members

Jack Ford
Peter Moss
Dave Beverley
Russell Troth
Marti Pottinger

MMNB advisers

John Denvir
Mick Coakley
Rob Martin
Mick Osborne
Pan Poullais

The following elections also took place

Fairness at Work – Pan Poullais
Health and Safety – Mick Coakley

G16 Officer Members Seminar 2009

In order to try and build upon the achievements of previous years, the Officers' National Committee held the AGM of officer members' representatives on a seminar basis at Wortley Hall, South Yorkshire on 19-20 October, with attendees from most regions in the UK. Once again the seminar proved to be both informative and successful.

There was a wide range of speakers over the two days, including: Professor Gregor Gall, research professor of industrial relations at the University of Hertfordshire; Trevor Cave, the FBU director of education; John Botterill, lecturer from Leeds City College; Ivan Walker, a solicitor; and the chief fire and rescue adviser for the government, Sir Ken Knight.

After delegates were welcomed to the seminar and following brief introductions, Professor Gall took centre stage with a timely, powerful and extremely helpful insight into potential amended pay proposals by employers, and the intentions, processes, outcomes and the "culture" desired by the employers in trying to establish "amended" methods of pay. He left none of the delegates in any doubt as to the dangers for middle managers in following such a route to pay agreements.

Next was Trevor Cave, someone who needs no introduction to the majority of FBU members, who was assisted by John Botterill. Knowing Your Grey Book was the theme of their presentation and this gave practical help in order for delegates to:

- know the content of the Grey Book;
- apply that content during/through negotiation;
- ensure the validity of the content in any future "local" changes;
- avoid veering from the Grey Book just to manage a solution.

John also spoke briefly on lawful picketing and associated union activity. This was especially relevant given that colleagues in South Yorkshire commenced the first strike in their action against disgraceful and intimidatory action by South Yorkshire FRS at 1800 hrs on the first day of the seminar. The intensive day was completed by Ivan Walker who both informed and worried a number of delegates with his detailed and knowledgeable insight into the various pension schemes operated in the FRS today, and the threats to them. As can be imagined, a large number of questions followed Ivan's input. Ivan was only prevented from continuing by the chef at Wortley Hall who demanded that dinner be served at the allotted time!

A collection held during a well-attended quiz night, organised by Dave Beverley, contributed to both the South Yorkshire FBU members who were standing up not only for themselves but – and let there be no doubt about this – also on behalf of FBU members across the UK. Additional help was also raised for Joe Little, a station manager from Cumbria FRS, who was dismissed under appalling circumstances at the beginning of the year and is currently awaiting an Employment Tribunal hearing.

Due to events locally, there was an earlier start the next morning with a strong demonstration of support by FBU officers from around the UK and members of the Officers' National Committee, who visited the picket lines at Barnsley, Doncaster and Sheffield to support our colleagues on strike in South Yorkshire.

On full resumption of the planned programme, Jim Parrott, the EC member for Region 11, gave a presentation on the potential challenges to IRMPs under health and safety legislation and the risk assessment process. The FBU principles of accident prevention were reiterated:

- FRS employers need to introduce and maintain preventative and protective measures to control risks identified in order to comply with relevant legislation;
- risk assessments will identify circumstances where health surveillance will be required.

This was followed by Dave Sibert, the FBU IRMP/fire safety advisor, who introduced a comprehensive document produced by the FBU that provides valuable guidance to officials when challenging the validity of local IRMPs.

Region 9 ONC member Mick Osborne from Essex Fire and Rescue Service gave a very informative presentation on the Buncefield incident which explained the development of the incident and firefighting tactics employed with Bronze, Silver and Gold ICS considerations – including the welfare logistics involved in feeding a large number of personnel with bacon butties!

The main presentation of the day was from Sir Ken Knight, the government's chief fire and rescue adviser (CFRA), who gave a very candid and thought provoking presentation on the work of the CFRA Unit and his hopes and aspirations for strengthening the involvement of the unit in development of policy and operational assurance. He underlined and demonstrated his support for the FBU as the professional representative body of fire service personnel by his early request for the involvement of the FBU via Dave Sibert with the Lakanal House, Camberwell high-rise incident. There were a number of questions from the floor and no subject was considered off limits, which was a refreshing approach by a senior figure with the fire service. However, if he didn't agree he would robustly defend his own position. One area where Sir Ken promised greater CFRAU involvement was the regional control project and we hope that his wealth of practical experience will add to the growing weight of evidence against this damaging and costly government-led farce. Sir Ken left the seminar recognising and acknowledging that not only do officer members of the FBU want to see a strong and successful

service throughout the country, but that the FBU is the professional voice of the industry, the only one capable of and representing all levels of the service.

The seminar was rounded off with a closing address from the assistant general secretary of the FBU, Andy Dark, who is the national officer with responsibility for the officer membership. Andy renewed his commitment to similar events and encouraged officer members to take back the value of such seminars to their various brigades and to ensure the interest is raised again for next year's seminar.

G17 Organising and recruitment

The recruitment and organising campaign continued with some notable successes over the last 12 months and the FBU continued to see the benefits of the work that was produced over this period.

In 2009 the FBU organiser attended branch meetings in Surrey, Buckinghamshire, Berkshire, Oxfordshire, Nottinghamshire, Avon, Highlands and Islands, Isle of Wight, South Yorkshire, North Yorkshire, West Yorkshire and Humberside.

In the early part of 2009 a decision was made to concentrate considerable time and effort to working with officials from Region 12. Officials were very keen to receive the support available and they arranged a substantial number of branch meetings within the region. In general the meetings in Buckinghamshire, Berkshire and Oxfordshire were very productive and identified and encouraged both new activists and new members to join the FBU. The latest available statistics show that this figure stood at 28 new members and there are good signs of this continuing.

In addition to this, work undertaken in the Isle of Wight resulted in the recruitment of a number of new members including several previous members of other organisations. More significantly this led to management no longer recognising the RFU in the Isle of Wight. As this report was being written, further meetings are in the pipeline within Hampshire for early 2010 and a concerted effort will be made by both the FBU organiser and local officials to improve both FBU membership and levels of activity to develop new ways of dealing with the problems created by the RFU contingent within this brigade.

Further organising work with local officials in Region 12, in the shape of assisting with all the elements of organising, emphasising primarily workplace profiling and communications, was also completed during this period. This work was highly productive in delivering concise branch membership records for four of the five brigades in the region. This data identified all the retained duty system members working dual contracts, which consequently increased membership density in these four brigades by an average of 8%. Gathering this information also uncovered further key information. For example, in Oxfordshire it was discovered that only 10% of the

membership are under the age of 30. The same exercise also identified that one third of RDS members were employed in watch manager and crew manager roles, even on stations where there was low membership. This information will be used when drawing up future organising strategies and will allow the targeting of these specific areas for increasing membership.

Programmes consisting of a full week of branch meetings were held in Highlands and Islands at the beginning of May. Initial plans were made to visit 12 stations. However, due to unforeseen weather conditions, meetings were only completed at nine.

The previous meetings in Highlands and Islands have led to 50 new members joining the FBU. It was apparent from the very first meeting that the Western Isles was going to be more difficult due to the apparent RFU presence on the islands. However, local officials have since reported encouraging results, especially considering the anti-FBU stance that was adopted by some watch managers in attempts to disrupt the meetings. These included refusing FBU access to the stations and attempting to unsettle local officials by making personal verbal attacks upon them.

Several RDS branch meetings within Surrey, supported by the brigade officials, have been completed, and once again these were very successful with new members being recruited on every station visited. As expected, the issues differ slightly in every brigade and in Surrey greater emphasis was placed upon current and new members taking an active role within the FBU which was successful. Nigel Burchell (Surrey BMS) had developed his version of a mapping system which was very informative and he was also using a meeting pro-forma to gather even more information for the Surrey membership database.

In Region 4, every RDS branch has been visited in South Yorkshire and the majority of non-members have now joined the FBU. Initial RDS branch meetings have taken place in West Yorkshire, North Yorkshire and Humberside and a regional meeting to discuss a future recruitment strategy has been arranged for January 2010.

Whilst there may have been an overall drop in retained duty system membership in the last 12 months, it is apparent that stations specifically visited by the FBU organiser have led to in excess of 150 new RDS members being recruited and this figure continues to grow. It must also be noted that in the brigades where the FBU organiser has worked where membership has not increased, the figures have either remained stable or made very minimal membership losses. It is vital that this important resource is continued to be utilised in regions and brigades throughout the country over the coming year in order to keep the FBU increasing its density and strength.

The organising agenda has been continually supported through the FBU's education programme and several presentations highlighting the benefits of organising and recruitment have been given at a number of FBU schools throughout 2009. These presentations were designed to encourage the course

students to see the benefit of this approach when returning to their workplaces and also to support their attempts to increase both membership density and member activity within their brigades.

After completion of the Activist Academy course in Humberside a large amount of work went into producing a course report which could enable the Union to identify any issues prior to launching any future courses of this nature.

It was necessary that the report set out the clear objectives of the course and explained step by step how the idea of running an Activist Academy course became a reality. The FBU organiser felt that by doing this the report would not just be a reference document but would also assist any interested parties in developing Activist Academy courses within their own brigades in the future. It was equally important to stress the importance of organising and explaining what the key elements of the organising agenda consist of.

Several meetings were held with both the director of education and officials from Humberside to discuss the detail of the report and to assist with its content. On initial examination of the course project work, it became immediately evident that a concise editorial was required. The excellent work that was produced by the officials on the course contained some very useful data but, after consultation with local officials, it was felt that certain information contained in the report could be potentially damaging if the information was seen by individuals outside of the FBU. Therefore a strict process of editing the reports in order for them to be suitable for open distribution was necessary. The edited report closed with a conclusion highlighting the key findings that the Activist Academy had produced. This part of the document was vital to achieving the initial target of producing an organising strategy for Humberside and in fact became the first stage of that strategy.

The course in Humberside produced some excellent work and the original objective of creating an organising strategy has now been realised. With the assistance of local officials the FBU organiser was asked to draw up the strategy using the data and conclusions from the Activist Academy course. The work was completed alongside local officials to fine tune the document and it was then placed on the agenda at the brigade committee for agreement. The strategy was printed and displayed as part of the material for the organising stand at Annual Conference 2009. This strategy is the first of its kind for the FBU and will hopefully encourage officials in other areas of the country to adopt a similar approach in the future and with assistance of an organiser to produce a strategy of their own.

Discussions took place with officials in Merseyside around the possibility of running a further Activist Academy pilot within their brigade. The idea was initially discussed with local officials and consequently the opportunity was given to present the idea to brigade committee members in February 2009. These proposals were very well received with the majority of brigade committee members keen to become involved in the project. Several meetings have subsequently been held between local officials, national officials, and the potential provider to begin planning the course for Merseyside.

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Unfortunately due to the ongoing industrial disputes in Merseyside, it has not yet been possible to launch the Activist Academy course in this brigade. However it is still the intention to run this course after the current local issues are resolved. The FBU's organising resources were utilised to great effect during the trade disputes within South Yorkshire. The FBU organiser assisted in the planning and organising of the mass rally in Barnsley, including contributing to the design and production of materials utilised throughout the campaign. The FBU organiser also assisted with branch and watch meetings leading up to and during the dispute. During this period local officials highlighted that encouraging new officials and activists was a definite organising priority. The FBU organiser assisted with this work and at the time of writing this report every branch within South Yorkshire had at least one FBU official. Work is still continuing and the FBU organiser will be continuing to assist officials in this brigade with both increasing membership and FBU activists.

A number of organising resources were created to assist local officials in encouraging members to take an active part in the day to day running of the Union and also to assist in the recruitment of new members. These items included:

- a workplace profiling tool kit;
- an updated RDS benefits leaflet;
- a branch meeting pro-forma;
- branch health check forms.

All these resources should assist with the future organising of current and new members.

It is vital that the FBU's organiser resource continues to be utilised by all the FBU regions and priority should be given by all brigades to the growth and strengthening of the FBU for the future.

G18 Political Fund

The Political Fund continues to be used to support campaigning political work as well as some of the Union's political education and international campaigning.

G19 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 2009.

G20 Regional offices and officials

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Highlands and Islands
Lothian and Borders
Strathclyde
Tayside

Executive Council member

Mr R D Robertson

Acting regional secretary

Mr J Duffy

Acting regional chair

Mr G Barrie

Regional official

Mr J Malone

Regional treasurer

Mr G 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 R Costello

Brigade chair

Mr S Thomson
Mr S Chaudhry
Vacant
Mr L Murray
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Mr B Stanfield

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Vacant

Regional treasurer

Mr S Hedley

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Mr C James

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Mr G Wilkinson

Regional treasurer

Mr P Smith

Brigade secretary

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Mr N Hodges

Mr M B Wilson

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Mr D Collingwood

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Executive Council member

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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

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Mr A Price

Mr D Greenway

Mr A Anderson

Vacant

Mr K Deacon

Mr M Dunne

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Nottinghamshire

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Regional secretary

Mr D J Limer

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Mr T D Murray

Regional official

Mr T Neal

Regional treasurer

Mr P Wilkins

Brigade secretary

Mr J Cooke
Mr N Mayne
Mr C Tuck
Mr G Mitchell
Mr B Mould

Brigade chair

Mr C Tapp
Mr C Doughton
Mr C Hides
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Warwickshire
West Midlands

Executive Council member

Ms Rosemarie Jones

Regional secretary

Mr C Downes

Regional chair

Mr B Moss

Regional official

Mr P W Goulden

Regional treasurer

Mr C Wood

Brigade secretary

Mr J Richards
Mr M Lamb
Mr B Moss
Mr M Rattray
Ms R Jones

Brigade chair

Mr P Hope
Mr A Brown
Mr G McLeod
Mr M Giles
Mr M Fellows

Region 8 – Wales

FBU Regional Office

4 Ffordd yr Hen Gae
Pencoed
Bridgend
CF35 5LJ
Tel: 01656 867910
Fax: 01656 864087

Brigades

Mid and West Wales
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 C Griffiths

Brigade chair

Mr A Blackmore
Ms S Williams
Vacant

Region 9 – Eastern and East Anglia

FBU Regional Office

28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521
Fax: 01376 503758

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Executive Council member

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 Adams
Mr A Smith
Mr J Wyatt
Mr S Collins

Brigade chair

Mr M Ball
Mr P McQuillen
Mr K Flynn
Mr S Duncan
Mr P Greeves
Mr A Vingoe

Region 10 – London

FBU Regional Office

John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638
Fax: 020 7359 3686

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

219B Preston Road
Brighton
BN1 6SA

Executive Council member

Mr J Parrott

Regional secretary

Ms D Armstrong

Regional chair

Mr Mark Simmons

Regional official

Mr James Tigwell

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

The Merlin Centre
Unit L
Gatehouse Close
Aylesbury
HP19 8DP
Tel: 01296 482297

Brigades

Berkshire
Buckinghamshire
Hampshire
Isle of Wight
Oxfordshire

Executive Council member

Mr K Horan

Regional secretary

Mr R Matthews

Regional chair

Vacant

Regional official

Ms A Burrows

Regional treasurer

Mr D Dymond

Brigade secretary

Mr M Stollery
Mr J Wolfenden
Mr P Trew
Mr M Sainsbury
Mr A Sillman

Brigade chair

Mr M Whyte
Mr M Bliss
Mr E Burrows
Mr M Deacon
Mr S Allen

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 and 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
Ms K Adams
Mr M Tully
Mr P Lawler

Brigade chair

Mr C Taylor
Mr M Tremellen
Mr B Walker
Vacant
Mr S Turner
Mr T Littler

SECTION G — INTERNAL ADMINISTRATION

Gay and Lesbian Committee

Executive Council
member G and L
Secretary G and L
Chair G and L

Mr S Brown
Mr P Carberry
Ms Y Dubois

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8
Region 9
Region 10
Region 11
Region 12
Region 13

Vacant
Vacant
Mr J Arnold
Mr S Strange
Vacant
Vacant
Ms L Slevin
Vacant
Mr K Gutherson
Mr N Perry
Ms A Stott
Ms A Burrows
Vacant

National Retained Committee

Executive Council
member NRC
Secretary NRC
Chair NRC

Mr T Mitchell
Mr P Preston
Mr D H Cotter

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8
Region 9
Region 10
Region 11
Region 12
Region 13

Vacant
Mr N C Jordan
Mr A Pattinson
Mr R Arrand
Mr M Parkinson
Mr P Revill
Mr P Brownhill
Mr L Jones
Mr C Cox
Vacant
Vacant
Mr R H Dewis
Mr L P Redman

Control Staff National Committee

Executive Council member
for Control
Secretary CSNC
Chair CSNC

Ms S Riley
Ms S Offland
Ms K Smith

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8

Mr S Reid
Ms L Rowan-O'Neill
Ms J E Westwood
Mr W G Sunderland
Vacant
Mr P Poole
Ms S Farley
Mr N Rees

Region 9
Region 11
Region 12
Region 13

Ms S Thorndyke
Ms A Stott
Mr P Watts
Vacant

Officers' National Committee

Executive Council
member ONC
Secretary ONC
Chair ONC

Mr J C Ford
Mr D Beverley
Mr P Moss

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8
Region 9
Region 10
Region 11
Region 12
Region 13

Vacant
Mr J Denvir
Mr M Pottinger
Vacant
Vacant
Mr M Coakley
Vacant
Mr R Martin
Mr M Osborne
Mr P Poullais
Mr R Troth
Vacant
Vacant

Black and Ethnic Minority Members' Committee

Executive Council
member
Secretary B&EMM
Chair B&EMM

Mr M Nicholas
Ms S Samuels
Mr L Phillpotts

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8
Region 9
Region 10
Region 11
Region 12
Region 13

Mr L Ramsey
Vacant
Mr L Brown
Mr M Brown
Vacant
Mr D H Powell
Mr C Jarrett
Mr B Amos
Mr V Liburd
Mr G Brooks
Ms C Brown
Mr A Fernandes
Mr L Phillpotts

National Women's Committee

Executive Council
member NWC
Secretary NWC
Chair NWC

Ms V Knight
Ms K Baigent
Ms D Feltham

Region 1
Region 2

Ms D Christie
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 Harrison
Region 8	Ms J Byrne
Region 9	Ms Emma Davis
Region 10	Ms S Harper
Region 11	Ms J Impey
Region 12	Vacant
Region 13	Ms D Critchlow

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	Mr D Patterson
Region 6	Mr D Limer
Region 7	Mr C Horsburgh
Region 8	Mr C Griffiths
Region 9	Mr S Brinkley
Region 10	Mr B Sprung
Region 11	Mr S De Fraine Ford
Region 12	Mr K Hall
Region 13	Mr P Jordan

CSNC education rep	Ms J E Westwood
ONC education rep	Mr D Beverley
NRC education rep	Mr D H Cotter
NWC education rep	Ms K Baigent
B&EMM education rep	Mr L Philpotts
G and 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	Ms S Offland
ONC	Mr P Poullais
G and L	Ms A Burrows
NWC	Ms K Baigent
B&EMM	Mr C Jarrett
NRC	Mr L Redman

Regional health and safety reps

Region 1	Mr S McCabe
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	Ms K Smith
ONC	Mr M Coakley
NRC	Mr L Jones
NWC	Ms S J Harper
B&EMM	Mr C Jarrett
G and L	Mr P Carberry

G21 Retired officials

The following officials retired during the calendar year 2009:

Executive Council members

Dave Whatton – Region 7 West Midlands Executive Council member

Brother Dave Whatton has retired following 31 years' service to the public and the Fire Brigades Union. Dave joined the West Midlands Fire Service in 1978 and served at both Tipton and Sutton fire stations. Dave became a branch representative before becoming a division chair in 1982. In 1989 he was elected as West Midlands brigade chair and then quickly became brigade secretary in 1990, where he remained in post until 1994. He was then elected as EC member for Region 7 until his retirement in 2009. Dave also served as the national treasurer as well as being the acting vice president for a 12-month period in 2003-2004.

Dave will be remembered for his passionate belief in the trades union movement and his commitment to assisting FBU officials improve their skills, and for providing help to members throughout the region and beyond. Dave has been a source of encouragement and support to all in the region and he remained the voice of reason during the stormy period we have all faced since 2003 whilst providing the knowledge required to achieve the negotiated settlements in Region 7.

The FBU would like to thank Dave for his loyal service and wish him a long and happy retirement whilst looking forward to following his career in local politics.

Regional/sectional officials

Steve Gregg	Regional secretary Region 3 North East 1 November 1978 – 31 May 2009
Tony Larose	Regional chair Region 7 West Midlands 30 April 1979 – 30 April 2009
Chris Wood	Regional treasurer Region 7 West Midlands 15 January 1985 – 31 December 2009
Bill Perrins	Regional officers' representative Region 7 West Midlands 5 August 1983 – 30 April 2009
Graham Noakes	Former regional secretary Region 9 East Anglia 6 December 1979 – 21 November 2009
Allan Guest	National secretary Officers' National Committee 1 July 1978 – 21 July 2009

Brigade officials

Richard Palmer	Brigade secretary Region 6 Leicestershire 1 April 1979 – 18 Feb 2009
Tom Conn	Brigade secretary Region 7 Warwickshire 8 February 1979 – 30 April 2009

G22 Membership statistics

Membership statistics as at 31 December 2009																
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	5	0	0	5	3	2	0	5	5	0	5	5	0	5
Total			5	0	0	5	3	2	0	5	5	0	5	5	0	5
1	Central	CE	238	88	12	338	169	101	68	338	336	2	338	320	18	338
	Dumfries & Galloway	DU	95	166	15	276	103	29	144	276	276	0	276	246	30	276
	Fife	FI	351	58	12	421	173	197	51	421	407	14	421	396	25	421
	Grampian	GR	299	119	27	445	315	85	45	445	445	0	445	404	41	445
	Highland & Islands	HI	127	511	16	654	269	181	204	654	644	10	654	610	44	654
	Lothian & Borders	LB	705	146	28	879	290	546	43	879	852	27	879	800	79	879
	Strathclyde	ST	1942	386	79	2407	1169	1099	139	2407	2400	7	2407	2285	122	2407
	Tayside	TA	385	158	21	564	158	250	156	564	562	2	564	520	44	564
Total			4142	1632	210	5984	2646	2488	850	5984	5922	62	5984	5581	403	5984
2	N.I.F.B.	NI	893	745	51	1,689	317	215	1157	1689	1689	0	1689	1617	72	1689
Total			893	745	51	1689	317	215	1157	1689	1689	0	1689	1617	72	1689
3	Cleveland	CL	486	76	29	591	199	247	145	591	548	43	591	545	46	591
	Durham Co.	DH	348	88	27	463	263	157	43	463	460	3	463	426	37	463
	Northumberland Co.	NO	163	116	26	305	194	90	21	305	302	3	305	270	35	305
	Tyne & Wear	TY	820	13	56	889	453	130	306	889	879	10	889	823	66	889
Total			1817	293	138	2248	1109	624	515	2248	2189	59	2248	2064	184	2248
4	Humberside	HU	554	211	20	785	504	158	123	785	738	47	785	742	43	785
	North Yorkshire	NY	310	163	17	490	247	85	158	490	467	23	490	450	40	490
	South Yorkshire	SY	710	39	37	786	314	341	131	786	758	28	786	722	64	786
	West Yorkshire	WY	1296	105	43	1444	551	353	540	1444	1375	69	1444	1363	81	1444
Total			2870	518	117	3505	1616	937	952	3505	3338	167	3505	3277	228	3505
5	Cheshire	CH	505	115	23	643	415	200	28	643	637	6	643	605	38	643
	Cumbria	CU	223	167	8	398	218	79	101	398	358	40	398	375	23	398
	GMC	GM	1719	15	37	1771	1029	494	248	1771	1730	41	1771	1704	67	1771
	Isle of Man	IM	0	37	0	37	34	1	2	37	37	0	37	37	0	37
	Lancashire	LA	818	257	43	1118	806	306	6	1118	1110	8	1118	1049	69	1118
	Merseyside	ME	710	4	34	748	464	253	31	748	705	43	748	691	57	748
Total			3975	595	145	4715	2966	1333	416	4715	4577	138	4715	4461	254	4715
6	Derbyshire	DE	399	215	27	641	376	151	114	641	627	14	641	594	47	641
	Leicestershire	LE	421	123	24	568	268	89	211	568	547	21	568	531	37	568
	Lincolnshire	LI	177	211	19	407	283	81	43	407	396	11	407	363	44	407
	Northamptonshire	NR	255	93	13	361	136	139	86	361	351	10	361	340	21	361
	Nottinghamshire	NT	527	168	26	721	289	316	116	721	716	5	721	682	39	721
Total			1779	810	109	2698	1352	776	570	2698	2637	61	2698	2510	188	2698
7	Hereford & Worcester	HW	300	151	18	469	254	153	62	469	454	15	469	426	43	469
	Staffordshire	SF	381	225	15	621	305	247	69	621	614	7	621	575	46	621
	Shropshire	SP	188	108	10	306	145	53	108	306	295	11	306	292	14	306
	Warwickshire	WA	249	93	18	360	106	77	177	360	349	11	360	334	26	360
	West Midlands	WM	1504	6	53	1563	597	804	162	1563	1533	30	1563	1455	108	1563
Total			2622	583	114	3319	1407	1334	578	3319	3245	74	3319	3082	237	3319
8	Mid & West Wales	MW	440	461	34	935	511	399	25	935	931	4	935	865	70	935
	North Wales	NW	257	464	30	751	474	219	58	751	750	1	751	696	55	751
	South Wales	SW	868	436	54	1358	893	358	107	1358	1322	36	1358	1285	73	1358
Total			1565	1361	118	3044	1878	976	190	3044	3003	41	3044	2846	198	3044

SECTION G — INTERNAL ADMINISTRATION

Membership statistics as at 31 December 2009 (continued)																
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
9	Bedfordshire	BE	272	58	24	354	157	143	54	354	353	1	354	319	35	354
	Cambridgeshire	CA	211	115	10	336	91	139	106	336	325	11	336	313	23	336
	Essex	ES	868	219	24	1111	660	334	117	1111	1089	22	1111	1057	54	1111
	Hertfordshire	HE	422	103	15	540	298	181	61	540	531	9	540	513	27	540
	Norfolk	NF	250	165	18	433	205	204	24	433	431	2	433	410	23	433
	Suffolk	SU	185	121	8	314	152	135	27	314	294	20	314	296	18	314
Total			2208	781	99	3088	1563	1136	389	3088	3023	65	3088	2908	180	3088
10	London	LO	5546	0	0	5546	3643	1569	334	5546	5398	148	5546	5325	221	5546
Total			5546	0	0	5546	3643	1569	334	5546	5398	148	5546	5325	221	5546
11	Kent	KE	791	416	27	1234	580	237	417	1234	1198	36	1234	1171	63	1234
	Surrey	SR	545	57	21	623	455	100	68	623	621	2	623	586	37	623
	East Sussex	SX	394	117	15	526	121	66	339	526	509	17	526	494	32	526
	West Sussex	WS	298	77	20	395	211	97	87	395	384	11	395	362	33	395
	Total			2028	667	83	2778	1367	500	911	2778	2712	66	2778	2613	165
12	Berkshire	BK	382	78	29	489	282	132	75	489	486	3	489	447	42	489
	Buckinghamshire	BU	350	118	15	483	217	80	186	483	472	11	483	454	29	483
	Hampshire	HA	527	96	17	640	148	173	319	640	603	37	640	606	34	640
	Isle of Wight	IW	56	96	14	166	81	38	47	166	164	2	166	152	14	166
	Oxfordshire	OX	229	151	10	390	136	89	165	390	363	27	390	357	33	390
Total			1544	539	85	2168	864	512	792	2168	2088	80	2168	2016	152	2168
13	Avon	AV	587	113	36	736	338	256	142	736	691	45	736	689	47	736
	Cornwall	CO	194	198	6	398	108	110	180	398	392	6	398	385	13	398
	Dorset	DO	268	108	22	398	128	108	162	398	383	15	398	363	35	398
	Devon & Somerset	DV	595	326	39	960	363	209	388	960	913	47	960	903	57	960
	Gloucestershire	GL	218	108	17	343	124	67	152	343	325	18	343	302	41	343
	Wiltshire	WI	176	86	12	274	117	76	81	274	270	4	274	253	21	274
Total			2038	939	132	3109	1178	826	1105	3109	2974	135	3109	2895	214	3109
TOTAL			33032	9463	1401	43896	21909	13228	8759	43896	42800	1096	43896	41200	2696	43896

G23 Union trustees

The Executive Council wishes to place on record its appreciation to Brother Stan Fitzsimmons and Brother 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.

G24 Women Members National Committee report 2009

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	Denise Christie

Regional representatives:

Region 1	Denise Christie
Region 2	Lynda Rowan-O'Neil
Region 3	Samantha Rye
Region 4	Patricia Jefferey
Region 5	Vacancy
Region 6	Helen Tooley
Region 7	Helen Harrison
Region 8	Joanne Byrne
Region 9	Emma Davis
Region 10	Sally Harper
Region 11	Jenny Impey
Region 12	Vacancy
Region 13	Diane Critchlow

National Women's Committee meetings

The National Women's Committee met on the following occasions this year:

18 February	NWC working meeting <i>Wortley Hall</i>
19 February	NWC full business meeting <i>Wortley Hall</i>
27 April	NWC Annual Conference delegation meeting <i>Birmingham</i>
10 June	NWC working meeting <i>Wortley Hall</i>

11 June	NWC full business meeting <i>Wortley Hall</i>
2 September	NWC working meeting <i>Wortley Hall</i>
3 September	NWC full business meeting <i>Wortley Hall</i>
2 December	Women Representatives AGM <i>Wortley Hall</i>
3 December	NWC Committee AGM <i>Wortley Hall</i>

Committees that the NWC was represented at:

FBU Executive Council subcommittees

International Subcommittee	Vicky Knight
National Education Committee	Vicky Knight

FBU committees

National Fairness at Work Committee	Kerry Baigent
National Fairness at Work Strategy Group	Kerry Baigent
National Education Committee	Helen Harrison/ Kerry Baigent
Regional Education Officers Committee	Helen Harrison/ Kerry Baigent
National Health and Safety Committee	Sally Harper
Campaign Coordinators	Kerry Baigent
IRMP Coordinators	Kerry Baigent
Control Care campaign	Kerry Baigent
Final Appeals Committee	Kerry Baigent
Firefighter Fatalities campaign	Kerry Baigent
Firefighter representative	Sam Rye

TUC committees

TUC Women's Committee	Vicky Knight
TUC Gold Badge Panel	Vicky Knight

Other committees

Charter for Women	Kerry Baigent
CLG Workplace Facilities sub group	Vicky Knight
CLG Exit Interviews sub group	Vicky Knight
Equality and Diversity Stakeholder Group	Vicky Knight

Conferences/events attended by NWC with speaking commitments

WTUC – Scarborough 11-13 March 2009

Delegates:

Vicky Knight – TUC Women's Committee member
Kerry Baigent – delegation leader
Dona Feltham
Denise Christie
Jo Byrne
Sam Rye
Sam Samuels
Yannick Dubois

SECTION G — INTERNAL ADMINISTRATION

The theme of the TUC 2009 Women's Conference was Women and the Global Recession and it was formally opened on Wednesday 11 March by Annette Mansell-Green (Unison), chair of conference and a TUC Women's Committee member.

Vicky Knight moved the FBU's motion on shift patterns. Jo Byrne spoke in the flexible working debate. Denise Christie spoke in support of Iraqi women. Sam Samuels (B&EMM) spoke in support of a composite motion regarding women's political representation. Sam Rye (Region 3) seconded a motion entitled Gender Sensitive Health, Safety and Welfare (FBU composited motion). Dona Feltham supported the resolution Prison, a Dumping Ground for Women. Kerry Baigent (NWC secretary) contributed to a debate around the issues of prostitution and trafficking.

The FBU women attended fringe meetings on The Charter for Women and the Crisis of Capitalism, and Women, Class and the Crisis of Capitalism.

82nd Annual STUC Women's Conference – Caird Hall, Dundee 10-11 November 2009

Chair:

Pauline Rourke – CWU

FBU delegates:

Denise Christie – STUC Women's Committee member, regional and Lothian and Borders women's rep, delegation leader

Sharon Sales Mossop – Strathclyde women's rep

Kerry Walker – Dumfries and Galloway women's rep

Kerry Baigent – NWC secretary

FBU motions:

Public sector cuts: moved by Sharon Sales Mossop.

Carried.

Scottish and local government equality agenda: moved by Kerry Walker. Carried.

FBU emergency motion:

Scottish and English Defence League (SDL): moved by Denise Christie. Carried.

Denise Christie introduced the eight Palestinian firefighters to Conference and talked on the opportunities and experiences they had during their time in Scotland. The STUC Women's Committee presented them all with small gifts. The firefighters addressed Conference, thanking the FBU for the opportunity, hospitality, friendship and kindness during their visit. Delegates were then invited to a reception lunch with them in order to hear first hand their experiences and to have photographs taken. Feedback from delegates was very positive as it highlighted the importance of international work the STUC carries out.

The FBU delegation also had an opportunity to meet and speak with the firefighters at the chair's reception the evening before Conference commenced.

Wales TUC Annual Women's Conference – The Heronston Hotel, Bridgend 19 November 2009

Chair:

Sian Wiblin – also vice president of Wales TUC

FBU delegates:

Jo Byrne – regional and SWFRS women's rep, delegation leader

Tania Morris – NWFRS women's rep

FBU speeches:

Gender specific language in policy ending violence against women (GMB) – Jo Byrne spoke in support.

Appeal – Knickers4africa campaign. Jo managed to persuade the chair to put this item on the agenda and made the appeal on behalf of the NWC.

Other conferences and events attended on behalf of the NWC

13 January

TUC Women's Committee – Vicky Knight

20 January

National FAW meeting – Kerry Baigent

26 January

Charter for Women – Kerry Baigent

26 January

Region 1 Women's AGM – Denise Christie

27 January

Pay and the Economy seminar – Vicky Knight and Kerry Baigent

10 February

TUC Women's Committee – Vicky Knight

12 February

Region 8 women's meeting – Jo Byrne

27 February

IER Conference – Vicky Knight

23 February

Charter for Women – Kerry Baigent

10 March

TUC Women's Committee – Vicky Knight

10 March

Region 7 Women's Committee – Helen Harrison

11-13 March

WTUC – Vicky Knight, Kerry Baigent, Dona Feltham, Denise Christie, Sam Rye, Jo Byrne, Sam Samuels and Yannick Dubois.

14 March

Kirkaldy TU event – Denise Christie

23 March

High Potential Subcommittee – Vicky Knight, Kerry Baigent, Helen Harrison and Helen Tooley

SECTION G — INTERNAL ADMINISTRATION

24 March am

CLG Workstream – Vicky Knight

24 March pm

Meeting with minister – Vicky Knight and Kerry Baigent

30 March

Region 5 Women's AGM – Vicky Knight

3-5 April

Women's School – NWC

13 April

Region 13 women's meeting – Di Critchlow and Kerry Baigent

17 April

London Women's Committee (WAC) meeting – Sally Harper/
Sian Griffiths

22-23 April

Equal Opportunities School, Belfast – Kerry Baigent, Denise
Christie and Sally Harper

25-26 April

NAW AGM – Jo Byrne, Jenny Impey and Helen Harrison

30 April

Sections education meeting re: schools – Helen Harrison

13-15 May

Annual Conference – NWC

2 June

National FAW meeting – Kerry Baigent, Helen Harrison, Jo
Byrne and Sam Rye (on behalf of regions)

4 June

TUC equality briefing – Vicky Knight

19 June

Region 9 Women's AGM – Kerry Baigent and Emma Davis

21 July

Campaign coordinators – Kerry Baigent

7 August

FAW: Flexible Working Subcommittee – Kerry Baigent

11 August

Fairness and Equality Update School – Kerry Baigent and Helen
Harrison

18 August

CLG facilities meeting – Vicky Knight

26 August

CLG meeting – Vicky Knight

28 August

Region 7 women's meeting – Helen Harrison

14-17 September

TUC – Vicky Knight

15 September

Region 3 Women Members AGM – Sam Rye

18-19 September

Region 13 Women's AGM – Di Critchlow and Kerry Baigent

18 September

EDSG – Vicky Knight

22 September

Regional education officers – Kerry Baigent and Vicky Knight

23 September

National education officers – Vicky Knight and Kerry Baigent

25-27 September

Northern Ireland Political School – Kerry Baigent and Jo Byrne

28 September

South Yorkshire rally – Kerry Baigent and Helen Harrison

28-30 September

Organising and planning education – Kerry Baigent

1 October

National FAW meeting – Sam Rye

1 October

Region 1 women's meeting – Denise Christie and Kerry
Baigent

2 October

TUC equality reps course – Vicky Knight

5-6 October

National health and safety meeting – Kerry Baigent

9 October

TUC equality reps course – Vicky Knight

16-18 October

G and L School – Sam Rye

21 October

National rally – NWC

27 October

TUC Women's Committee – Vicky Knight

28 October

Region 7 Women's AGM – Helen Harrison

1-6 November

National School – Sam Rye and Jo Byrne

3 November

IER equality law update – Vicky Knight

5 November am

HPLP meeting – Vicky Knight, Helen Harrison, Sally Harper and
Helen Tooley

5 November pm

Sub education meeting – Vicky Knight, Kerry Baigent, Helen
Harrison and Sally Harper

6 November

London Women's Committee (WAC) meeting – Sally
Harper/Sian Griffiths

10 November

Liverpool university lecture – Vicky Knight

9-11 November

STUC Women's Conference – Denise Christie and Kerry
Baigent

17 November

Region 13 women's meeting – Di Critchlow and Kerry Baigent

SECTION G — INTERNAL ADMINISTRATION

18 November

Region 8 Women's AGM – Jo Byrne

19 November

Wales TUC Women's Conference – Jo Byrne

19 November

National Education Committee – Vicky Knight and Kerry Baigent

20 November

EDSG – Vicky Knight

Affiliations and donations

- Abortion Rights
- National Assembly of Women (NAW)
- Cuba Solidarity Campaign (CSC)
- Amnesty International
- Hands off Venezuela
- Unite Against Fascism
- Working Class Movement Library
- ACTSA (Action for Southern Africa)
- Fawcett Society Campaign for Equal Pay
- Charter for Women

NWC School 2009

Students: 61

Children: 35

TUC tutors: Julie Weekes, Michele Marshall and Teresa Bennett

The school was celebrating 10 years of the NWC formalised within the FBU. It was opened by John McGhee who highlighted to students the work carried out by the FBU NWC on behalf of members. He introduced the FBU DVD entitled *We Are 10* – celebrating a decade of progress for FBU women. The school then watched the DVD.

Students then held table-top discussions in their regions regarding what they had been involved in over the last 10 years and what some of their issues were.

Saturday started with workshops and the women were able to attend two over the course of the day.

The school also had a number of guest speakers and plenary sessions working in regional groups.

The school closed at 1.30 on Sunday and the feedback has been very positive. We have some great suggestions for next year and will try and put as many of them into the agenda at the 2010 school.

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.

Website

The website has continued to be updated throughout the year and the regional reps have kept the members' calendar updated.

FBU minimum workplace facilities, best practice document

Following on from the launch of this document, the CLG announced that it had released additional funding to fire authorities in England. The NWC developed a strategy to establish what the brigades were using the additional funding for and to get in early enough to influence the spending. We have seen some progress on facilities within the UK FRS and it is pleasing to report that we are continuing our campaign against unisex facilities with some success.

Women's sanitary packs and welfare units

We have seen some real gains in this area across the UK. Many brigades have purchased welfare units for the fire ground and some are looking into purchasing them. The FBU has done really well in this area – finally we are beginning to move away from the going to the toilet behind a tree scenario.

With the event of *Globehuggers* being contacted by Strathclyde FBU to provide welfare packs on appliances, this company read our policy and saw a business niche in the market which was to our advantage and has set about supplying bespoke welfare packs to many other brigades. The Women's Committee has played a pivotal role in this issue.

New/old reps

The committee has seen the election of one new regional NWC rep in the year 2009: Di Critchlow, Region 13. Di has already made a terrific impact within the region.

A big thank you goes to Pauline Layhe and Kate Ellis who both resigned from the FRS at the beginning of the year. We wish them both every success for the future.

Siren

We have produced two copies of *Siren* this year, which has been distributed to branches and women members' home addresses. The two magazines have been great campaigning tools and we have received many calls from women members who have been inspired by the contents. A thank you must go to Helen Hague and Anna Zych for all their assistance on the production of the mag, with a big thank you to Tom Gill who has been of real assistance during his time at Head Office. Tom has resigned from the FBU and we wish him well in his new job.

Negotiating maternity, paternity and adoption rights document

Last year we learnt that the Isle of Wight had improved their policy to increase fully-paid maternity leave to 39 weeks and

this year we saw Staffordshire following suit, with several other brigades improving upon their policies, such as Shropshire offering 26 weeks' full pay followed by 13 weeks at half pay. Well done to all concerned.

Domestic violence policy

Work is near completion on this policy and we are on the brink of circulating it out for wider consultation. Well done to all concerned; but a particular thank you to Jo and Diane for giving it their special attention.

Menopause policy

2009 saw the advent of the NWC's menopause strategy. We ran a workshop at our school, which was excellent and inspired many members to go away and begin to push for menopause to become a workplace and trade union issue locally. Several of the NWC reps have run workshops on the menopause at their local meetings/schools. The NWC has begun to write a menopause policy which we hope will be finalised by the middle of next year.

G25 Women Members National Committee AGM report 2009

Record of decisions – women representatives AGM 2 December 2009 Wortley Hall

Resolutions

1. MATERNITY PAY BUSINESS CASE

This Women's AGM is appalled that many Fire and Rescue Services (FRSs) are still only paying the minimum amount of money when it comes to maternity pay. We applaud those FRSs who have adopted the FBU's "Best Practice Maternity Document" and have progressed the issue of maternity pay for our women members.

In order to assist Brigade Officials with negotiations on maternity pay, we call upon the EC to develop and produce a standard business case template.

This template is to be completed and sent out to all Brigade Officials and Regional Women Reps within 3 months of Annual Conference 2010.

REGION 1 – CARRIED

2. PREGNANCY RISK ASSESSMENTS

This Women's AGM is appalled at the number of women firefighters and control staff in Fire and Rescue Services (FRSs) across the UK who are still not receiving the appropriate level of pregnancy risk assessments, despite the legislation in the Management of Health and Safety at Work Regulations 1999.

This AGM is furthermore concerned that many FRSs are

only carrying out a singular, generic risk assessment for its control staff, denying that there is any requirement for an individual assessment, and only assessing pregnant firefighters at the beginning of their pregnancy.

This AGM calls upon the Executive Council, in conjunction with the National Women's Committee, to develop a distinct set of guidelines relating to risk assessments in pregnancy to assist local officials to;

- Be aware of all Health Safety and Welfare policies related to pregnant workers
- Ensure implementation of all related legislation at local level.
- Remove any risk of harm to our members and their babies in the workplace.
- A progress report to be presented to the National Women's Committee AGM 2010.

REGION 8 – CARRIED

3. MENOPAUSE 1

This Women's AGM is concerned that there is no real evidence based information on how the menopause can affect women when carrying out their duties in the Fire and Rescue Service (FRS)

We therefore call upon the EC to set up a Sub Committee of the National Health and Safety Committee, to include a member of the NWC, to investigate further and produce a report on the effects that the menopause may have on women working in the FRS.

The findings of this report are to be included in an information leaflet on the menopause which is to be distributed to all Brigade Officials and Women Reps before Annual Conference 2011.

REGION 1 – CARRIED

4. MENOPAUSE 2

This Women's AGM is concerned by the lack of research that has been carried out within the Fire and Rescue Service regarding the menopause and its potential effects upon all FBU members.

Therefore we call upon the Executive Council to commission research to look specifically at the effects both directly and indirectly of the menopause upon all FBU members.

This research is to be concluded by Annual Conference 2011.

REGION 13 – CARRIED

5. UNISEX FACILITIES

This Women's AGM is concerned by the continuing development and use of unisex facilities in Fire and Rescue Services (FRSs) in the UK.

In line with FBU policy, this AGM does not support the idea which is being pursued by some FRS equality and diversity

SECTION G — INTERNAL ADMINISTRATION

managers that this will encourage cultural change in the FRS; we believe that it will in fact discourage women from joining the FRS.

Women members repeatedly state the importance of privacy at work for toilet, shower and changing facilities.

This AGM opposes the use of unisex facilities and instructs the EC to enter into negotiations at the NJC regarding this issue, with the aim of ensuring that our members do not suffer from a lack of privacy and dignity at work.

REGION 6 – CARRIED

6. FIRE GROUND FACILITIES

This Women's AGM notes with concern that there are still no facilities on the fire ground for firefighters in London even though the Fire Brigades Union developed and circulated a best practice document on minimum workplace facilities some time ago for information and negotiation at local level.

This policy outlines the standards we must seek to achieve for all members and in particular provide minimum welfare facilities for personnel, including dignified toilet, washing and sanitary provision and disposal facilities at operational incidents and training events.

As a consequence of these issues not being addressed, this AGM calls upon the Executive Council to immediately initiate discussions at National Joint Council and Practitioners Forum level in order to achieve national implementation of requirements as laid out in the FBU policy within the earliest possible timeframe and give a report back to Annual Conference 2011

REGION 10 – CARRIED

7. 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.

REGION 10 – CARRIED

8. FITNESS STANDARDS

This Women's AGM is concerned by the implementation of a national fitness standard being proposed by "firefit" which not only discriminates against women but also is not relevant to the role of a firefighter.

Although this AGM supports the need to improve fitness in the UK Fire and Rescue Service, these tests should not be

a blanket fit, but take into account the physiological differences between men and women.

This AGM opposes the implementation of these tests until further research into gender neutral and job related testing has been completed by experienced fitness professionals.

REGION 6 – CARRIED

9. FIRE AND RESCUE SERVICE APPAREL

This Women's AGM remains committed to ensuring that Women's Health, Safety and Welfare is never compromised at work, particularly in relation to work-wear and specifically PPE.

One of the ongoing concerns the NWC have however is that women wearing men's kit at work are exposed to a higher level of risk than those with properly fitting, gender specific personal protective equipment. This safety issue aside, the additional discomfort and restriction that ill fitting kit brings to any employee can be debilitating and is itself unacceptable.

Although individually tailored kit would be the ultimate precaution and comfort, the Integrated Clothing Project (ICP) has researched, advised and provided a method for Fire and Rescue Authorities to ensure that many concerns are addressed in relation to PPE. Yet we are fully aware that take-up of the project has been piecemeal to date.

In order to properly map the gap in good, gender specific provision of kit and properly address the deficiencies, this AGM demands that the EC;

- Carry out a national audit to establish a picture of where women's Health, Safety and Welfare is still being compromised.
- Raise these concerns as a matter of urgency at all relevant national forums, to achieve take-up of the ICP nationally as a minimum provision.
- Provide information and support to all officials to ensure that this issue becomes a local priority Health and Safety agenda item.

We call upon the EC to report back progress to the NWC within 12 months of this AGM.

REGION 7 – CARRIED

10. TRANSFERABILITY

This Women's AGM fully supports the victory of the FBU in obtaining part time worker rights for all Retained Duty System (RDS) firefighters.

One of the significant advantages of these rights is that it gives RDS firefighters the right to apply for wholetime posts without being treated less favourably than their wholetime counterparts.

However, this AGM condemns any Fire Authority who misuses this legislation by ring fencing wholetime posts exclusively for RDS transferees and in doing so reinforcing inequality between duty systems. This practice further

undermines the equality agenda which was set in order to ensure that applicants into the Fire and Rescue Service were taken from the widest possible pool of people. Therefore we call upon the Executive Council to immediately carry out a review of Fire and Rescue Services regarding this issue with a view to developing clear policy and guidelines for brigade officials to follow.

REGION 13 – CARRIED

11. SHIFTS

This AGM recognises that shift work is vital to the provision of professional, reliable, year round public services and when provided with family friendly requirements such as flexible working, childcare and good workplace provisions, employment in this sector should be a gender neutral vocation.

However, this AGM thinks that it is a disgrace for employers locally to use equality as a smokescreen of false “family friendly” arguments in order to change the hours that firefighters work, to 12 hour shifts. It is not in the name of women that these proposals are being made and yet that is where the backlash will be directed. Research has proven that 12 hour shifts imposed on current women members will force many of them to resign and where it has already taken place the FBU is aware that women have resigned or transferred to another Fire and Rescue Service.

In view of the damaging effects on members, we call upon the Executive Council to run a national campaign regarding combating the introduction of 12 hour shifts.

REGION 13 – CARRIED

12. THE POLITICS OF EQUALITY

This Women’s AGM recognises and values the importance of the FBU’s equality structures, the work done by our equality sections and the diversity brought to all levels of our organisation, enshrined by the FBU Rule Book.

We also welcome the political awareness raised amongst our members, activists and officials and the positive impact that our sectional reps’ activity also has in the wider Labour and Trade Union movement. However, during these times of financial instability and the rise of the far right, the need has never been greater to redouble our efforts to unite and educate our membership.

This Women’s AGM believes that now is the time to reinvigorate our member’s awareness and focus on progressive, inclusive and tolerant politics, with discussion and education based around not only the issues of our FBU equality sections – but the politics of equality.

This is to be achieved by equality-focused educational events, discussions, and materials developed in consultation with equality reps and advertised and circulated widely amongst members, officials and branches, ultimately putting equality back, as a priority in the heart of FBU politics, awareness and the bargaining agenda.

REGION 7 – CARRIED

13. EQUALITY IMPACT ASSESSMENT ON FBU POLICIES

This Women’s AGM welcomes the positive change that Equality Impact Assessments (EIA), if carried out correctly, can make on policies in the UK Fire and Rescue Services.

With this in mind it would be remiss for the FBU not to carryout its own EIA on all FBU policies and practices including Schools, Courses, AGM’s and Conferences. This would ensure that no FBU member is excluded from taking a full part within the FBU.

This AGM calls upon the Executive Council to immediately put in place the mechanisms to carry out these EIAs and report back progress to the National Women’s Committee within six months of Annual Conference.

REGION 3 – CARRIED

14. NETWORKING WOMEN IN THE FIRE SERVICE

The Women’s AGM is concerned at the apparent link between Networking Women in the Fire Service (NWFS) and AssetCo as reported in the August 09 FIRE magazine.

AssetCo is a private company that not only provides equipment and appliances to some Fire and Rescue Services by way of PFI, but who have established a private firefighting workforce that can be used during periods of strike action taken by FBU members.

For many years the National Women’s Committee have sought to maintain a professional relationship with NWFS with a degree of success, however the latest link between NWFS and AssetCo, gives us great cause for concern. The NWC will not support an organisation that is associated with a strike breaking company serving to undermine the Fire Brigades Union.

Therefore; we call upon the NWC Executive to seek an urgent meeting with NWFS in order to express our views and to urge them to distance themselves from such an organisation as AssetCo.

This meeting to be carried out with the utmost urgency and importance with a report back to the National Women’s Committee no later than 6 months from this AGM.

REGION 3 – CARRIED

15. “BECAUSE I AM A GIRL” CAMPAIGN

This AGM supports Plan’s “Because I am a girl” campaign, believing that the appalling discrimination faced by many girls must be urgently addressed.

Plan, a child centred community development organisation working across Africa, Asia and Latin America, has launched a campaign to ensure the rights of girls are realised and respected.

This AGM is concerned that in 2009, girls are still less likely to go to school than boys and two thirds of the children of primary school age out of school are girls. Girls are more likely to be subjected to violence, have less access to health care and less basic nutrition than their brothers.

SECTION G — INTERNAL ADMINISTRATION

This AGM therefore resolves to support Plan's campaign by calling on the Executive Council to :-

- 1) Lobby the UK Government to support all initiatives that improve the rights and opportunities of girls; in particular by supporting programmes that enable girls to access education.
- 2) Promote the "Because I am a girl" campaign
- 3) Raise awareness of the double discrimination faced by girls because of their age and because of their gender.

REGION 7 – CARRIED

16. SRI LANKA

Amnesty international have continually drawn attention to the state of emergency facing Sri Lankan civilians with men, women and children displaced, facing potential death and disease in the aftermath of a devastating civil war. In addition, now the monsoon season is approaching which will only exacerbate the horrific situation Sri Lankan civilians find themselves in.

Amnesty have now launched a campaign demanding that the government "unlock the camps", where civilians are detained by troops regardless of the contravention of ILO standards and international law.

There are 409,000 displaced civilians, with 60,000 children alone, effectively imprisoned in camps with no sanitation, shelter, insufficient food, water and visitation for families, all witnessed by the UN Secretary General who claimed these as 'the most appalling scenes' he had witnessed.

The Fire Brigades Union nationally and the National Women's Committee must endeavour to provide continuing, active support for Amnesty's campaign 'unlock the camps' to support freedoms for civilians by:

- i) Campaigning for access to the camps by journalists, aid workers and politicians
- ii) Raising awareness of the disappearances, abductions, arbitrary arrest and sexual violence taking place in the country
- iii) Circulating Amnesty International's "unlock" petition and campaign materials within our Union and the wider trade union movement
- iv) Working with sister organisations with similar goals to support democratic structures and processes in Sri Lanka
- v) Providing financial assistance and support to civil society organisations working on behalf of vulnerable groups of people in Sri Lanka.

REGION 3 – CARRIED

17. SCOTTISH AND ENGLISH DEFENCE LEAGUE

This Women's AGM is disgusted at the recent demonstrations by the Scottish and English defence leagues that are a fascist organisation which shares some of the same sexist and racist beliefs as the BNP.

These organisations deliver the message of fear and hate

to whoever will listen to their vile messages. Racist organisations like these must be stopped and opposed as soon as they begin to raise their ugly heads.

Therefore, this Women's AGM instructs the EC to continue to campaign with other anti-fascist organisations in condemning the activities of these fascist groups and to encourage an FBU attendance at any peaceful counter demonstrations.

REGION 1 – CARRIED

18. THE BNP

This Women's AGM notes with concern that the list of BNP members published on the internet earlier this year contained the names of many public service workers.

This AGM recognises the BNP as a fascist, sexist and racist party whose policies are completely opposed to the interests of a progressive movement, good public service provision and the Fire Brigades Union's "All Different All Equal Policy" and Rules.

The Employment Act 2008 has amended section 174 of The Trade Union and Labour Relations (Consolidation) Act 2002 so it now allows the following:

A trade union may lawfully exclude someone because of his or her membership of a political party, but only if "membership of that political party" is contrary to a rule or objective of the trade union, and in the latter case only if it is reasonably practicable for the objective to be ascertained by a person working in the same trade, industry or profession.

As a consequence of this:

This 2009 Women's AGM calls upon the Executive Council to expressly ensure that the Rules and Policies of the Fire Brigades Union clearly state that membership of the British National Party or any other fascist political party is outwith both Policy and the FBU Rule Book.

REGION 10 – CARRIED

19. CHILD POVERTY 1

This Women's AGM is appalled that 4 million (that is 1 in 3) children live in poverty in the UK, one of the highest rates in the industrialised world. This is a shocking figure given the wealth of our nation.

Children who live in poverty in the UK will have shorter life expectancy, slower development, are five times more likely to die in an accident and 15 times more likely to die in a fire in their home. These are only a few of the effects of child poverty in the UK.

We call upon the Executive Council and Brigade Committees to raise awareness of the issue of child poverty in the UK and raise the level of debate by urging members to lobby MPs asking them to support the "end child poverty" campaign, and become members of the campaign.

REGION 6 – CARRIED

20. CHILD POVERTY 2

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.

This AGM urges the National Women's Committee, in conjunction with the Executive Council to 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 and totally eradicating it by 2020.

REGION 8 – CARRIED

21. DOMESTIC VIOLENCE

This Women's AGM views with profound concern the continuing high incidence of domestic violence, which accounts for one fifth of all violent crime reported in the UK and that domestic violence has a higher rate of repeat victimisation than any other type of crime.

It is a gross failing in a modern society which blights the lives of tens of thousands of women and their children and tears apart both families and social fabric.

This AGM recognises that Trade Unions have a role to play in combating this violence, of which women are overwhelmingly the victims. Through information and awareness campaigns, practical support and provisions under rule for victims and perpetrators and support in the workplace such as: adjusting hours of work, ensuring that counselling is available and where necessary, signposting members to help agencies, to name but a few.

It calls upon the Executive Council to;

- Urge the UK Government to work with the TUC and affiliates to ensure awareness, reduction and ultimately elimination of domestic violence.
- Campaign for employers to provide the necessary support to employees suffering from domestic violence.
- Urge employers to provide comprehensive domestic violence policies and guidelines within their respective FRS.

Finally, this AGM implores the Executive Council to consult with the TUC General Council regarding ways in which the Domestic Violence Bill might be made more effective in practice by:

- Demanding that local authorities develop long-term and stable funding streams for local provision of domestic violence services for women.

- Developing a challenging attitude campaign across the UK in order to reduce the level of tolerance of violence against women.

REGION 8 – CARRIED

EMERGENCY MOTION 1. SHIFT SYSTEMS

This AGM recognises consistent attacks on the 2/2/4 shift system nationwide and accept that there are local agreements in some fire and rescue services accepting other working patterns, negotiated and agreed at local level.

This conference is however appalled that at a planning meeting on the 17th November 2009 of the London Fire and Emergency Planning Authority, the 2/2/4 shift was put back on the agenda for detrimental change, regardless of FBU condemnation.

As an employer of large numbers of women firefighters and shift workers they are debating a change to the current shift system of a day duty, currently starting at 09.00 and a night duty starting at 18.00.

Practical experience and feedback from parents, carers and serving staff has shown that the current 2/2/4 shift pattern is the best system for work-life balance and compliments a family friendly ethos.

Whilst we believe that this pattern should form the basic shift system, we do welcome flexible working patterns for individuals where they are requested to enhance working and home life, development potential and caring costs and management.

This AGM demands that the Executive Council campaign to defend the 2/2/4 shift system where it still exists and supports a campaign for its reintroduction where requested, with better flexible working opportunities and agreements at a national level to be actioned and reported back to the Women's AGM 2010.

REGION 10 – CARRIED

Attendees**Officials**

Vicky Knight – EC member for women
Kerry Baigent – NWC secretary
Denise Christie – NWC vice chair

Delegates

Sharon Sales Mossop
Samantha Rye
Amanda Cregin
Sarah Gartland
Helen Tooley
Helen Harrison
Kate Baer
Tamsin Walkowiak
Jo Byrne
Tania Morris

SECTION G — INTERNAL ADMINISTRATION

Emma Davis
Sally Harper
Sian Griffiths
Chanel Richardson
Heidi Reynolds
Pauline Perry
Val Hampshire
Sharon Wilcock

Observers

Rose Jones
Louise Jones
Katy Lane and
Jo Winrow-Jones

G26 CRAG

In September 2004 the Executive Council established the Control Regionalisation Advisory Group (CRAG).

CRAG collates and distributes information to members, officials, the public and politicians on the dangers posed by the ill-conceived idea that call management and command and control and mobilisation of incidents can be best handled by the regionalisation of these functions.

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.

Members of the group are:

Andy Dark	Assistant general secretary
Sharon Riley	Executive Council member for control members
Sue Offland	Secretary to CSNC
Danni Armstrong	Region 11
John Drake	Region 13
Jack Ford	Executive Council member for officer members
Duncan Milligan	Head office

2009 has seen a number of key developments in the government project for the regionalisation of controls. The Union's responses to these developments, alongside our own initiatives in dealing with the project, have been robust.

Developments around the FiReControl project have meant that 2009 saw an increase in the already high volume of work in this area of our work as a Union, which is reflected in the workload of the Executive Council, regional and brigade officials, the CSNC, the Union's communications department, and of course CRAG.

The work of CRAG has also been shaped to a large extent by the developments surrounding the control room regionalisation project, which are reported in Section B of this Executive Council Annual Report.

In addition to that body of work, in 2009, CRAG has focussed on a number of key areas, including:-

- consideration of reports from regions on progress (or otherwise) regarding TUPE consultation;
- facilitating discussion of common problems being encountered;
- providing advice to assist officials in those discussions;
- considering reports from officials attending various official forums, e.g. FiReControl Sounding Board.

Control campaign timeline

It is Annual Conference policy to protect control members' interests, in particular:

- FBU representation;
- Grey Book conditions;
- no compulsory redundancies.

In line with this policy CRAG produced a campaign timeline, towards strike action should fire authorities not put in place the measures necessary, to secure these three elements.

As a result of delays to the planned implementation of the RCC project, in late 2009, CRAG recognised that the timeline would need to be reviewed. This review was considered by the Executive Council in early 2010.

Early day motions

Two early day motions have been submitted by the Parliamentary Group, opposing the FiReControl project:

2008-2009 session

EDM 1800 submitted on 1 July 2009 by Andrew Dismore, received 157 signatures.

That this House notes the recently expressed concerns of the Fire Brigades Union that the FireControl Project should have been completed by the end of 2007; further notes that the Government claimed it would make considerable savings, paying for itself within five years and improve on the current system; further notes that the project is considerably over budget and will make no savings, continues to face considerable technical challenges and is now facing further delays which means the full national network may not be in place and rigorously tested in time for the London 2012 Olympic and Paralympic Games; further notes the concerns of the Chief Fire Officers Association that the lack of detail in the project requirements will jeopardise the project meeting the recently revised timescales and that further delays will threaten the operational continuity of existing control rooms, including the lack of capacity to meet the transitional requirements within the declared project timescales; and therefore calls for the project to be stopped and for existing control rooms to be swiftly upgraded as necessary to ensure the communications benefits sought by Government are delivered by local fire brigade control rooms as they will be in Scotland and are in Wales without the need for regionalisation.

2009 – 2010 session

EDM 419 submitted on 9 December 2009 by Andrew Dismore, which at the time of writing, was still a 'live' EDM.

That this House notes the continued concerns of the Fire Brigades Union that the FiReControl Project should have been completed by the end of 2007; further notes that the Government claimed it would make considerable savings, paying for itself within five years, and improve on the current system; further notes that the project is considerably over budget and will make no savings, continues to face considerable technical challenges and is now facing further delays which means the full national network may not be in place and rigorously tested in time for the London 2012 Olympic and Paralympic Games; further notes that the Chief Fire Officers' Association is not assured that the project will not face further delays and that in September the Local Government Association echoed the concerns of the Fire Brigades Union, stating that fire and rescue authorities have expressed deep concerns; and therefore calls for the project to be stopped and for existing control rooms swiftly to be upgraded as necessary to ensure the communications benefits sought by Government are delivered by local fire brigade control rooms as they will be in Scotland and are in Wales without the need for regionalisation.

Campaigning with the membership

Throughout the summer and autumn of 2009, a series of FBU meetings were held with members in all regions, addressed by either the general secretary, president or assistant general secretary.

These meetings were well attended, and the themes of:

- the need to defend emergency fire control room members' jobs and conditions;
- the need to campaign to explain the dangers of the RCC project to politicians and the public;
- the importance of attending the FBU rally on 21 October 2009

were enthusiastically received.

In addition, throughout the summer and autumn period, five different leaflets were produced and distributed to members at home, detailing the key arguments of the campaign and urging members to attend the rally and lobby.

Part of the Team DVD

To assist communication with members and politicians, both local and national, on the key problems of the FiReControl project, the Union produced 1,000 copies of the "Part of the Team" DVD. The DVD has been used to great effect at branch meetings, membership campaign meetings, meetings with fire authority members, and meetings with other local and national politicians.

It continues to be a very powerful tool as we continue the campaign into 2010 and beyond, and remains available on FBUTube.

FBU rally and lobby of Parliament – 21 October 2009

The Union organised a successful rally on 21 October 2009 at Central Hall, Westminster, around the theme "Part of the Team".

The rally was addressed by a number of key figures from the Union and from within the labour movement, including the FBU president; the FBU general secretary; Sharon Riley, FBU EC member for control members; Frances O'Grady, TUC deputy general secretary; John McDonnell MP, and Andrew Dismore MP.

At the conclusion of the rally, the 1,800 FBU members who attended, lobbied their MPs in the House of Commons to oppose cuts to the fire and rescue service and the introduction of the regional control centres in England.

2,000 document wallets with copies of the DVD and the briefing notes were produced, and a film of the day's events remains available on FBUTube.

YouGov survey

In 2009 CRAG recommended the initiation of a YouGov survey of FBU members' views on a range of matters, including FiReControl. The survey showed that FBU members, the professionals in the fire and rescue service, were overwhelmingly opposed to the FiReControl project.

CLG's Final Business Case for FiReControl

Members of CRAG oversaw and contributed to the FBU response to the CLG consultation on its Final Business Case for FiReControl.

CRAG had also been instrumental in the decision of the Executive Council to commission the independent report on the business case by the Institute of Public Finance.

Transfer of Undertakings (Protection of Employment) Regulations 2006 – advice for officials

Throughout 2009 CRAG continued to oversee the provision of advice and guidance for local FBU officials when dealing with transfer discussions with the fire authorities and local authority controlled companies (LACCs).

CRAG has recognised that improvements can be made in this area, and this will be addressed early in 2010.

Retention of Employment model

In December 2009 the Executive Council considered a proposal that the Union adopt the Retention of Employment model as the preferred means through which regional control centres are staffed, as an alternative to control room staff being transferred from fire and rescue service employment to direct employment by the LACC.

The Retention of Employment model has been widely used in the National Health Service, and had undergone a lengthy period of scrutiny before being recommended to the Executive Council by CRAG.

The Executive Council wishes to place on record its thanks to all those involved in this work, especially the CSNC, the FBU's press and communications department, and the members of CRAG, who have all played their individual or collective part in the successful working of the Union's campaign against regionalisation throughout the year.

G27 Reorganisation Subcommittee

During 2009, the Executive Council's Reorganisation Subcommittee met on

19 March 2009

16 June 2009

10 November 2009

The subcommittee has considered a number of matters during the year, including:

- sectional standing orders – regional committees;
- standing orders of national sectional committees;
- changes to the National Gay and Lesbian Section;
- possible combination of Rules 8A, 8B and 26;
- possible rule changes – election procedures;
- Rules 8A (2)(d) and 8B (2)(e) – impact on the operation of the Union;
- rule changes regarding regional education learning officers;
- rule changes regarding BNP membership activity (and similar);
- fire and rescue service working hours and overtime.

In December 2009 the implications of the HMRC (Her Majesty's Revenue & Customs) were considered by the Executive Council.

It was agreed that:

- a major reorganisation of the Union may be due;
- that the deliberations of the Reorganisation Subcommittee being separate from financial considerations, which had resulted from ruling by the president in 2005, was no longer sustainable.

The national official leading on IRMPs is the assistant general secretary, Andy Dark.

The IRMP Board serves as an advisory body to the Executive Council.

During 2009, the IRMP Board has considered the following matters:

- FBU IRMP Framework document;
- FBU IRMP questionnaire;
- statistical evidence gathering;
- FBU response to the Audit Commission report "Rising To The Challenge";
- revision of the FBU National Document;
- Fire and Rescue Service Incident Recording System.

It has started work on a number of matters, including:

- reviewing the terms of reference of the IRMP Board;
- reviewing the FBU IRMP strategy;
- addressing the response standard.

G28 IRMP Board

The IRMP Board comprises:

Andy Dark	Assistant General Secretary
Mick Shaw	President
Matt Wrack	General Secretary
John McGhee	National Officer
Keith Handscomb	Executive Council Member
Jim Parrott	Executive Council Member
Tam McFarlane	Executive Council Member
Kath Smith	CSNC
Pete Preston	NRC
Dave Beverley	ONC
Dave Sibert	IRMP/Fire Safety Adviser

Also invited to attend are representatives from Region 1, Region 2 and Region 8. In 2009, these regions were represented by

Roddy Robertson	R1
Jim Barbour	R2
Mike Smith	R8



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 of the National Education Committee and regional education officers have been held on a regular basis, and in addition meetings with section education officers have taken place to try and ensure that all schools and courses fit in with the overall direction of education within the Union.

Trevor Cave, the director of education/education advisor, has continued to coordinate the development of the Union's education programme, including the production of new materials to support the delivery of a range of courses for officials.

National education

Discussions nationally within the Union have continued to highlight education priorities for regional and brigade officials and again priority has been given to developing materials and resources to support courses that have attracted over 630 participants. These courses have included the following:

- Handling Change and Restructuring;
- Handling Change – Shifts etc;
- Qualifications and Workforce Development – a Trade Union Approach;
- Understanding Equality Impact Assessments;
- Handling Internal Investigations (ADAE);
- Promoting Union Learning;
- Health and Safety Update 2009;
- Fairness and Equality Update 2009;
- Pensions Update and Handling Medical Appeals;
- Organising and Planning Trade Union Education;

- Union Learning in the UKFRS;
- Using National and Local Negotiation and Consultation Procedures;
- The National School 2009.

Materials for a new course on Bargaining Skills for Regional and Brigade Officials have been drafted and will be piloted during the spring of 2010. 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.

The Union now has a standardised system for course evaluation and feedback from each course/school is summarised by head office and provided for discussion at the appropriate committees including the National Education Committee, Regional Education Meeting and the Executive Council.

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.

National officials and the director of education/education advisor have continued 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.

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Courses delivered have included:

- Introductory Branch Officials;
- Introductory Health and Safety Representatives;
- Introductory Fairness at Work;
- Handling Internal (ADAE) Investigations;
- Using the Media;
- Dealing with Accidents, Injuries and Claims;
- Engaging with Politics Introductory;
- Engaging with Politics and Campaigning Skills Follow On;
- Countering the Far Right;
- Promoting Union Learning in Regions;
- Handling Discipline and Grievance;
- Handling Medical Appeals;
- Time Management for Union Officials;
- Tackling Bullying and Harassment;
- Conference Skills/Public Speaking;
- Handling Discipline and Grievance – Developing Casework Skills;
- Discussion Leaders and Education Methods;
- Pensions Briefing – Update;
- Developing Representatives' Skills.

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 and Organising 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.

The Executive Council was presented with a paper including a review of education document at its meeting in December. This paper was discussed and agreed by the Executive Council.

H2 National School 2009

National School 2009 was held from Sunday 1 November – Friday 6 November at Wortley Hall Sheffield, fully subscribed, attracting 51 students in all.

The programme for the FBU National School 2009 was designed by national officials with the assistance of Trevor Cave (FBU Education) and TUC tutors John Botterill, Katherine Fry, Julie Heselwood and Neil Harrison.

National School Year 1 was attended by 32 members and supported by two TUC/FBU tutors:
Year 1 Group 1 – John Botterill, TUC tutor, Leeds City College,

Department of Trade Union Studies; the class chair was Pete Smith, REO/National Education Committee, Region 4.

Year 1 Group 2 – Julie Heselwood, TUC tutor, Leeds City College Department of Trade Union Studies; the class chair was Steve Brinkley, REO/National Education Committee, Region 9.

Neil Harrison, TUC tutor, Leeds City College, Department of Trade Union Studies joined the school to assist with tutoring on the fourth day.

National School Year 2 was attended by 19 members and supported by Trevor Cave, FBU director of education, and Katherine Fry, TUC/FBU tutor, Leeds City College, Department of Trade Union Studies; the class chair was Dave Green, EC member/ National Education Committee, Region 6.

The school helped 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 and rescue 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 themselves 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 now and in the past.

As reported above, the school was delivered to two groups in Year 1 and one group in Year 2. A range of discussion activities were supported by inputs from both tutors and guest speakers. The school included separate programmes of study for Year 1 and Year 2. The programme of work for Year 2 was built on the assumption that learners had previously covered the work of the first year. All students were sent written pre-course reading covering both study skills and issues to be discussed during the school.

The school was opened on the Sunday after lunch by Brother Mick Shaw, FBU president, and participants then divided into their respective classes in either Year 1 or 2 for introductory sessions with their tutors and class chairs. The sessions covered an introduction to studies, and a discussion of learning aims, methods and skills.

Monday, the second day of the school, was opened by Brother Matt Wrack, FBU general secretary, who introduced a session

on Dealing with Modernisation – priorities for organising in the UKFRS and on 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 Brother Matt Wrack, and also Sarah Messenger, secretary of the NJC employers' side, followed by group work and discussion on relevant industrial relations issues.

The penultimate 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 and the 25th anniversary of the miners' strike 1984–85 at the NUM headquarters Miners' Hall in Barnsley; and the Huskar Pit Disaster memorial in Silkstone churchyard.

After dinner the school attended a performance of Under One Sky by the Banner Theatre Company which was tremendously well received.

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 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.

On the Wednesday morning the school began by meeting a delegation of firefighters from Nablus in Palestine. The delegation was accompanied by Kevin Brown, Region 5 regional secretary, who spoke on his recent visit to Palestine. The rest of the morning included discussions around trade unions, politics and the economy. Later in the morning John Hendy QC addressed the school on The Struggle for Trade Union Rights.

The first afternoon session on Wednesday was constructed around the theme Recent and Current Trade Union Struggles in the Workplace. The whole school attended a session chaired by the president who introduced the following speakers:

Keith Gibson, GMB shop steward, Lindsey oil refinery;

Graham Wilkinson, FBU South Yorkshire;

Neil Harrison, Public and Commercial Services Union, Department of Work and Pensions;

Ian Terry, ex Vestas, Isle of Wight.

After the afternoon break the school welcomed a guest speaker, Narmadha Thiranagama, TUC equality policy officer, who spoke on Negotiating Race, Gender and Class.

Following this, Year 1 had an opportunity to consider the wider struggle for Freedom, Justice and 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 second year held a tutor-led discussion around Politics and Social Class Today.

The evening session of the day was chaired by the president who introduced an international guest speaker, Alvaro Sanchez from the Venezuelan Embassy who spoke on The Bolivarian Revolution and the Importance of International Trade Union Solidarity.

On Thursday the school started in class groups and the first year held tutor-led discussions on Understanding Neo-liberalism – an Introduction.

Similarly, the second year held sessions on Neo-liberalism – Revisited with class tutors and Professor Gregor Gall of the University of Hertfordshire, who introduced a case study-based activity for that group building upon what had been introduced in the previous year.

The Thursday afternoon session was led by guest speaker John McDonnell MP, secretary of the FBU Parliamentary Support Group, who addressed the school, prompting questions from members present and evoking a lively debate in both classes following the session.

The rest of the afternoon focussed on the threat from the far right. Tutors in Year 1 introduced activities on Countering the Far Right and the Year 2 session was entitled Understanding and Countering Far Right Thinking.

The highlight of the evening was the National School Quiz organised by national and regional 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 and Labour Movement, led by Matt Wrack.

Members, in the review of the school, scored it 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:

Neo-liberalism; visit to the mine museum; session with QC. Picket line, which was my first one. Lines of action as a branch rep that I didn't even think of.

Dealing with modernisation, negotiating skills. Activities were helpful. The case study on neo-liberalism helped me understand it more.

I have to say the away-day to the NUM HQ and the museum inspired me immensely. Also the verve demonstrated by the tutor team always amazes me. Thank you.

FBU's role in the wider movement. Understanding other brigades' positions and comparing them to our own. Looking at the labour movement. All of it was excellent. Working in groups is the best way to learn from activities and each others' experiences.

The course as a whole was important and useful, as all sessions were interlinked. I particularly found the political and historical background to the course interesting and it gives me a platform to build on an action plan to involve FBU members.

Negotiating effectively; FBU/Labour policies; engaging with politics; modernisation of the fire service; trade unions; mining trip. Internationalism – now I can explain why it's relevant and why it matters.

Fascism – arguments to counter the far right.

NUM visit was a real eye opener and the history behind it sobering. The link between racial oppression, trade unions and politics and economy now a lot clearer. I now understand neo-liberalism!! Very interesting debate on the far right and how to counter them.

At the River I Stand film – brilliant way of demonstrating the importance of standing up for your/all beliefs. Guest speakers brilliant – Ian Lavery exceptional. Banner presentation – again, it's taking information by visual delivery.

Guest speakers, especially the NUM president; tutorials on history of unions; class debates; networking and field work.

All the political and social aspects of the Union. Reasons for the Tory government wanting to break a union. National issues. Political, social climate. Restraints and constraints on trade unions due to anti-trades union legislation. Reasons for and tactics against the far right.

I personally really enjoyed the exercise on Trade Unions, Politics and the Economy as it really pulled together some of the main questions and further knowledge I needed to explain trade unionism to members.

Most guest speakers were inspirational, drawing on experience from other union members, not just tutors', has been very valuable. Also trade union education on its own history is very inspiring to see a chance for change to happen.

All aspects were useful and helped raise the bigger picture, which I was unaware of beforehand. Found the debate forum very useful as it allows people's different views/opinions to be discussed.

Action on organising and campaigning; information on NJC; legal aspects of unions/anti-union legislation. Greater understanding of the wider role of the FBU; discussed

regional FBU disputes and outcomes. Excellent; gives officials a broad knowledge base of basic politics, wider trade union movement.

Very valuable in terms of the trade union movement as a whole. Could concentrate more on FBU-specific issues.

Invaluable; excellent; intensive. Well organised, well thought out in terms of subject material and flow. Perfect for all officials.

Raised political awareness and the importance of looking at trade union history. Progressive and positive learning experience that has provided additional tools to do the job.

The closure of the 2009 National School was overseen by Brother Mick Shaw, who thanked all those who had participated in whatever capacity for their contribution to the school.

H3 National Education Grants

The Executive Council continues to support National Education Grants to those undertaking trade union related studies which will be of benefit to Union members.

On 28 January 2009 head office circular HOC0061AD was issued to Executive Council members. This circular was discussed and agreed at the Executive Council meeting held in February 2009.

The paper proposed that all applications should be considered by the relevant regional committee and outlined certain criteria that should be adhered to. It also proposed that regional committees could agree sponsorship from their regional funds.

H4 TUC day release and extended courses

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 and Safety Representatives Stage 1;
- Next Steps for Safety Representatives Stage 2;
- Diploma in Employment Law;
- Diploma in Occupational Safety and 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 0.69% of TUC membership, is responsible for 1.25% of the take up on TUC 10-12 day release courses and 2.80% of the take up on short courses. This may be contrasted with other public sector unions in the same period, most of whom would have a percentage take up directly reflecting their percentage of TUC membership, whereas the FBU is double on the 10-12 day programme and much more effective than most in utilising the TUC short course programme. 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.

H5 Tutors 2009

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 wishes to place on record its 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, Katherine Fry, Julie Heselwood, Catharyn Lawrence and Neil Harrison, TUC tutors, Leeds City College, Department of Trade Union Studies; Imra Shoaib, TUC tutor, Manchester College, Department of Trade Union Studies; Paddy Hutchinson, TUC tutor, Newcastle College, Department of Trade Union Studies; Richard Young, TUC tutor, Bridgend College, Department of Trade Union Studies; and Brian Corrigan, TUC tutor, Stow College Glasgow, for their contribution to the education programme for officials and members.

H6 Union Learning Fund

The FBU Union Learning Fund (ULF) projects continued to progress and deliver learning opportunities to thousands of FBU members during 2009. The FBU maintained its seat on the national unionlearn advisory group and on the unionlearn U-Net steering group that provided guidance and advice on the network of union workplace learning centres.

During 2009 the National Coordinators Committee held five meetings and the Strategic Partners Committee one.

With nearly 400 trained union learning reps (ULRs) the FBU engaged with just over 17,000 members. Many obtained information and advice about learning or engaged in a learning activity through the ULF project. Around 6,000 members obtained a qualification in numeracy, literacy and various levels of information technology, showing that the Union's learning provision through ULF is another clear benefit of FBU membership.

With the current ULF funding due to finish in April 2010 the Executive Council approved the submission of a further application from April 2010 to March 2012.

The EC statement, Embedding Union Learning in the FBU's Future, which proposed a strategy to embed mainstream lifelong learning in the Union's structure, was carried at the 2009 Annual Conference. One of the key components of the statement was the proposal to replace the current post of regional education officer with a regional education and learning organiser (RELO). This has already taken place in a number of regions. With the funding due to finish in April 2010, the ULF coordinators will shadow and help transfer knowledge of union learning to the RELO.

The 2009 National ULR School was held at Stoke Rochford Hall with the theme around learning and organising. Over 70 ULRs, education officers and officials attended the school which saw the general secretary launch the FBU Dyslexia Guidance for Officials and Members document. Since its launch the dyslexia document has been praised not only within the fire and rescue service but by many other affiliated organisations. For many of our members who are dyslexic it raised the problems and barriers they face and offered officials help in resolving pertinent issues. A presentation around the FBU organising agenda was delivered by Daniel Giblin showing the links between union learning and organising. Workshops on embedding learning and dyslexia took place with the final focus on the theme of A Service for the 21st Century.

Regional FBU ULF projects continued to take place in Regions 3, 5 and 13 with ULRs seconded to deliver learning opportunities for Union members.

As part of unionlearn's U-Net structure of workplace learning centres, the FBU's learning centres underwent their first Ofsted inspection last year. It is a pleasure to report that the centres achieved a grade 2, with the inspector making comment on the enthusiasm and support of centre staff in relation to learners using the centres. The centres will continue to offer Skills for Life and ICT courses at a number of levels and are looking to expand their choice of courses provision in 2010 through accredited distance learning packages.

Throughout the year ULF coordinators and ULRs supported members undertaking S/NVQ and other FRS related qualifications.

Congratulations should go to Martin Harding (Cambridge ULR and FBU brigade lifelong learning co-ordinator) who won the

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Adult Learners Week “ULR of the year” award for the East of England and Paul Fletcher, ULF co-ordinator for Region 12, who won the “LearnDirect ULR of the year award” in the Southern Region.

N.B. It is with sadness that during the course of the year Paul Fletcher, ULF Region 12 coordinator, died while attending an AFA at a prison on the IOW. Paul had recently been elected as the regional chair as well as accepting promotion within the IOW FRS. He was a true advocate of lifelong learning and in a short space of time had increased the number of ULRs, achieved a learning agreement in five of the brigades and developed learning modules that supported FBU members at work and at home. His early death is a great loss to his wife, children and the FBU.

SULF, NIULF and WULF

The SULF 7 project continued to deliver learning opportunities within the Scottish Region and helped to meet and address the workplace skills gap in adult literacy and numeracy. A number of skills events including the “Challenge the Scottish Fire and Rescue Service” have been delivered.

Around 150 members gained an ETHOS qualification in a range of courses from customer care to introduction to management. Deaf awareness courses continued to be delivered in conjunction with other STUC affiliated unions.

The FBU SULF regional manager sits on the advisory group of Scottish Union Learning.

With the current SULF funding due to finish in April 2010 a further bid is currently being considered.

The NIULF delivered courses in; deaf awareness, computer studies, sign language and drug awareness.

In order to raise the awareness of numeracy and literacy a “Challenge the Northern Ireland FRS” has been organised and is due to start in January 2010.

In line with the arrangements for the NIULF the Union is seeking to extend the project for a further year to April 2011.

An application for further funding from the WULF in 2009 was successful with funding now in place until April 2011. The WULF Strategic Steering Committee reviews progress and assists in setting the agenda for future development and met on three occasions during the last year.

It is particularly pleasing to say that the three fire and rescue services in Wales signed workplace learning agreements with learning committees now in place.

The number of learning opportunities was increased during 2009 with an IT course being trialled for a possible roll-out across Wales FRS.

The Executive Council would like to place on record its thanks to all the members of the ULF Committee and learning centre staff for their work during 2009.

FBU National Coordinators Committee: Sean Starbuck (national officer), Dave Green (Executive Council), Tam Mitchell (Executive Council), Trevor Shanahan (national ULF manager), Adrian Slassor (ULF finance manager), Trevor Cave, (FBU director of education), Jock Munro (SULF regional manager), Lynda Rowan O'Neill (NIULF regional manager), Nigel Williamson (WULF regional manager), Mike Kirby (Region 4 coordinator), Garry Harney (Region 5 coordinator), Andy Brickles (Region 6 coordinator), Graham Humphrey (Region 7 coordinator), Steve Brinkley (Region 9 coordinator), Tim Davis (Region 10 coordinator), Bob Fitz-Gerald (Region 11 coordinator), Paul Fletcher (Region 12 coordinator), Bill Hendy (Region 13 coordinator), Claire Wealleans (FBU learning centre manager), Lorna Taylor (FBU Skills for Life advisor/ tutor), Ingrid Ludolph (T2G) and Lara Hindhaugh (ULF administration assistant).

H7 B&EMM School 2009

There were 82 applications to the school and it had been decided that the school would be limited to no more than 60 students. In September, the London Fire Brigade cancelled all Trade Union Leave (TUL) during the industrial dispute which initially greatly reduced the numbers – more than 50% of the school students were London B&EMM. The dispute was subsequently resolved and TUL reinstated. The final school figures were 58 students from 18 fire and rescue services including:

- Region 1 Strathclyde (1); Lothian and Borders (3); Dumfries and Galloway (1);
- Region 4 South Yorkshire (1);
- Region 5 Cheshire (1); GMC (1);
- Region 6 Nottingham (2); Leicestershire (1); Derby (1);
- Region 7 WMFS (8); Staffs (2); Warwickshire (1);
- Region 8 South Wales (1);
- Region 9 Herts (1); Cambridgeshire (1); Suffolk (1);
- Region 10 LFB (24);
- Region 11 Kent (2);
- Region 12 Royal Berkshire (1); Buckinghamshire (1);
- Region 13 Avon (2); Gloucestershire (2);
- The school also welcomed 16 first time attendees.

The school started with the B&EMM national chair's introduction and a walk and talk session held in the Wortley Hall grounds. It had been decided that the discussions would centre on the history of B&EMM and Wortley Hall, the progression of equality and diversity policies, BNP members in the fire service, and the election of Barack Obama. There was a lively discussion in the groups and the session served as the school ice-breaker.

National officer John McGhee spoke about the history of equalities in the fire and rescue service (FRS) and the historical role of the FBU and its sections. He also gave the school an update on national FBU issues and answered questions from the floor. FBU organiser Daniel Giblin introduced a session and the school broke into workshops to discuss the results of the FBU B&EMM survey and how mapping can be used to become better organised as a section. The first day ended

after dinner with the film *At the River I Stand*, the story of the Memphis sanitation workers' fight for union recognition which served to inform and inspire students to stand together, with the emotional words of Martin Luther King seeming even more poignant and relevant almost 50 years on.

The second day started with the women's breakfast, which has become a part of the B&EMM school for the last three years. This was an opportunity for the women at the school to talk about their personal experiences, in an all-female environment. As the women are very much in the minority at the school, it is a very important part of the school for B&EMM women members.

The second day sessions began with the Question Time panel session. The panel guests were former principal BME managers Jagtar Singh and Wayne McCollin, the most senior BME equalities manager Patricia Oakley from the London Fire Brigade, national officer John McGhee and chief fire officer (CFO) Randeniya from West Midlands Fire and Rescue Service. B&EMM EC member Michael Nicholas chaired the session as the original chair, BBC's John Pienaar, had pulled out at the last minute. The discussion started on the recommendations of the 1999 HM Fire Service Inspectorate's thematic review *Equality and Fairness in The Fire Service* and the progression of BME people in the fire service. Students also discussed the BNP and public sector employment, support networks and the responsibility of being a BME role model. There were a range of questions from the floor and most were asked of the CFO, whose perspective was somewhat at odds with the rest of the panel and the school. It became quite clear that CFO Randeniya's opinions on the FRS equality agenda and BME progression were a minority view and many students were surprised at what he had to say. CFO Randeniya did not agree, for instance, that a fire service that is reflective of its community performs a better service. It was an eye opener for many students.

After lunch we had a presentation from Pragna Patel from the Southall Black Sisters group in West London. The BME women's support group won a landmark high court ruling against their London council which withdrew their funding using the Race Relations (Amendment) Act 2000 as a reason for doing so! Her presentation was inspirational and an example of how to use race equality legislation to benefit the community. This was followed by the B&EMM national report, given by B&EMM national secretary Samantha Samuels. FBU director of education Trevor Cave and Trades Union Congress tutor Katherine Fry finished the day's activity with a session comparing the 1999 thematic review with the current 10-year CLG equality strategy. The progress made to date was examined and it was surprising to see how many members were not aware of the thematic review and its findings as well as believing that there had been varying progression on the recommendations to date. On Saturday evening the school acknowledged the contribution to B&EMM made by soon to be retired Brother Michael Ogwo and he received a fond farewell from the school students.

On Sunday morning there was an Asian breakfast for the benefit of Asian members of B&EMM who attended the

school, in order to gain a focused view from members as to how we can improve B&EMM representations. A new members meeting was also held to address any concerns, or questions from the new members who attended the school.

Brother Sami Chaudhry opened the final morning with a presentation on different cultures and faiths in our communities. Students then broke up into regional groups to discuss any issues members wanted to raise, as well as start the discussion on the B&EMM motions for the AGM in December. BME ROOT member Frank Bailey presented certificates to Brothers McCollin & Ogwo on their retirements. After the school evaluation forms were completed, the B&EMM School 2009 was closed by EC member Michael Nicholas.

H8 Lesbian, Gay, Bisexual and Trans (LGBT) School 2009

Friday 16 October 2009 was the date set for the 11th annual FBU LGBT School to be held at Wortley Hall in Sheffield. It was yet another successful school for LGBT members of the Fire Brigades Union.

There were 42 students, including five from GMB and one from Unison. ASLEF could not attend this year due to financial restrictions. All six attendees from other unions were there as part of the chief fire officers' letter that was sent by the section.

The school was opened by FBU president Mick Shaw, who gave an update on recent FBU campaigns, including the South Yorkshire dispute, the Merseyside action to support a union official discriminated against because of trade union work and the control campaign, and outlined future work.

A new tutor Catheryn Lawrence from Park Lane College welcomed the students by introducing the agenda for the weekend and organised an ice-breaker. She also got students to look at branch organisation and how to get more involved and how best to influence decisions at branch/brigade level.

During the rest of the school the following sessions took place:

- Richard Angel from LGBT Labour group gave an overview about LGB legislation over the last 10 years. LGBT Labour is an independent organisation that is affiliated to the Labour Party but not actually in it and uses this to gain access to ministers to help progress LGBT politics.
- International speaker Dr Alberto Roque from CENESEX, Cuba's National Centre for Sex Education, and Natasha Hickman from Cuba Solidarity Campaign gave us updates on current issues in Cuba in reference to LGBT people, and also an update on CSC work in the UK and wider world.
- Twenty years of the Women's Advisory Committee (London): Sister Sally Harper and Sister Sian Griffiths gave

us an overview on the work done by the WAC in London and what their history is and what the future holds in terms of fighting for equality.

- LGBT history month and the equality bill with Tony Fenwick co-chair of LGBT history month and School's Out.
- Sister Kath Smith gave us an update on the Control regionalisation campaign.

The feedback has again been very positive.

Some students mentioned that they now felt more prepared and ready to challenge attitudes at work and that the school gave them the support and the tools to speak out.

These people also felt strongly that the FBU School continued to empower them and gave them confidence at work, in society and at home, with family.

H9 Women Members School 2009

Students: 61

Children: 35

TUC tutors: Julie Weekes, Michele Marshall and
Teresa Bennett

The school was celebrating 10 years of the National Women's Committee (NWC), formalised within the FBU. The school was opened by John McGhee, national officer, who highlighted to students the work carried out by the FBU NWC on behalf of members. He introduced the FBU DVD entitled "We are 10 – celebrating a decade of progress for FBU Women" and the school then watched the DVD.

Students held table top discussions in their regions regarding what they had been involved in over the last 10 years and what some of their issues were.

Saturday started with workshops and the women were able to attend two over the course of the day unless they chose the Find Your Voice workshop which ran all day.

The workshops were:

Representing members on bullying and harassment

This workshop was aimed at activists who are or would like to be involved in representing members facing bullying and/or harassment. The workshop identified what is bullying and harassment, what the law says about these as workplace issues and which procedures can be used to take them up. By the end of the workshop students should feel more confident about planning and presenting a case.

Find your voice

This workshop required attendance at two sessions over the day. The workshop aimed to build the students' confidence in speaking out in trade union settings, although what was covered had a wider application.

By identifying strategies for dealing with stressful situations more confidently and positive thinking, this workshop enabled students to plan and deliver a short talk to one another and learn from their experiences.

Working through the change: health and safety and the menopause

Most advice to women on menopause related issues highlights lifestyle choices, but what about "workstyle" – lifestyle at work? This workshop enabled participants to discuss the occupational health and safety problems which can exacerbate menopausal symptoms and put women's longer term health more at risk. It also identified what employers and the FBU can do to overcome these problems and to change attitudes and improve workplace culture around women's health and the menopause.

Women and the crisis of capitalism

This workshop looked at:

- a brief history of capitalism and why it is always crisis-prone;
- whether what we are seeing now can be categorised as a capitalist crisis, a credit crunch, or a passing economic recession. Thus have to estimate how serious and enduring it is;
- how is the British crisis related to what is happening in the world or global economy;
- what are/will be the effects in Britain and will women fare any worse than men, bearing in mind that all the levers of financial and industrial power are and always have been controlled by men.

Stress

This session examined the causes and mechanisms of stress, specifically work-related, established the link between stress and negative health behaviour and identified more positive personal responses to stress management as well as rights and responsibilities with regard to workplace stress.

Know your rights – maternity and sex discrimination

This session was run by Gill Hutchens from Thompsons, the FBU's solicitors, and covered the rights in regard to maternity and sex discrimination, specifically looking at the following areas:

- paid time off for ante-natal care;
- health and safety protection;
- automatic unfair dismissal for a reason related to pregnancy, maternity etc;
- right not to be subject to a detriment for a reason related to pregnancy etc;
- rights during maternity leave (sick pay, holidays etc.).

The school also ran several plenary sessions with some great speakers.

Plenary sessions

The school had two guest speakers from Cuba. They were Carolina Amador Pérez and Gilda Chacón Bravo.

Carolina Amador Pérez is the international relations officer for the Federation of Cuban Women (FMC) and Gilda Chacón Bravo is from the International Department of the Cuban Trade Unions (CTC).

The FMC is one of the largest women's organisations in the world with more than four million members aged 14 and above. Its work has contributed to the fact that women now make up 42% of elected parliamentary positions in Cuba and 38% of senior government positions.

We also heard from Mary Davis on women's history. Mary specifically covered the women chainmakers and their struggle.

On Sunday morning the school heard from Narmadha Thiranagama. Narmi, the TUC's policy officer for women's equality, has close links with the FBU Women's Committee, where she supports, encourages and advises us on policy issues.

Narmi's role is also to advise the TUC Women's Committee on all issues relating to policy. However, Narmi covered so much more than her role within the TUC and the school heard about her struggles in Sri Lanka and the role her mother had taken to support women, which resulted in her assassination.

Our final session of the day was excellent. The school was split into regional groups and asked to think about what they want to achieve over the next 12 months. They were also asked to consider their top three women's issues as a region. The task for feedback was that everyone in each region had to get up and take part in the report back, but that the report back could be done in any style.

The school closed at 1.30pm on Sunday and the feedback has been very positive. We have some great suggestions for next year and will try and put as many of them into the agenda at the 2010 school.

H10 Union Modernisation Fund

On 24 April 2009 the FBU submitted a draft round three Union Modernisation Fund bid. The FBU bid was based upon a proposal to train, support, advise and communicate with part-time workers in the fire service. The draft bid was submitted for feedback prior to a final submission on 5 May 2009.

Unfortunately, the FBU was informed on 14 September 2009 that the bid had been unsuccessful.

Section

Fairness at Work

1 Introduction

Throughout 2009 Fairness at Work (FAW) officials continued to experience great difficulty in securing trade union leave to attend national meetings. This resulted in the cancellation of one meeting and reduced attendance at another.

Despite these setbacks, FAW officials continued to work hard on behalf of members throughout the Union. They worked on a number of issues including:

- flexible working;
- combating the BNP;
- equality impact assessments;
- workplace facilities;
- welfare arrangements;
- dyslexia guidance;
- firefighter fitness standards;
- return to work after maternity leave;
- HIV and AIDS best practice workplace policy;
- menopause and its impact on women firefighters.

It is hoped that 2010 will see a greater understanding from chief officers for the need to support FAW officials in the important work they do.

2 All Different All Equal (ADAE) representation

Members of the Fairness at Work Committee 2009:

Region 01	Lud Ramsey
Region 02	Jim Quinn
Region 03	Brian Gibson
Region 04	Nigel Bailey
Region 05	Val Salmon
Region 06	Neil Mayne
Region 07	Brian Moss
Region 08	Derek Parry
Region 09	Jane Clarke
Region 10	Graham Lester
Region 11	Stuart De Fraine Ford
Region 12	
Region 13	John Drake
ONC	Pan Poullais
G&L	Alli Burrows
B&EMM	Lud Ramsey
CSNC	Sue Offland
NRC	Leigh Redman
NWC	Kerry Baigent

SECTION I — FAIRNESS AT WORK

	Requests for Representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 01	2*	1	0	0	0	0
Region 02	3	3	3	1	1	0
Region 03	1	1	0	0	0	0
Region 04	4**	0	1	0	0	0
Region 05	4	4	0	0	0	0
Region 06	1	1	0	0	0	0
Region 07	2	2	0	0	0	0
Region 08	0	0	0	0	0	0
Region 09	6	4	0	0	0	0
Region 10						
Region 11						
Region 12	2	1	1	1	0	0
Region 13	0	0	0	0	0	0
*One under investigation						
**One member left FRS, 2 members discipline cases concluded before ADAE process						

NB: Where numbers do not add up across the columns for certain regions this is due to either members withdrawing that request for representation or investigations which were still continuing/outstanding at the end of 2009.

13 Equality and Diversity Delivery Partnership

At the end of 2008 the Equality and Diversity Project Board was brought to a conclusion. Debate took place with regards to a group that could be responsible for monitoring the progress of the strategy produced by the project board.

It was decided that CLG would set up a small group, the Equality and Diversity Delivery Partnership. The FBU was invited along with UNISON as employee representatives. John McGhee, national officer, has represented the Union at this group.

The first meeting took place on 26 January 2009. Over the year, the group was responsible for monitoring the progress of brigades with the Equality and Diversity Strategy. The group also considered areas such as:

- FRS equality framework;
- equality & diversity training for fire and rescue authority members;
- single Equality Bill;
- best practice guidance;
- equality impact assessment guidance;
- transgender guidance;
- equality monitoring within the incident recording system;
- recruitment targets.

The partnership met four times throughout 2009.

14 Equality and Diversity Stakeholder Group (EDSG)

The Equality and Diversity Stakeholder Group (EDSG) provides a forum for a wide range of internal and external fire and rescue service stakeholders to consider and advise on issues affecting equality and organisational diversity in the service. It was set up initially through the Practitioners' Forum, but now sits under the National Equality and Diversity Delivery Partnership (NEDDP).

Stewart Brown, EC member for LGBT members of the FBU, is the current chair of the group. He represents the views of the EDSG at the NEDDP.

The EDSG is a prime source of advice and information for the NEDDP. The group has over the last 12 months integrated more with the equality professionals within the FRS to achieve a more collective and cohesive approach to national equality issues affecting all stakeholders.

This group meets four times a year at CFOA HQ in Tamworth, and the work is coordinated through the offices of CFOA.

15 Fire and Rescue Service Equality Framework

At a conference sponsored by CFA held on 7-8 December 2009, the new Fire and Rescue Service Equality Framework was launched. It had been hoped that the parliamentary under secretary of state, Shahid Malik, would make the keynote speech. However, he was unable to attend due to other government issues.

The conference organisers invited the FBU and UNISON to make a presentation on the subject of Leadership in Equality. National officer John McGhee and UNISON lead negotiator for fire, Judy Foster, made a joint presentation.

Together they challenged the leadership of the fire and rescue service (FRS) to tackle the issue of the far right, in particular the BNP. Both unions hold the view that membership of such an organisation would not be compatible with being a member of a public service such as the FRS. The presentation challenged, in particular, chief officers to take a stance in opposition to the BNP.

The feedback from the conference was positive and the Union will continue to raise this issue where appropriate.

16 CLG Equality and Diversity Awards

Officials of the National Fairness at Work Committee recommended to the Executive Council, who agreed, that the National Women's Committee (NWC) be nominated for the leadership in the Equality and Diversity Awards, sponsored by CLG.

The NWC was nominated for its outstanding work in producing the best practice document for 'Maternity, Paternity and Adoption Leave' and the 'Workplace Facilities' document.

Unfortunately, the committee was up against strong contenders from other areas of the fire and rescue service and did not receive the award this year.

The Executive Council however believes the work should be recognised as making improvements for all members.



Section

Health & Safety

J1 Introduction

2009 was once again a demanding year for the Union in the health and safety area. The death of yet another firefighter, Ewan Williamson, at an incident in Lothian and Borders, reminded us all too starkly of the dangers our members face on a day to day basis.

During 2009 the number of safety representatives increased and the Union held its first dedicated national training course for brigade safety representatives. Pressure brought by the Union on the Health and Safety Executive (HSE) saw the start of a series of proactive inspections in selected fire and rescue services across the country. It is the Union's objective to make improvements to the health, safety and welfare of all our members and we will be monitoring the outcome of all inspections. Where we can, we will work with brigades to achieve improvements.

J2 Regional health and safety coordinators

The development of our regional health and safety coordinators continued throughout 2009. Early in the year they became involved in the review process of generic risk assessments (GRAs). This project and other operational guidance projects, such as the review of TB1/1997, have generated a considerable workload which the regional coordinators have tackled enthusiastically and with considerable expertise.

The appliances and equipment group also produced a best practice document for combined aerial rescue platforms.

These projects will continue into 2010 with the contributions of the regional coordinators increasing.

The group has also been involved in many other areas of work at national, regional and local level, such as:

- officer vehicle safety;
- fireground welfare facilities;
- incident management/command and control;
- accident investigation training;
- British Standards;
- HSE inspection;
- brigade health and safety rep training.

The work of this group remains highly valued by the Executive Council and head office officials.

J3 TUC union health and safety group

The TUC Union Health and Safety Specialists (UHSS) met throughout 2009 and dealt with many common issues from across the TUC affiliated unions. One of the areas dealt with was the HSE strategy.

A draft strategy was consulted on at the beginning of the year and published in June 2009. This strategy was raised at the Fire and Rescue Service Health and Safety Group (FRSHSG) where it was agreed to ask all fire and rescue

services to sign up to the pledge contained within the strategy.

This group continues to be an extremely useful support for the work of the Union with expert advice being available through Hugh Robertson of the TUC and the many other health and safety specialists who attend.

Areas of work have included:

- TETRA radios;
- pleural plaques;
- flu pandemic;
- HSE strategy;
- Workers' Memorial Day;
- Lord Gill's report on the Stockline Plastics explosion of 2004;
- directors' duties.

J4 Fire and rescue service health and safety group

John McGhee, national officer with responsibility for health, safety and welfare, represents the Union on this group. The group is made up of representatives from the Chief Fire Officers Association (CFOA), Local Government Association (LGA), Welsh Local Government Association (WLGA), Scottish Executive, Institute of Fire Engineers (IFE), Unison, Health and Safety Executive (HSE), Fire Service College (FSC) and the Fire Brigades Union (FBU). The group held four meetings throughout 2009.

The FBU raised a number of issues on behalf of members which included:

- HSE inspection of FRSs;
- firefighters and the effects of toxins;
- transportation of dangerous goods;
- firefighter fatalities;
- flu pandemic.

At times there has been a frustration with this group as progress on issues has been very slow. The Union continues to push for greater improvements to the safety of our members.

J5 HSE proactive inspections

The Health and Safety Executive agreed to carry out inspections of eight fire and rescue services in the UK. By the end of 2009 reports had been produced for the inspection of Norfolk, Hampshire, County Durham and Darlington, and Cornwall Fire and Rescue Services.

The focus of the inspections is on:

- training and competence in core firefighting skills including breathing apparatus;
- competence for incident command;
- provision of risk critical information to inform operational decision making.

Recurring themes are emerging from the reports in respect of the quality of training being provided for core skills and for BA wearing and operation, as well as issues relating to the provision of risk critical information and incident command.

These reports were circulated to all brigade secretaries for information and to ascertain that their own brigades can comply with the expectations of the HSE.

A final report is expected once all eight brigades have been inspected. The Executive Council has received regular updates.

J6 Brigade health and safety representatives training course

The first National Health and Safety School for brigade health and safety representatives took place at Wortley Hall, Sheffield, from 30 March to 1 April 2009.

Thirty-six brigade safety representatives attended the school which worked through a number of issues and subjects.

The school concentrated on opportunities to improve health and safety by organising in branches. It looked at ways that campaigns can be used to involve members and at the same time encourage improvements to the safety and welfare arrangements for all members.

The students discussed a wide range of issues such as:

- the firefighter facilities campaign;
- identifying and preventing ill health at work;
- organising tools for the workplace;
- gender health and safety;
- body mapping;
- writing reports.

The school had health and safety expert Jane Paul as a guest speaker. Jane gave an extremely interesting presentation on gender and health and safety, highlighting the need for health and safety representatives to take account of the different needs of women and men in their workplace.

Overall, the feedback from the students was very positive and the Executive Council agreed to make sure this event is added onto the annual education programme.

J7 Toxins study

Resolution 34 to Annual Conference 2008 called for a fire and rescue service study into toxins and their effects on firefighters' health.

In June 2009 Dr Sarah Myhill provided a report on the results of the tests carried out on FBU members as part of our pilot study.

The results showed that:

- 13 of them had high levels of polybrominated biphenyls (PBBs) which are used in all UK soft furnishings as fire retardants;
- 10 had high levels of lindane and nine had high levels of pentachlorophenol, both of which are organochlorine chemicals used in wood preservatives. Organochlorines may also result from burning plastics;
- p-dichlorobenzene was found in five of the samples. This is a chemical often used in soft furnishings as an insect repellent;
- PCBs, which are closely related to PBBs, were found in seven of those 16 results.

Following this report the Executive Council agreed to:

- raise with the employers and the chief fire and rescue adviser (CFRA) and relevant bodies in Scotland, Wales and Northern Ireland, the need for a national study into the effects of exposure of firefighting personnel to chemical poisoning; and the need for detailed risk assessments to be carried out and appropriate measures put in place to reduce risks to as low as reasonably practicable;
- raise with the Parliamentary Group the need for work to be carried out to have cancer in firefighters included as a recognised industrial illness.

J8 Serious accident investigations

Following Emergency Resolution 13 passed at 2008 Annual Conference, which called for a protocol for fatal/serious accident investigations and the creation of an FBU team to support local officials during the initial stages of an investigation, a group of regional health and safety coordinators produced a draft manual.

The work on this draft manual for fatal/serious accident investigations and the training package to support it has continued through 2009 and it is hoped that the package will be completed in 2010.

J9 Generic risk assessment

This project began at the end of 2008, after lobbying by the FBU convinced Communities and Local Government of the need to review national guidance.

Jim Parrott, Executive Council member for Region 11, has provided project management support to the national officer, John McGhee, for this project. Jim has carried out this work with assistance from most of the regional health and safety coordinators.

The FBU sought to influence the style and content of the new generic risk assessments (GRAs) in order to make certain that the end product is one that can be easily used by the fire and rescue services. The Union has sought to ensure consistency of approach, an evidence base and the removal of the reliance on dynamic risk assessments as a control measure.

The first two GRAs were published in September 2009:

- emergency response and arrival at the scene;
- flashover, backdraught and fire gas ignitions.

The project will continue through 2010-11.

J10 CFRA – dynamic management of risk at operational incidents – dynamic risk assessment

In May 2009 a group of regional health and safety coordinators reviewed the information and guidance available, and the application of dynamic risk assessment (DRA) at operational incidents. The group produced a report which was considered and agreed by the Executive Council.

The report raised three key recommendations:

- the FBU immediately advises fire and rescue services of our concerns about dynamic risk assessments;
- as a matter of urgency the FBU raises our concerns with fire and rescue services stakeholders groups;
- the FBU demands an immediate review of dynamic management of risk at operational incidents guidance.

This report considered information relating to serious and fatal accidents which led us to believe that the application of DRA was a significant factor in events leading up to and involved in some incidents.

This issue has been raised with the chief fire and rescue adviser (CFRA), Chief Fire Officers' Association (CFOA) and the

Health and Safety Executive (HSE). On 4-5 November 2009, CFRA held a seminar in Cheshire which was attended by stakeholders from the FRS and the FBU regional health and safety coordinators. National officer John McGhee made a presentation of the FBU's views on DRA.

CFRA has agreed to review the guidance available on the dynamic management of risk. This work should take place early in 2010 and represents a victory for the FBU's campaign for improved safety procedures for all members.

J11 Operational Guidance Project – review of TB1/1997 – BA command and control procedures

After many years of campaigning and lobbying it was finally agreed that the chief fire and rescue adviser (CFRA) would review the contents of TB1/1997, the Command and Control Procedures for the Use of Breathing Apparatus.

An inaugural project steering meeting took place at the Fire Service College, Moreton in Marsh, on 2 April 2009. National officer John McGhee attended on behalf of the Union.

The FBU is now a member of the project board which is being managed by Des Williamson from Buckinghamshire Fire and Rescue Service, who is seconded to CFRA for the duration of this project. It is envisaged that the project will take over a year to complete.

Regional health and safety coordinators have been working throughout the country on the drafting of all chapters of the guidance. The Executive Council has received regular updates on the progress of the project.

J12 Operational Guidance Project – review of operational guidance for railways, tunnels and underground incidents

The first meeting of this project board was held on 22 October 2009 and John McGhee, national officer, attended on behalf of the Union. Brother Peter Moss, chair of the Officers' National

Committee, is providing project management support to the national officer on this project and will attend the project board at future meetings. The guidance is expected to be produced by autumn 2010.

J13 Dalry Road

On Sunday 12 July 2009, we were starkly reminded of the dangers of the job our members carry out on a daily basis. At a fire in a public house on Dalry Road, Edinburgh, Brother Ewan Williamson was tragically killed. Ewan was carrying out a firefighting role at the time of the tragedy.

Since the tragedy national officer John McGhee has overseen the investigation which has been conducted by David Bennett, Lothian and Borders health and safety representative, along with assistance from: Andy Fulton, brigade secretary; Bryan Banks, brigade chair; Denise Christie, brigade vice chair; John Docherty, regional health and safety coordinator (retired); and Scott McCabe, regional health and safety coordinator.

This team has also been supported by the Executive Council member Roddy Robertson, regional officials and the brigade committee members.

The investigation team has advised members who have been interviewed by the police and the HSE. They have gathered information and evidence of what occurred leading up to and at the incident. It is anticipated that the investigation will take a considerable time to complete.

The Executive Council recognises the stress on officials carrying out serious accident investigations and endeavours to provide appropriate support throughout the process.

J14 Warwickshire – Atherstone on Stour

Two years after the deaths of Ian Reid, John Averis, Ashley Stephens and Darren Yates-Badley at the incident at Atherstone on Stour on 2 November 2007, the health and safety investigation continues. National officer John McGhee has maintained overall responsibility for this work.

The investigation, which is being carried out by brigade health and safety representative Marcus Giles and Region 7 regional health and safety coordinator Peter Goulden along with support from current and retired officials, has continued. They are examining evidence from those who attended the incident, Warwickshire Fire and Rescue Service policies and national guidance which was available at the time of the incident.

Cooperation with the Health and Safety Executive (HSE) and

Warwickshire Police has continued and although the team investigating has at times come up against barriers to information, it has worked extremely hard to find the evidence of what occurred leading up to and at the incident. It will be some time before a final report is written.

The Executive Council recognises the extreme pressure placed on officials when carrying out the investigation and has endeavoured to provide all necessary support.

J15 Marlie Farm – East Sussex

The deaths of Brian Wembridge and Geoff Wicker at the incident at Marlie Farm, East Sussex, on Sunday 3 December 2006, led to a number of investigations.

Investigations were carried out by the police, HSE and East Sussex FRS, jointly with the FBU. The process of investigation by FBU officials has been undertaken by Matt Dale, the brigade health and safety representative, Steve Huggins, brigade secretary and supported by regional officials. This has been a thorough process which will continue into 2010 before a final report can be produced.

In December 2009 a successful prosecution was brought against Martin and Nathan Winters, owners of the farm and their company, Festival Fireworks. The Winters were responsible for the deaths of Brian Wembridge and Geoff Wicker, however the judge, in his summing up, had this to say of East Sussex FRS:

“It is right to say that the firefighters’ ignorance of their own procedures of Explosive Regulations and Codes of Practice for firefighting and their lack of training in dealing with fireworks contributed to what happened”. He went on to say: “The firefighter’s natural inclination is to attempt to put out the fire unless it is apparent that it is too dangerous to contemplate doing so. It was not so apparent to them, not just because of their own ignorance of Explosives Regulations, of their own procedures and their failings in leadership and training.”

The investigation has uncovered a number of similar incidents involving fireworks. The Union has called on the government to overhaul the regulations covering the importation, manufacture, storage and transportation of fireworks in the UK.

The Executive Council recognises the work the investigation team has done so far in what are very difficult circumstances.

J16 Combined aerial rescue platform (CARP) best practice document

The appliance and equipment group from the regional health and safety coordinators produced a best practice document to primarily assist brigade officials in negotiations and consultations with brigade managers on the various issues surrounding the introduction and use of CARPs.

J17 HIV/AIDS best practice document

The Union has for some time recognised that HIV/AIDS is a workplace issue which should be treated like any other illness or condition. We also recognise, however, that there are often fears and misunderstandings about HIV/AIDS.

The National Gay and Lesbian Committee, with support from the regional health and safety coordinators, produced a best practice document in June 2009 to assist brigade officials when negotiating workplace policies on HIV and AIDS.

The document contains useful information to help negotiate sensible solutions to what can often lead to serious discrimination. The Health and Safety Committee will review the policy on a regular basis.

J18 Branch health and safety representatives – body mapping

Following the brigade health and safety representatives training course, which was held in March 2009, it was agreed to conduct a body mapping exercise with the support and participation of all safety representatives. This exercise was conducted in the last quarter of 2009. The aim was to try to gather data on the type of accidents, injuries, near misses and illnesses that were affecting our members. It is hoped that from the information received we may be able to identify trends or recurring problems and take action to reduce or eliminate the problems.

The project will conclude in 2010.

J19 Health and safety strategy for firefighters in the European Mediterranean area – workshop

In June 2009 the Executive Council agreed to pursue a joint working arrangement with other European unions in the field of health and safety with the assistance of the European Federation of Public Service Unions (EPSU).

This was following attendance by national officer John McGhee at a workshop organised by EPSU and CGIL (the Italian union representing firefighters) to discuss positive changes to the health and safety of firefighters through Europe and the European Parliament.

J20 The Second Congress of Atemschutzunfaelle – Live 2009

The general secretary received an invitation to send a representative of the FBU to address the congress on the Union's report In the Line of Duty.

National officer John McGhee was asked to attend on behalf of the Union. While the conference was an opportunity to network with firefighters from across Europe, it did not offer any strategic direction to resolving issues identified as common with all participants.

The conference organisers paid a speaker's fee to Brother McGhee who recommended to the Executive Council that it be donated to RAFT, which was agreed.

J21 Confidential stress helpline

The Executive Council agreed to continue to provide the confidential stress helpline, which is available to members on 0800 783 4778.

This is provided by an independent company, which maintains confidentiality on behalf of those members who use the service.

The service offers members the opportunity to discuss any issue which they feel to be causing stress.

Officials have been encouraged to ensure that the availability of the service is reported to members.



Section

**Accounts
2009
and
Financial Statement**

K1 Foreword

National Treasurer's and General Secretary's Foreword

The union's Consolidated Income and Expenditure Account details a 2009 deficit for the year of £392,372 compared to a 2008 surplus of £696,268.

The General Fund details a 2009 surplus of £33,082 (2008 £165,154).

Grants received have increased by £376,455, however contributions and investment income have decreased by £13,613 and £101,749 respectively. The decrease in contributions is due to a reduction of wholetime members.

Expenditure has increased by £1,350,876, which is mainly due to higher accident and injury claims, administration, and union learning costs.

The 2009 consolidated carried forward surplus has decreased to £4,206,556 (2008 £6,269,928). The General Fund carried forward deficit is now £661,644 compared to a 2008 surplus of £491,274.



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 included 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 2009 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 2009 and of its deficit 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 20 April 2010

Consolidated Income And Expenditure Account

For The Year Ended 31 December 2009

	Note	General Fund £	Accident & Injury Fund £	Political Fund £	Officials' Pension Fund £	Union Learning Fund £	2009 £	2008 £
Income								
Contributions	1i	10,141,808	1,660,099	284,298	35,849	—	12,122,054	12,135,667
Investment Income		50,696	4,810	1,545	13,857	818	71,726	173,475
Grants		—	—	—	—	1,311,921	1,311,921	935,466
Sales of Publications and Merchandise		4,756	—	—	—	—	4,756	6,987
Commission Received		3,367	—	—	—	—	3,367	974
VAT Recoverable		4,665	—	—	—	—	4,665	3,684
		<u>10,205,292</u>	<u>1,664,909</u>	<u>285,843</u>	<u>49,706</u>	<u>1,312,739</u>	<u>13,518,489</u>	<u>13,256,253</u>
Expenditure								
Benefits	2	915,841	1,579,697	3,677	—	—	2,499,215	1,923,585
Conferences and Meetings		429,811	—	—	—	—	429,811	369,134
Affiliations		138,679	—	8,517	—	—	147,196	166,347
'Firefighter'		220,254	—	—	—	—	220,254	236,113
Commissions		60,060	60,060	30,030	—	—	150,150	158,215
Union Learning Costs		—	—	—	—	1,312,739	1,312,739	943,676
Administration	3	8,324,666	125,137	225,076	208,009	—	8,882,888	8,550,817
Depreciation	1b	247,192	—	—	—	—	247,192	192,098
(Profit)/Loss on Disposal of Fixed Assets		(2,500)	—	—	—	—	(2,500)	4,620
Loss on Disposal of Investments		14,918	—	—	8,998	—	23,916	15,380
Transfer of Funds		(176,711)	—	—	176,711	—	—	—
		<u>10,172,210</u>	<u>1,764,894</u>	<u>267,300</u>	<u>393,718</u>	<u>1,312,739</u>	<u>13,910,861</u>	<u>12,559,985</u>
Surplus/(deficit) for the year		33,082	(99,985)	18,543	(344,012)	—	(392,372)	696,268
Surplus brought forward		491,274	3,858,791	1,090,851	829,012	—	6,269,928	4,565,660
Pension scheme actuarial (loss)/gain		(1,186,000)	—	—	(485,000)	—	(1,671,000)	1,008,000
(Deficit)/surplus carried forward		<u>(661,644)</u>	<u>3,758,806</u>	<u>1,109,394</u>	<u>—</u>	<u>—</u>	<u>4,206,556</u>	<u>6,269,928</u>

SECTION K — ACCOUNTS 2009 AND FINANCIAL STATEMENT

Consolidated Balance Sheet

As At 31 December 2009

	Note	2009 £	2009 £	2008 £	2008 £
Fixed Assets	4		2,357,960		2,217,135
Investments	5		967,920		946,522
Current Assets					
Stock		3,279		6,557	
Debtors and Prepayments		967,013		863,905	
Mortgages repayable after more than one year		397,454		414,898	
Cash at Bank and in Hand		2,170,305		2,985,027	
		<u>3,538,051</u>		<u>4,270,387</u>	
Less Current Liabilities					
Trade Creditors		297,793		410,569	
Other Creditors		476,214		197,016	
Accruals		967,368		851,531	
		<u>1,741,375</u>		<u>1,459,116</u>	
Net Current Assets			1,796,676		2,811,271
Total Assets before Pension (Liability)/Asset			<u>5,122,556</u>		<u>5,974,928</u>
Pension (Liability)/Asset			(916,000)		295,000
Total Assets after Pension (Liability)/Asset			<u>4,206,556</u>		<u>6,269,928</u>
Financed By					
General Fund			(661,644)		491,274
Accident and Injury Fund			3,758,806		3,858,791
Political Fund			1,109,394		1,090,851
Officials' Pension Fund			—		829,012
			<u>4,206,556</u>		<u>6,269,928</u>



M. WRACK – GENERAL SECRETARY



M. SHAW – PRESIDENT

Consolidated Cash Flow Statement

For The Year Ended 31 December 2009

	2009 £	2008 £
Cash Flow Statement		
Net Cash (Outflow)/Inflow from Operating Activities	(535,110)	183,281
Purchase of Fixed Assets	(89,463)	(75,670)
Repayment of Hire Purchase Creditors	(152,336)	(23,922)
Sale of Fixed Assets	7,501	14,000
Purchase of Investments	(156,494)	(91,656)
Sale of Investments	111,180	94,838
	<u>(814,722)</u>	<u>100,871</u>
Reconciliation of Net Cash Flow to Movement in Cash		
(Decrease)/Increase in Cash in the year	(814,722)	100,871
Net Cash as at 1 January 2009	2,985,027	2,884,156
	<u>2,170,305</u>	<u>2,985,027</u>
Net Cash as at 31 December 2009		

Note to Cash Flow Statement

Reconciliation of Operating Results to

Net Cash (Outflow)/Inflow from Operating Activities

Consolidated Income and Expenditure (Deficit)/Surplus (page 143)	(392,372)	696,268
Depreciation	247,192	192,098
(Profit)/Loss on Disposal of Fixed Assets	(2,500)	4,620
Loss on Disposal of Investments	23,916	15,380
Change in Pension Liability	(460,000)	(285,000)
Change in Stock	3,278	6,557
Change in Debtors and Prepayments	(103,108)	208,478
Change in Mortgages repayable after more than one year	17,444	16,418
Change in Trade Creditors	(112,776)	(215,273)
Change in Other Creditors	127,979	(44,683)
Change in Accruals	115,837	(411,582)
Net Cash (Outflow)/Inflow from Operating Activities	<u>(535,110)</u>	<u>183,281</u>

Notes to the Accounts

For The Year Ended 31 December 2009

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. Income from the investments is recognised when the monies are received.
- (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.

- (k) Accident and injury fund contributions are recognised on an accrual basis and to an amount agreed by the members. This is deducted directly from the member's salary. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made at the balance date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against all relevant expenditure.

Notes to the Accounts

For The Year Ended 31 December 2009

2 Benefits	Note	2009 £	2008 £
Legal Fees		576,375	537,022
Education		286,949	317,376
Accident and Injury Claims		1,579,697	1,042,297
Payments for Support		30,795	—
Pension Buy Back		—	3,609
Victimisation Payments		25,399	23,281
		<u>2,499,215</u>	<u>1,923,585</u>

3 Administration		2009 £	2008 £
Salaries, National Insurance and Pension Contributions	6	2,001,088	2,171,340
Honoraria		30,228	27,292
Travelling		953,339	864,291
Hotels and Subsistence		1,113,614	995,506
Motor Expenses		568,762	560,590
Other Organising Expenses		267,458	272,101
Trade Union Leave		1,098,974	1,091,590
Reports, Journals and Subscriptions		97,148	116,364
Ballot Expenses		36,149	26,733
Donations		134,790	122,769
Goods for Resale, Presentations & Campaigning		123,059	79,421
Repairs and Renewals		167,765	118,879
Office Expenses		550,187	490,044
Communications		642,187	649,701
Printing and Stationery		472,808	467,988
Advertising		63,284	47,918
Insurance		28,395	31,032
Bank Charges and Interest Payable		33,392	22,574
Audit and Accountancy		33,445	36,117
Professional Fees		408,285	287,468
Computer Leasing		58,532	71,099
		<u>8,882,889</u>	<u>8,550,817</u>

Notes to the Accounts

For The Year Ended 31 December 2009

4 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2009	2,671,906	554,912	161,917	3,388,735
Additions	—	353,624	39,394	393,018
Disposals	—	(120,354)	(20,000)	(140,354)
31 December 2009	2,671,906	788,182	181,311	3,641,399
Depreciation				
1 January 2009	692,152	384,121	95,327	1,171,600
Charged	51,824	159,554	35,815	247,193
Disposals	—	(120,354)	(15,000)	(135,354)
31 December 2009	743,976	423,321	116,142	1,283,439
Net Book Value				
31 December 2009	1,927,930	364,861	65,169	2,357,960
Net Book Value				
31 December 2008	1,979,754	170,791	66,590	2,217,135

5 Investments at Cost

	2009 £	2008 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £452,324 (2009), £366,575 (2008)	427,908	414,217
Newton Investment Management Ltd – Market Value – £300,730 (2009), £243,735 (2008)	276,447	268,740
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
	967,920	946,522

No provision for permanent impairment in value of investments is considered necessary.

Notes to the Accounts

For The Year Ended 31 December 2009

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 30 June 2008 respectively on each scheme and updated to 31 December 2009 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.09	At 31.12.08	At 31.12.07
Rate of increase in salaries	5.4%	4.9%	5.5%
Rate of increase of pensions in payment	3.4%	2.9%	3.4%
Discount Rate	5.7%	6.7%	5.8%
Inflation Rate	3.4%	2.9%	3.5%

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 31.12.09 £'000	Long-term expected rate of return	Value at 31.12.08 £'000	Long-term expected rate of return	Value at 31.12.07 £'000
With Profits Fund	5.1%	2,006	7.1%	1,623	5.6%	1,237
Secured annuities	6.7%	3,562	5.8%	2,973	5.2%	3,384
Total market value of assets		5,568		4,596		4,621

The major assumptions used by the actuary for the Clerical Staff Scheme.

	At 31.12.09	At 31.12.08	At 31.12.07
Rate of increase in salaries	5.2%	4.2%	5.0%
Rate of increase of pensions in payment	0.0%	2.7%	3.5%
Discount Rate	5.7%	6.7%	5.8%
Inflation Rate	3.7%	2.7%	3.5%

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 31.12.09 £'000	Long-term expected rate of return	Value at 31.12.08 £'000	Long-term expected rate of return	Value at 31.12.07 £'000
Cash accumulation policy	6.6%	2,294	6.6%	2,007	7.0%	2,065
Secured annuities	5.7%	1,433	6.7%	1,183	5.8%	1,125
Total market value of assets		3,727		3,190		3,190

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 2009

6 Pension Scheme Contributions (continued)

	2009 National Officials' Scheme £'000	2009 Clerical Staff Scheme £'000	2009 Total £'000	2008 National Officials' Scheme £'000	2008 Clerical Staff Scheme £'000	2008 Total £'000
The amounts recognised in the balance sheet are as follows:						
Present value of scheme liabilities	(5,194)	(5,017)	(10,211)	(3,953)	(3,538)	(7,491)
Fair value of scheme assets	5,568	3,727	9,295	4,596	3,190	7,786
Net asset/(liability) recognised	374	(1,290)	(916)	643	(348)	295
The amounts recognised in the income and expenditure account are as follows:						
Service costs	80	126	206	134	204	338
Interest on obligation	262	241	503	261	250	511
Expected return on scheme assets	(285)	(226)	(511)	(288)	(217)	(505)
Total	57	141	198	107	237	344
Actual return on scheme assets	827	218	1,045	(181)	(278)	(459)
Actuarial gains and (losses) recognised:						
Difference between expected and actual return on scheme assets	542	(8)	534	(469)	(495)	(964)
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	(1,027)	(1,178)	(2,205)	826	1,146	1,972
Total recognised	(485)	(1,186)	(1,671)	357	651	1,008
Cumulative amounts recognised	287	(1,579)	(1,292)	(772)	(393)	(1,165)

Notes to the Accounts

For The Year Ended 31 December 2008

6 Pension Scheme Contributions (continued)

	2009	2009	2009	2008	2008	2008
	National	Clerical	Total	National	Clerical	Total
	Officials'	Staff		Officials'	Staff	
	Scheme	Scheme		Scheme	Scheme	
	£'000	£'000	£'000	£'000	£'000	£'000
Reconciliation of opening and closing balances of the present value of scheme liabilities:						
Scheme liabilities at 1 January 2009	3,953	3,538	7,491	4,500	4,309	8,809
Current service cost	80	126	206	134	204	338
Interest cost	262	241	503	261	250	511
Contributions by scheme participants	35	38	73	40	38	78
Actuarial loss/(gain)	1,027	1,178	2,205	(826)	(1,146)	(1,972)
Benefits paid	(163)	(104)	(267)	(156)	(117)	(273)
Scheme liabilities at 31 December 2009	5,194	5,017	10,211	3,953	3,538	7,491

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

Fair value of scheme assets at 1 January 2009	4,596	3,190	7,786	4,621	3,190	7,811
Expected return on scheme assets	285	226	511	288	217	505
Actuarial gain/(loss)	542	(8)	534	(469)	(495)	(964)
Contributions by employer	273	385	658	272	357	629
Contributions by scheme participants	35	38	73	40	38	78
Benefits paid	(163)	(104)	(267)	(156)	(117)	(273)
Fair value of scheme assets at 31 December 2009	5,568	3,727	9,295	4,596	3,190	7,786

Amounts for the current and previous five years:

	2009	2008	2007	2006	2005	2004
	£'000	£'000	£'000	£'000	£'000	£'000
Present value of scheme liabilities	(10,211)	(7,491)	(8,809)	(9,099)	(8,759)	(6,775)
Fair value of scheme assets	9,295	7,786	7,811	7,365	7,025	5,875
Surplus/(deficit) in scheme	(916)	295	(998)	(1,734)	(1,734)	(900)
Experience adjustments on scheme assets	534	(964)	(352)	(414)	619	205
Experience adjustments on scheme liabilities	(1,169)	1,114	1,022	513	(260)	(206)

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2010 is £609,000.

Notes to the Accounts

For The Year Ended 31 December 2009

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.

	2009	2008
	£	£
Gross Salaries, National Insurance and Pension Contributions	2,461,088	2,456,340
Less FRS 17 Pension scheme adjustment	(460,000)	(285,000)
Net Salaries, National Insurance and Pension Contributions (as per note 3)	<u>2,001,088</u>	<u>2,171,340</u>

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.

Analysis of Officials' Salaries and Benefits

For The Year Ended 31 December 2009

Salaries

Name	Office Held	Gross Salary £	Equivalent Rank	
Matt Wrack	General Secretary	69,340	Area Manager	Competent "B"
Andy Dark	Assistant General Secretary	65,413	Area Manager	Competent "A"
Sean Starbuck	National Officer	60,388	Group Manager	Competent "B"
John McGhee	National Officer	60,388	Group Manager	Competent "B"
Dean Mills	National Officer (to 28th February 2009)	9,978	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	60,388	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	8,154	46,250	4,584
Andy Dark	Assistant General Secretary	7,651	43,631	4,773
Sean Starbuck	National Officer	7,007	40,279	8,477
John McGhee	National Officer	7,007	40,279	11,045
Dean Mills	National Officer (to 28th February 2009)	1,161	6,655	833
Paul Woolstenholmes	National Officer	7,007	40,279	6,493

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 2009

Benefits

Name	Office Held	Honoraria £	Car Allowance £	Car & Fuel Benefit £
M. Shaw	President	1,500	—	8,349
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
R. Jones	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 £1,098,974 (2008 – £1,091,590) in respect of Trade Union Leave in connection with Trade Union duties by 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>
Ewan	Williamson	12-Jul-09	1	Lothian Borders	On Duty
Andrew Gerrard	Davis	21-Apr-09	1	Strathclyde	
Andrew James	Smail	30-Aug-09	1	Strathclyde	
Marion Digney	McClure	26-Dec-09	1	Strathclyde	
Paul James	O'Brien	19-Feb-09	2	Northern Ireland	On Duty
Gary Richard	Auckland	2-Jul-09	3	Cleveland	
Paul Anthony	Bagshaw	23-Apr-09	4	Humberside	
William David	Owen	9-Nov-09	4	South Yorkshire	
Anthony Richard Bowden	Wilson	31-Mar-09	4	West Yorkshire	
Anthony	Kane	11-Apr-09	5	Cheshire	
Michael Stewart	Casson	14-Sep-09	5	Cheshire	
Mark	Povey	5-Dec-09	5	Greater Manchester	
Thomas	Petty	25-Jul-09	5	Lancashire	
Michael Anthony	Coulton	20-Apr-09	5	Merseyside	
Peter James	Wilkin	22-Apr-09	5	Merseyside	
Andrew Michael	Jacks	23-Sep-09	5	Merseyside	
John	Gilbert	13-Feb-09	6	Derbyshire	
John	Sabin	19-Dec-09	6	Lincolnshire	
David Andrew	Hewston	6-Mar-09	7	Warwickshire	
John	Giles	17-Jun-09	7	Warwickshire	
Gary	Nock	4-Sep-09	7	West Midlands	
Paul Martin	Gibbons	26-Oct-09	7	West Midlands	
Darren Michael	Costello	1-Jan-09	8	North Wales	
Ryan	Buckley	31-May-09	8	South Wales	
Daniel James	Edmonds	27-Oct-09	9	Hertfordshire	
Vincent David	Birks	16-Nov-09	10	London	
Darren Peter	Knight	18-Jun-09	11	Kent	
Graham John	Clague	24-Sep-09	11	Kent	
Colin Gerald	Dexter	27-Jul-09	11	Surrey	
Cris	Livesey	24-Jan-09	11	East Sussex	
Philip	Van Rooij	15-Dec-09	11	East Sussex	
Richard Alan	Carrington	8-Oct-09	12	Hampshire	
Paul Frank	Fletcher	24-Aug-09	12	Isle of Wight	On Duty
Colin John	Major	19-Sep-09	13	Dorset	
Gary	Neal	19-Nov-09	13	Devon & Somerset	

